

# INDUSTRIAL RELATIONS - WORKERS

ORGANISATION - GENERAL

same 1979

22 MAY 1980 → 29 April 1980

Mortality rates greater than 5/1 000 appear in italics in Table I. For all of these major causes of mortality, the Asian and 'coloured' mortality rates exceed those of the whites.

However, in this context, what requires emphasis is that by using the major disease classification a certain amount of detail is lost. For example, despite the fact that the overall rates for diseases of the circulatory system are comparable for whites, Asians and 'coloureds', within this broad category the mortality rates for specific diseases vary markedly.

Table II provides the proportional contribution of the major diseases for the whites, Asian Ischaemic Heart Disease is the Asian communities, Cerebrovascular Diseases in the 'colour

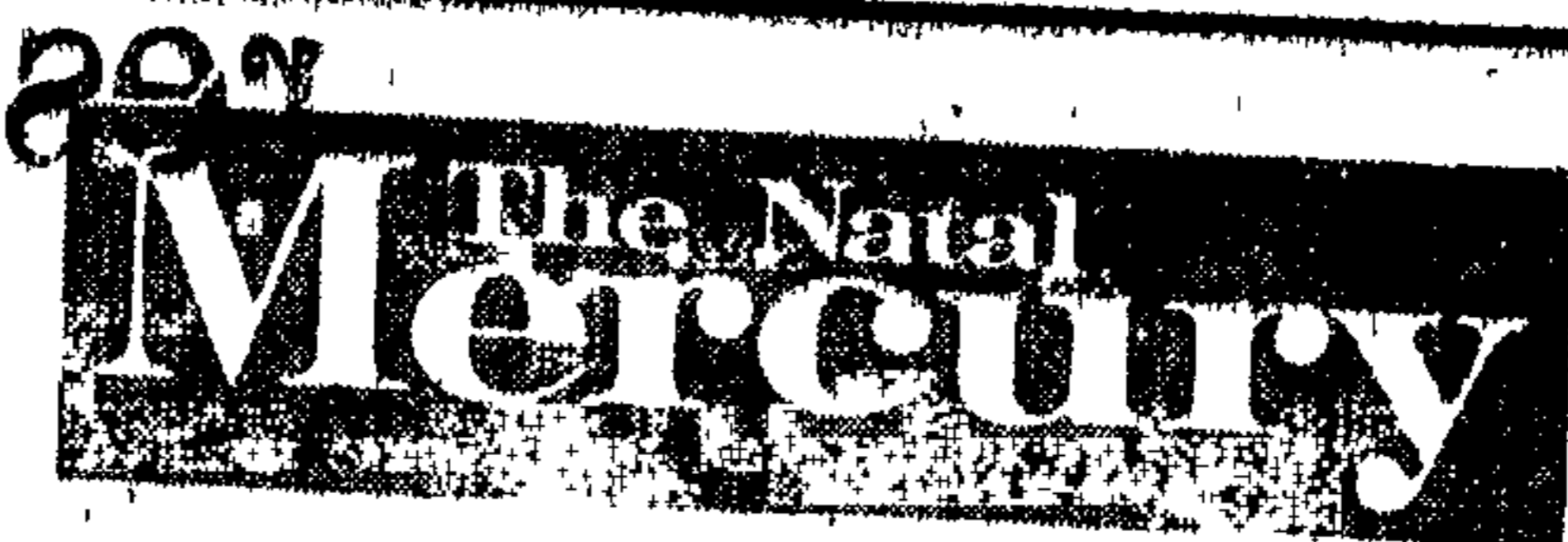
Similarly, if the Accidents, F in greater detail, motor vehicle in whites, 'coloureds' and the white community is suicide. For Africans, the lat

The expectation for life at b 'coloureds' is summarised in an expectation of life for ur) large measure of migration.

of life for women in comparis ties. However, what is of i life for the three communitie ratios are 1:0,91:0,76 for ma of 45 these are 1:0,91:0,86 f The 'coloureds' are less disa males and females, a differer infant mortality rate in thi Asian females have the worst communities, which is in nar at e and males at e 45. Th women have the highest morta digestive, genito-urinary an contribute to this anomalous

Fig. 7 summarises the percentage improvement in the expectation of life at birth subsequent to the total elimination of the mortality associated

the South African population from all causes of death. The proportional contribution of the seventeen major disease categories of the International Classification of Disease (8th revision) to the overall mortality of the various communities is summarised in Fig. 5. The whites show a typical 'developed' country spectrum of mortality with Infectious and Parasitic Diseases being of minor importance (2,0%) and Neoplasms (15,6%) and Diseases of the Circulatory system (50,5%) being of major importance. For urban Africans and 'coloureds', Infectious and Parasitic Diseases make an import-



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## LABOUR TAKES OFF

**THE INAUGURATION** on Saturday of the new Industrial Court will mark another important development in what promises to be a dynamic and possibly hectic era in the development of South Africa's industrial and labour relations during the 1980s.

The Industrial Court, with the National Manpower Commission, has a key role to play in phasing out racially discriminatory practices, as recommended in the reports of the Wiehahn and Riekert commissions. The president of the new court is none other than Professor Nic Wiehahn, who saw some of his recommendations watered down but is now well placed to give effect to the spirit of his widely praised report, the final stage of which is due to be released soon.

"The court," says Professor Wiehahn, "will play a significant role in the development of fair labour practices which will rapidly have to develop into a labour code."

Professor Wiehahn's appointment is a good omen, as is the announcement by the Minister of Manpower Utilisation, Mr. Fanie Botha, that the protection the court will give to workers is one of the reasons for the scrapping this week of three job reservation determinations in the motor industry.

The court is also likely to have to decide which unions qualify for registration. And this brings us to the more hectic side of the story, down in the newly liberalised atmosphere of the shop floor where dozens of unions and associations are already engaged in a scramble to recruit members.

The Government's reversal of its previous decision to deny trade-union rights to workers from the Black homelands has greatly increased the numbers eligible to join registered or registerable unions. But restrictions on the right of free association severely inhibit the formation of non-racial unions, and this is leading to a disturbing Black/White polarisation.

In Durban more than 40 Black unions have decided not to affiliate with the Trade Union Council of S.A. (Tucsa) or the Federation of S.A. Trade Unions (Fosatu) on the grounds that leadership should rest with the Black majority, and have formed their own federation.

This sort of apartheid in reverse is not only contrary to the spirit of trade unionism but it also leaves the door open for militants to further political aspirations through the trade unions. The Government should be doing all it can to prevent polarisation of the work force.

# Trade union rights for all

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STAR

25/9/79

By Sieg Hannig, Liz Wilson and  
Pieter de Vos

Trade union rights are being extended to all black South Africans and citizens of territories which once were part of South Africa, the Minister of Manpower Utilisation, Mr Fanie Botha, announced today.

The announcement was greeted with applause at the annual convention of the Federated Chamber of Industries (FCI) in Johannesburg, where the Minister spoke.

After thorough investigation and deliberation, he had decided to use the powers (of exemption) conferred on him by the new labour legislation to declare all workers who were citizens of the Republic and of territories which formerly were part of the Republic "employees" in terms of the Act, Mr Botha said.

He was doing so by way of a notice in the Government Gazette this Friday — the last working day before the new legislation comes into effect, he said.

The announcement sweeps away the worst criticism of South Africa's "new deal" for black labour — its denial of trade union rights to migrant workers and frontier commuters.

Previously many black unions were expected to make a farce of the new legislation by refusing to register.

There was some initial confusion caused by the Minister's exclusion of "contract workers" from foreign countries and persons who enter the country only temporarily to carry out...

other

## Vast risk

However, a spokesman for the Department of Manpower Utilisation confirmed that migrant workers and commuters would be part of the new deal.

"The only workers excluded from trade union rights will be workers from foreign countries which never formed part of South Africa," the spokesman said.

"Contract workers, or migrants, even from newly independent states such as Transkei, Bophuthatswana and Venda, will get trade union rights."

The far-reaching nature of the Minister's announcement is apparent from a warning expressed afterwards by the secretary of the conservative white Confederation of

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# Union rights for all blacks

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▶ From page 1

Labour, Mr Wessel Bornman

He said the move constituted a "vast risk" and added that "considerable damage could be done" with the dangerous weapon of a trade union.

He feared this would require safeguards in labour legislation which would seriously impair the freedom that unions have enjoyed until now

"As far as my knowledge goes it is unheard of in countries where migrant labour is being used that these people should have unlimited and uncontrolled trade union rights.

"I am fully aware of the pressure and criticism exercised against the Government on this issue

"But I am convinced that there has been a great misjudgement on the part of the Government to agree unconditionally to trade unions for all blacks," Mr Bornman said

Outside the exclusively

white labour movement, the decision has been roundly welcomed — though some black labour leaders were cautious for fear of raising hopes which might be dashed again

The main reservations that remained dealt with the fact that the extension of trade union rights is being done by ministerial exemption, not through the law as yet

## REALISTIC

Mr Arthur Grobbelaar, general secretary of the multiracial Trade Union Council of South Africa, said: "All intelligent and concerned South Africans will heartily welcome this realistic decision which makes South Africa's labour legislation as good as in any other country"

Mr Leo Borman, FCI president, said "This is excellent"

Mr Alex Erwin, general secretary of the Federation of South African Trade Unions (Fosatu) said the announcement was "important" if it really amounted to a blanket exemption for blacks

Place the sugar, water and cardamon seeds in a large saucepan.

- 4 cups sugar
- 1 cup milk (rose colouring or green colouring as desired)
- 2 cups coconut
- rose water to taste
- 6 cardamon seeds (ground in a pestle and mortar)

LALLIMALA (Cape Malay Dish) Mrs A. Schroeder  
Coconut Ice

- 1 large tomato
  - 1/2 cup grated cheese
  - 2 beaten eggs
  - 1 T butter
  - 1 t grated onion
  - salt and pepper to taste
- Peel and slice the tomato. Melt butter in a pan and fry tomato to a pulp. Stir in the grated cheese and onion, then the beaten eggs and seasoning. Cook until thickened, and serve on toast. Excellent sandwich filling too!

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MOCK CRAB Ellie Lotter, Bellville

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BULLY BEEF BRAUN

- 1 tin corned beef
- 2 cups boiling water
- Worcester sauce
- 2 T gelatine
- 1 hard boiled egg

Mureen Johnston, East London

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Remove corned beef from tin and cut up into small pieces. Place in a pot with boiling water. Bring to the boil for 7 minutes. Season with Worcester sauce. Add gelatine to meat. Slice hard boiled egg and place in bottom of dish. Pour meat mixture on top and set in fridge.

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SAVOURY CAULIFLOWER PLATTER Sara poke, Brackenfell

- 1 large cauliflower
- salt and pepper
- 2 onions
- 75 g butter
- parsley
- 100 g grated Gruyère cheese
- 1 t paprika
- 1 t garlic seasoning
- 1 red pepper
- 2 tomatoes
- 75 g soft breadcrumbs

Cook the cauliflower in salted water till just tender. Drain and return to pan. Chop onions, fry in 50 g butter till soft, add paprika and garlic seasoning. Add to cauliflower and mix carefully. Put in a dish, top with diced pepper and tomato. Cover with crumbs, cheese and rest of butter. Heat under grill till golden brown. Garnish with parsley.

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By STEVEN FRIEDMAN

Labour Reporter

ON THE morning of January 9, 1979, workers went on strike at Coronation Brick and Tile, a brickworks on the outskirts of Durban. By the end of that month, at least 30 Durban firms had been affected by strikes.

On December 17, 1979, workers at the Sea Harvest factory at Saldanha Bay struck. The strike followed recent similar action at the Cape Town docks and various motor plants in the Eastern Cape.

For labour, the decade had ended as it began — much of what happened in labour in the 70s was about these strikes and the response to them.

Just as the First World War is said to have ushered in the 20th century because it marked an irrevocable shift from the old order to a new one, so the '73 strikes ushered in the 70s.

It was these strikes which spurred the rebirth of a black trade union movement, which forced many employers to take a new look at work conditions and channels of communication with their black workforces, which, at least in part, led to

# Labour cycle: Strike '73 to Strike '79

the establishment of the Wehahn Commission.

The 1970s have been a story of increased black worker militancy and a growing role for black workers in an industrial economy. It has also been the story of attempts by the Government, employers and the non-black trade unions to react to these developments.

Many employers reacted to the Durban strikes by increasing wages. It soon became apparent, however, that wage increases alone would not sweep potential unrest from the factory floor.

A black trade union movement had begun to emerge, first in Durban and Johannesburg, then in other centres.

It became apparent that black workers were beginning to demand not only a fairer share of the cake, but a share of power in the factory as well. Black unions were not entitled to registration, which meant employers did not have

to deal with them or allow them to organise their workers.

But the unions were not illegal, and they set about trying to win recognition from employers who, they hoped, could be persuaded to ignore the lack of official approval.

The reaction was predictable at first. Most employers responded by sacking "ring-leaders" or insisting that workers make use of the weak works or liaison committee system.

The Government reacted by beefing up its committee system, the only legally-recognised bargaining channel for black workers.

Amendments to the Black Labour Relations Regulation Act in 1973 and 1976 caused a proliferation of officially-sanctioned works and liaison committees and ultimately resulted in their being granted the power to negotiate "binding" wage agreements.

But the committees were becoming increasingly discredited. Most of them were rejected by workers as "stooge committees". Trade unionists pointed out that committee members were employed by management and thus subject to victimisation.

Meanwhile, the union movement continued to grow. The unions concentrated their efforts on attempting to win recognition from individual companies. This strategy had some successes.

Most companies, however, resisted the unions furiously. The 1976 dispute at Heine-man Electric, in which 600 workers lost their jobs and the police baton-charged a worker meeting, was merely a starker example of what happened at other plants when black workers demanded union rights.

But there were signs of increased worker commitment to strike action too. Later the same year, workers at Armour-plate Safety Glass, a Springs factory, struck for nine weeks.

The Government's reaction was, at first, equally predictable. In 1977, nearly 30 people associated with the black union movement were banned.

However, it continued to grow despite the banings, and employers and the Government began to realise more strongly the growing importance of black workers in the workforce.

As the economy grew and became geared more towards industry, it became apparent that there were simply not enough white hands to go round. Black workers would have to be allowed to do semi-skilled and skilled work.

This would obviously increase their bargaining power. It thus became evident that the black union movement could not be ignored forever, and in this climate the Wehahn Commission was appointed in 1977.

In May 1979, the commission's first report was published.

It recommended the end of statutory job reservation (although other measures protecting white workers are still in force), the training of black apprentices in white areas and a number of other measures designed to make it easier for employers to use black workers in positions vacated by whites.

Its most important recommendation was that black unions be registered. It was impossible, the commission argued, to simply ignore black unions. Instead, they should be brought into the official system — a move which, while it would make their lives easier, would also bring them firmly under official control.

The commission also recommended increasing the control over existing registered trade unions, and — in a move which evoked protest from some non-black unions — that the committee system be retained and

extended to non-black workers.

But black unionists complained that the control over unions in the system would weaken them, leaving the factory-level committees to do much of the work of representing union members.

These complaints increased when, first, the Government's response to the report and then the legislation which followed it, watered down some of the commission's recommendations, and tightened up some of those the unions feared would introduce new control.

Most of the unions began by declining to register. As the Government introduced new concessions, bringing it more into line with the Wehahn report, the unions began moving towards registration — most of them because they felt they had no choice.

Only the Cape unions have steadfastly refused to contemplate registration.

Much of the reluctant pro-registration sentiment has been prompted by the dramatic growth of "parallel" unions — blacks-only unions organised by non-black registered unions — after the Wehahn report.

The registered unions who started these organisations argued they were merely providing representation to workers who had not been unionised. But the black unions saw the growth of parallel unions as an attempt to destroy them and create a "lame" black union movement under the firm control of the registered unions.

They pointed to the fact that many parallels focused recruiting efforts on plants where black unions were active. And, they charged, managements were helping the parallels by giving them facilities denied black unions.

In exchange for this help, they claimed, the parallels were agreeing to give over large chunks of factory deci-

sion-making to employers. In particular, they were agreeing to the retention of the liaison committee system.

As the decade drew to a close, black unions were beginning to argue that the old system, from which blacks were simply excluded, was being replaced by one in which black workers would be channelled into weak unions, firmly controlled by the Government, management and non-black workers.

But something else was happening at the end of the 70s. Black workers in Port Elizabeth struck in support of a black community leader and the strikes mushroomed.

Three plants were affected — the Ford Motor Company three times. And it was at Ford that it all began.

Then stewardesses at Cape Town docks struck, then fishermen workers at Saldanha Bay. A new rash of strikes could well be in the offing.

A common lesson appeared to emerge from all these strikes. Not only was black militancy on the increase, but employers who did not deal with a strong democratic union in their plants faced the risk of strike action.

Even the Ford strike began partly because workers felt that their union, which Ford recognises, was not responsive enough to their demands.

So labour in the 70s has turned full circle.

The search for means of communication which would prevent strikes has, in the opinion of many, produced only a system which is streamlined, but still unable to prevent unrest.

Only one in which employers, and the Government recognises the need for strong black trade unions will prevent factory-floor unrest, observers argue.

A key question for the 80s will be whether the Government, employers and the non-black unions realise that attempts to weaken the black union movement are likely to open the way for more militant, more political forms of black worker-action.

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ADM 22/12/79

22/12/79

# Black power is Labour threat

Resistance to labour reform is opening  
the door to political activism,  
says Mr Arthur Grobbelaar in an  
interview with labour reporter  
SIEGFRIED HANNIG.

Black power — consumer power and political power — is asserting itself on the labour scene, says Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa.

"And, increasingly, financial support for strikers is being mobilised from sources outside the workplace and outside South Africa," he said.

"This threatens labour relations as the sole preserve of employers and trade unions.

"If employers want to conduct labour relations in the conventional manner, they must counter outside intervention with a full commitment to sound industrial relations.

"The power of trade unionism must be given full rein if political activists are to be kept out of labour affairs.

"And racial discrimination must be removed from the workplace together with all the other malpractices which trouble relations between workers and employers."

Mr Grobbelaar used two recent labour disputes to make his point.

The Fattis and Monis

strike, he said, manifested black consumer power by means of a boycott which forced the employer to come to terms with a trade union.

The Ford strike manifested black power in a political sense. It was led by the Port Elizabeth Black Civic Organisation and had the open support of black consciousness leaders such as Dr Nthato Motlana of the Soweto Civic Association and Mr Curtis Nkondo of the Azanian People's Organisation.

Mr Grobbelaar noted that the South African Council of Churches had played a significant role in both disputes. It offered to help settle the continuing Ford dispute. And it actually achieved a settlement through mediation in the Fattis and Monis dispute.

He said financial support for strikers, from outside sources, was apparent in the Fattis and Monis strike which lasted six months.

Financial support also had been promised to the Ford strikers by unknown sources.

This was in addition to a large sum which foreign labour organisations were reported to have sent to a striking South African trade union a year ago.

Mr Arthur Grobbelaar

"Non-trade union assistance for strikers represents a complete departure from the conventional forces in the labour field," Mr Grobbelaar said.

"It can distort the whole concept of labour relations as being the preserve of employers and trade unions."

He found the solution to such distortion in the Ford dispute where the outside forces apparently clashed with a black trade union which was fully recognised by Ford.

"The Ford dispute shows that outside intervention can be resisted if an employer allows the development of trade unionism and strives for the removal of racial discrimination.

"South Africa's labour reforms have come in the nick of time.

"Ironically, those who are fighting the reforms are opening the doors to activists who have no business in labour affairs," Mr Grobbelaar said.

# No skilled labour shortage

**SUNDAY POST** Special Labour Correspondent  
**LEADING** black and white trade unionists  
this week strongly denied that there was a  
shortage of skilled labour in South Africa

They were commenting on the announce-  
ment by the Minister of the Interior, Mr  
Alwyn Schlebusch, that the Government  
was planning to relax the immigration laws  
in a drive to attract thousands of skilled  
white immigrants to this country

In his statement Mr Schlebusch said this  
move was designed to cope with South Afri-  
ca's anticipated economic boom

But trade unionists say that black work-  
ers should rather be trained for these skilled  
jobs, and that restrictions on the training of  
black apprentices should be lifted and job  
bars scrapped

"There is no shortage of skills," said Mr  
Alec Irwin, general secretary of Fosatu, the  
trade union federation which represents black  
workers

"There are black  
workers already train-  
ed in artisan work, but  
they work in jobs clas-  
sified as unskilled"

"The present grading  
system prevents the  
upward mobility of  
blacks in South Afri-  
ca. It is part of man-  
agement's attempts to  
disguise the deskilling  
of jobs, and destroy ar-  
tisan jobs," said Mr  
Irwin

help with this training

Many black organisa-  
tions saw the importa-  
tion of white workers  
as a ploy by the Go-  
vernment to increase  
the number of whites  
in the country, and as  
an attempt to achieve  
a return to the pre-  
June 1978 immigra-  
tion figures of approx-  
imately 6 000 a month

"The laager menta-  
lity is being extended,"  
said the senior vice-  
president of the Na-  
tional Industrial Corpo-  
ration, Mr M J Naidoo  
Ratha Mokoatheng  
of the Black Lawyers'  
Association said "It is  
scandalous and racist  
to import skilled white  
labour when millions of  
black people are un-  
employed"

The Black Sash in-  
fact claims that skilled  
workers from the  
homelands are not  
being allowed into the  
cities, and are being  
told that there are suf-  
ficient skilled workers  
already

Labour experts say  
in the past private en-  
terprise has been re-  
luctant to carry out

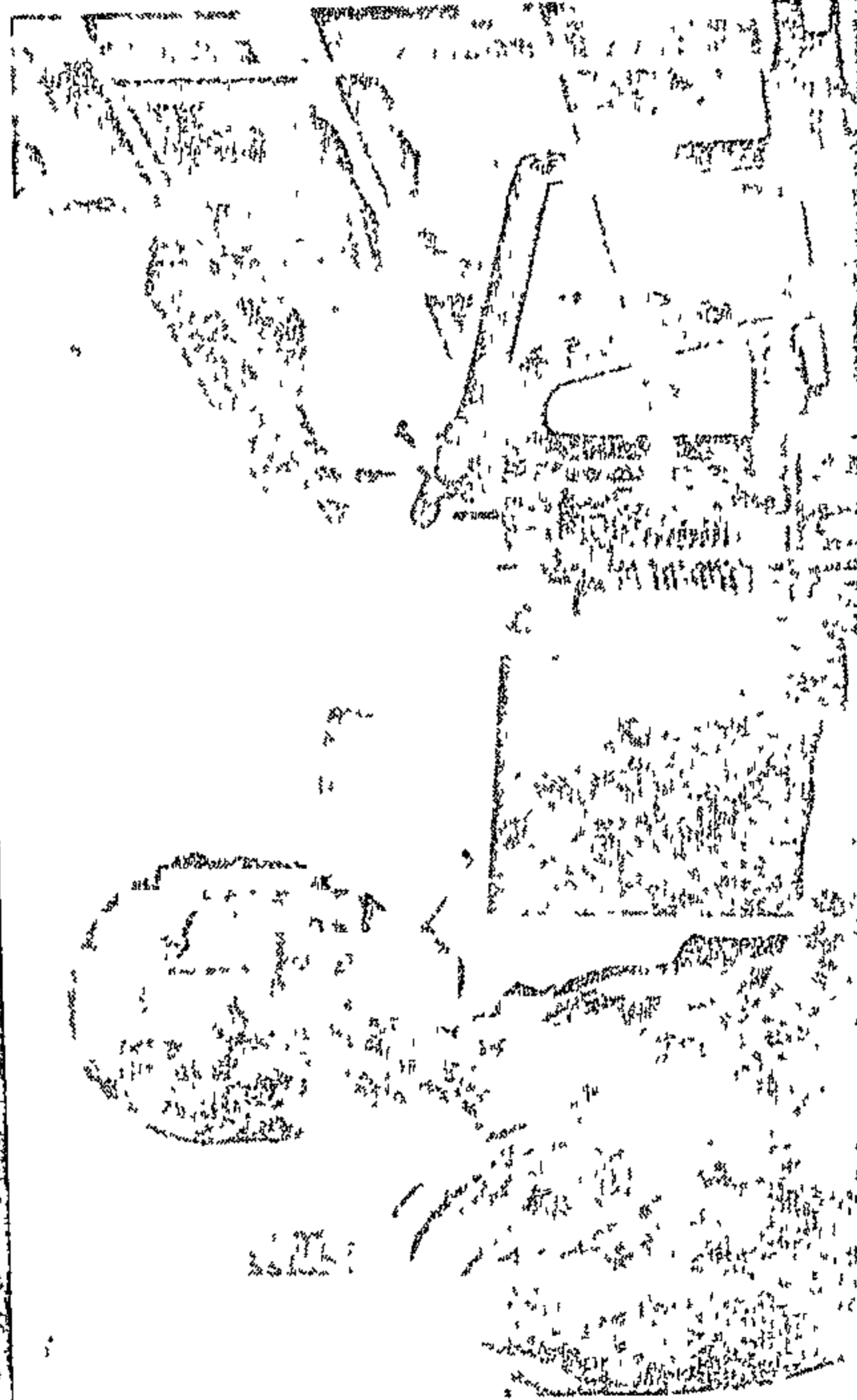
training programmes  
because of expense.

With the newly-an-  
nounced Government fi-  
nanced aid to immi-  
grants it would be  
cheaper for companies  
to employ skilled immi-  
grants than to train  
black workers

The cost of training  
a skilled black wor-  
ker in South Africa is  
about R4500. The  
cost of importing a  
skilled white worker  
might be as little as  
R500

Experts say that the  
new proposals make a  
farce of the Brikert  
and Wiehahn commis-  
sions, which recom-  
mend increased train-  
ing programmes for  
black people

They point out that  
it was only last year  
that the Minister of  
Manpower Utilisation,  
Mr Fanie Botha, stated  
that work would have  
to be found for mil-  
lions of blacks in or-  
der to stave off a "re-  
volutionary" situation  
in South Africa  
See Pages 12  
and 13



## IMMIGRATION ANGERS UNIONS

ed move at the next  
meeting of the Labour  
Control Committee of  
the National Industrial  
Council

Other unions were  
more enthusiastic Mr  
T J Neethling of the  
all-white Amalgamated  
Engineering Unions  
said he did not oppose

the new immigration  
proposals as long as  
immigrants had a gua-  
ranteed job before  
they arrived

He felt that training  
in South Africa was  
not meeting the coun-  
try's need for skilled  
workers and that fo-  
reign workers could

future, he said  
But if foreign work-  
ers are allowed in we  
can't train local work-  
ers at an increased  
tempo because there  
will then be a surplus  
of trained people"

Mr Van der Watt  
said his union intend-  
ed to fight the propos-

Mr Ike van der  
Watt general secretary  
of the largely white  
and Coloured SA Bor-  
termakers' Society said  
South Africa had suffi-  
cient artisans to cope  
for the next two years

"If we start training  
workers now, we will  
be able to cope in the

such  
while  
with  
hotels,

WHITE trade unions must prepare to play a greater political role in South African affairs because of drastic changes in Nationalist policy-making processes.

That was the message of Professor Willem Kleynhans, Professor of Political Science at Unisa to the congress of the SA Confederation of Labour, the most influential conservative labour movement in the country, in Pretoria.

Professor Kleynhans said that, as things now looked, white trade unions' traditional role in the country's economic and political life was going to change radically.

They would have to play a political part when their interests were at stake.

This was because of the 'drastic changes' in the existing extra-parliamentary methods of the National Party in respect of its political policy-making processes.

It now appeared that the white trade unions, which had supported the Government for years, would clash with certain aspect of party policy as interpreted by the Cabinet, and that their access to the party congresses was closed.

'If that becomes a reality, the white trade unions will be forced by a feeling of powerlessness and political frustration to enter the political arena directly', he said.

Unions would be compelled then to act in one of four ways:

- 1. Act as pressure groups, contacting Ministers, MPs and officials through delegations.
- 2. Use their voting strength at the polls as happened during certain by-elections last year.
- 3. Start their own white workers' party, or.
- 4. In a crisis, resort to legal and illegal strikes.

I am aware that this is very controversial. But I just cannot see how white trade union members can realise their political and economic interests other than by direct political action if the existing party political channels are closed to them,' Professor Kleynhans said.

Explaining why existing channels appeared to have been closed to trade unions, he focused on the decision of the Prime Minister, Mr P W Botha, last year in terms of which he would no longer be bound by party congress resolutions on day-to-day policy-making matters.

The professor quoted

# Unions' bigger role in politics

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extensively from past ministerial statements to show how the Government had always previously regarded congresses as the highest policy making forums in the party.

Previous ministerial statements had also for many years firmly opposed the recognition of black trade unions and had taken an absolute stand on the retention of job reservation — both of which policies had since been changed in the recommendation of Wiehahn Commission.

Professor Kleynhans claimed Mr Botha's atti-

By

JOHN PATTEN

tude on the role of congresses clashed with the views that had obtained from the days of Dr Malan's leadership to those of Mr Vorster.

He pointed out that when Mr Botha made his proposal, and challenged them to find another leader if they rejected it, no vote was taken on the resolution at the Transvaal congress.

The reason why white trade unions had not previously acted as pressure groups on the Government was because the party had accorded them full opportunity to use it as intermediary in making their political representations to the authorities.

Professor Kleynhans quoted Mr Marais Viljoen, then Minister of Labour, saying in 1972: 'It is only a fool who votes for his own downfall'. And Mr Viljoen said of Tucca demands for skilled black workers in white areas 'The National Party

will definitely not deliver the white worker to that golden calf'.

Professor Kleynhans then quoted the present Minister of Labour, Mr Fanie Botha, as saying in 1976 'So far the National Party policy has been not to recognise black trade unions. That is still the policy and I believe that is not the road we must walk...'

Later in the same speech, Mr Botha said: 'Where I said white workers get the necessary protection, I want to add that I believe the white worker in South Africa must be protected and that the job reservation determination must stay on the Statute Book'.

When the Government attitude changed on black trade unions and job reservation, Mr Botha was subjected to booing at a meeting in Welkom in 1978.

Professor Kleynhans said the National Party had managed to remain strong when the Opposition disintegrated because the party had functioned according to its traditional ways and conventions.

It had been particularly strengthened through its way of allowing its members and pro-party unions full participation in the governing processes of the country.

Particular changes in the traditional ways of the party under Mr P W Botha would have far-reaching political consequences.

The party can lose its most loyal and active workers who represent its political base at the polls... our governmental system will suffer because a weakening of the only remaining party of our two-party system, will affect the stability and quality of our Government,' he said.



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# De Beer calls for a new deal'

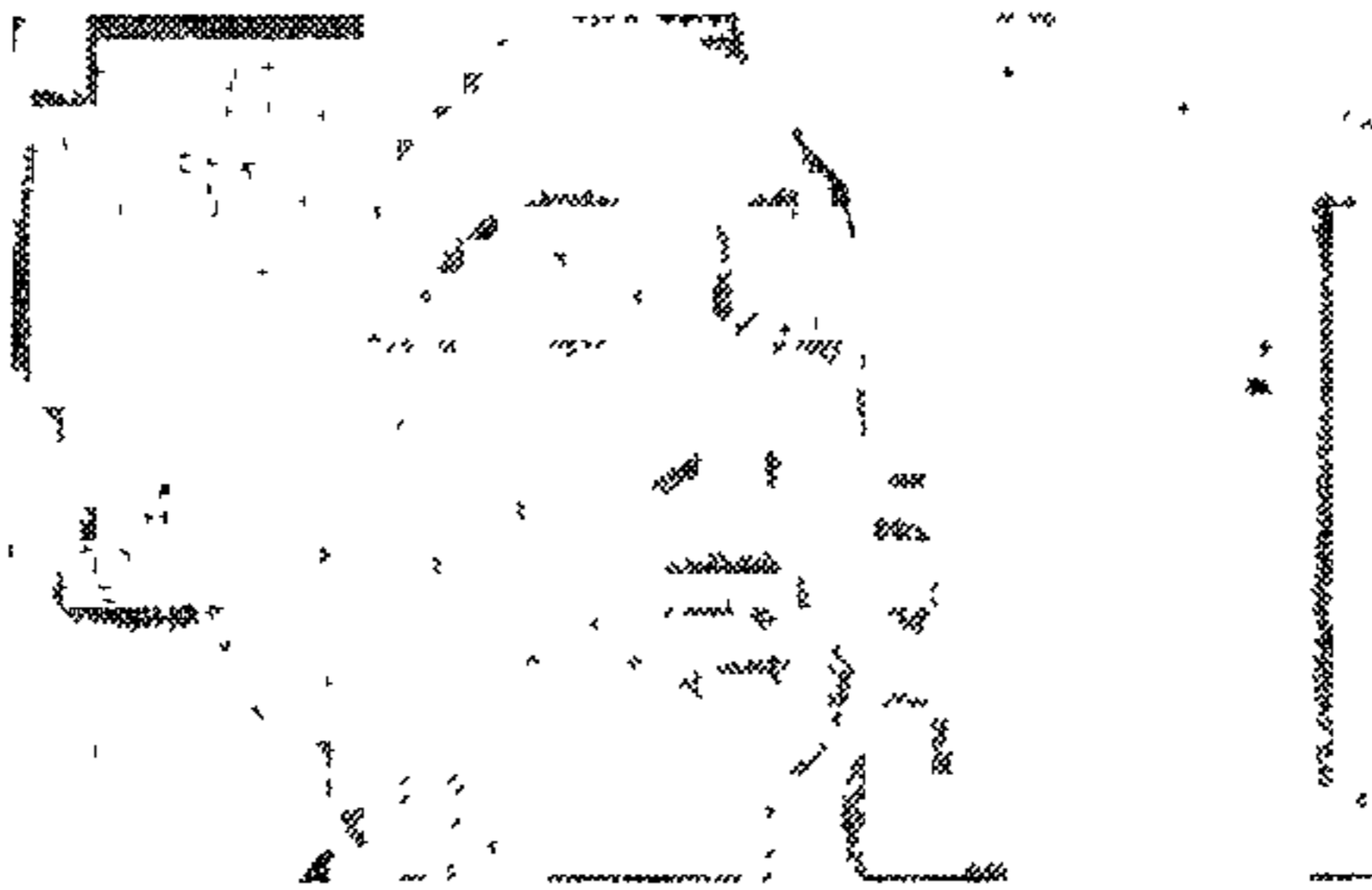
THE ASSEMBLY — South Africa had begun to make important progress in industrial relations and would have to do the same in the political field, Dr Zac de Beer, the Progressive Federal Party chief spokesman on industrial affairs, said yesterday

The vast majority of black workers were now to have access to trade unions and if they did not advance politically at the same time they would be sure to use their industrial rights to gain their political aims, as economics and politics were inextricably linked, Dr De Beer said during the No Confidence Debate

"And our search for a new political dispensation must be grounded on mutual agreement Government by consent and consultation with one another are the principles that will have to apply if we are to have stability and progress in our land"

Anybody who thought they could maintain stability by improving the economic lot of black people without giving them effective political rights was deluding himself

The principle of freedom of association in labour would have to be implemented without delay It was basic to the free enterprise system to which



Dr Zac de Beer political rights vital

the Government was now firmly committed and free enterprise meant not only freedom for managements to decide how to buy and sell products, but also for workers to decide how to sell their labour

Free association would also prevent separate unions, which were a recipe for disaster Separate racial unions for the same industry could only lead to competition, conflicts and clashes

South Africa would only have a healthy and balanced economy when it had greatly improved the quality of education and training among the mass of the population

At a time when there was serious unemployment among unskilled workers, there was also a large shortage of skilled labour

"We are today paying the dreadful price of the Verwoerdian Bantu Education Policy, which aimed to educate black people only for unskilled work Until we have eliminated every trace of that we shall continue to suffer for it"

Until there was a single education system for all children, with the same standards for everyone, the economy would suffer a shortage of skilled labour

Criticising the slowness with which certain industries were accepting the training of black apprentices, he said that unless the situation improved quickly the Government would have to look at the whole system and find other ways to train artisans and skilled tradesmen

There were too certain laws still in force which prevented employers from gaining access to a free-moving labour force

The Physical Planning Act limited the number of black workers who could be employed by any business in an urban area This was a serious obstacle to effective development, and could also have the effect of further increasing unemployment

Influx control disrupted a free economy by preventing free competition in the labour market The Riekert recommendation for greater mobility for Section 10 blacks would bring a measure of relief, but it appeared that a great deal of red tape was slowing the process

Dr De Beer said another issue of great importance for progress was the provision of adequate housing and related services for the black urban labour force This too was being hampered by a lot of red tape — Sapa

## John Wiley says no, but . . .

THE ASSEMBLY — The Leader of the South African Party Mr John Wiley, said in the Assembly yesterday that his party could not support the motion of No Confidence in the Government introduced by the Leader of the Opposition, Dr Fredrik van Zyl Slabbert

Instead, Mr Wiley moved an amendment calling on the House to censure the Government because it had failed "to stand consistently upon the principle of non-interference in the domestic affairs of South Africa"

The Government had also failed 'to abolish the means test, to protect fixed income

earners from the ravages of inflation and to combat unemployment"

In addition, the Government had neglected to bring about satisfactory working conditions in the essential public services

The Government had rectified many things, said Mr Wiley, which the SAP had criticised in the past

The Public Service had been streamlined and the Prime Minister, Mr P W Botha, had held talks over a wide front with coloured, Indian and black leaders in Soweto and the homelands

'He even consulted South Africa's foremost businessmen

and explained his intentions to them"

The SAP welcomed those developments and because of them could not support the Official Opposition's motion of No Confidence

He believed, however, that the Government deserved severe censure on several points

It was essential for South Africa to avail itself of the services of an effective security police force to combat subversion on university campuses, in black nationalist movements and communist-led organisations

"What cannot possibly be condoned is the misuse by a

political party in power of a branch of the Security Police to further its own political activities or to keep it in power"

He called on the Government to state unequivocally whether the allegations were true or false that members of the police had interfered with the telephones and mail of legitimate politicians in South Africa

The police were to be congratulated on their successful combating of crime and terrorism

They were working long hours under strenuous conditions at low rates of pay — Sapa

With the exception of King Cross Memorial Children's Hospital, all

# Trade unions get go-ahead for mixing

(134)

~~WANTED~~  
~~WANTED~~

5 TAR  
18/6/80

By Steg Hannig

In a major breakthrough for free trade unionism in South Africa, six trade unions belonging to the Federation of South African Trade Unions have been granted permission to register as non-racial unions

It also appears from the announcement that no applications for racially mixed trade unions rights

have been turned down so far.

The announcement by the director general of manpower utilisation, Mr E A Cilfers, said

⊙ The Minister had granted approval in principle for six Fosatu unions to apply for registration on a "multinational" basis

⊙ Similar concessions were granted to two other newly established unions

⊙ Of the 29 unions which had applied for permission to register other race groups, 21 were approved and the rest were still under consideration.

⊙ Of the 14 black trade unions which applied for registration, two were granted final registration, one provisional registration and 11 were still under consideration

## THE TEST

Fosatu earlier described registration as "the big test" of South Africa's labour reforms

This test is not over yet, since the applications for registration still have to be processed now that the permission for non-racial registration has been granted.

But the breakthrough has removed the big fear that the labour reforms would founder on the rocks of racial exclusiveness

The announcement is particularly important since only recently, Fosatu was banned from raising funds overseas, a move which was widely condemned by labour bodies abroad

TRADE UNIONS  
Mixed blessings

157 134

The government seems to be taking steps to facilitate the growth of mixed trade unions in SA. Minister of Manpower Utilisation Eanie Botha granted concessions on Wednesday to a number of registered and unregistered unions wanting multiracial status.

His concessions included granting six unions affiliated to the Federation of South African Trade Unions (Fosatu) and two other newly-established unions approval to apply for multi-national registration status, and granting two black trade unions final registration and one provisional registration out of a total of 14 applications. Twenty-one unions have the right to admit membership of races other than those they were registered for — eight of these are still under consideration.

Although Fosatu is still awaiting confirmation on the exact nature of its union's exemptions it has been told verbally that they have been granted an open constitution and multiracial executive.

This concession comes just two weeks after government took a distinctly anti-Fosatu stance by prohibiting it, in terms of the Fund Raising Act, from raising money either overseas or locally.

Says Alec Erwin, general secretary of Fosatu: 'If the two exemptions we applied for have been granted it will be a big step forward. The impact has nevertheless been weakened by the cutting off of funds.'

But although government is committed to the growth of mixed unions, it still seems to labour leaders to be making a conscious effort to undermine the power of umbrella organisations coordinating them.

Financial Mail June 20 1967

STAR 1/7/80

# More SA trade unions are to go nonracial

By Sleg Hannig

At least 100 000 white, coloured and Indian workers are expected to share their trade unions with blacks under authorisations granted by the Government so far

But the ultimate extent of nonracial or mixed trade unionism is likely to be much bigger.

This emerges from a list of unions published by the Trade Union Council of South Africa.

The list of 17 unions given authority to operate on a multiracial basis has been overtaken already by an earlier announcement

that applications from 21 unions which want to enrol other race groups have been granted and that more are to be considered.

Tucsa's list for the first time names a large number of the affected unions

The largest of the unions authorised to operate as fully mixed unions are the 19 500-strong South African Typographical Union, the 19 200-strong South African Society of Bank Officials, the 18 200-strong National Union of Leather Workers and the 14 000-strong Under-ground Officials' Associa-

tion.

It was also disclosed today that the membership of the multiracial Tucsa is close to the 300 000 mark

"All indications are that Tucsa will represent 50 percent of the organised work force in the near future," says Labour Mirror, a Tucsa Publication

Noting the permission granted to many trade unions to operate on a multiracial basis, Labour Mirror said

"This change in policy should in time make Tucsa the fastest growing as well as the largest grouping of trade unions in South Africa"

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Yet in spite of the legislation and because of the critical shortage of skilled workers, blacks were performing skilled tasks in some industries.

In-house company machinery for negotiating disputes had largely failed and employers found that unregistered unions were becoming a prominent and permanent feature of industrial relations

Registered unions acting on behalf of 'parallel unions affiliated to them' were not, in many cases, effective. It was clear that the law and actual labour practice was drifting apart

It was therefore necessary for the State to review and revise the labour system. In 1977 the Wiehahn Commission was appointed to look into labour legislation and the Riekert Commission into the migratory movement of labour

When the Government published the White Paper on the Wiehahn Commission's report and tabled the Industrial Conciliation Bill in May 1979, only 7.5 percent of South Africa's total working population of 10 million were members of registered and unregistered unions.

Of the 180 unions in the country, 62 were affiliated to the moderate Trade Union Council of South Africa (Tucsa) and 21 to the Right-wing Confederation of Labour. There were about 83 non-aligned registered unions and 14 non-aligned unregistered unions. In comparison, about half of all British workers belong to unions and a quarter of workers in America belong to unions.

Black unions in South Africa, which could not legally register until recently, account for about 75 000 workers, less than 1 percent of the working population

Legislation in South Africa retains racial restrictions on union membership. It restricts the right to registered union membership and grants the Minister of Manpower Development discretion and the powers of exemption. The registrar also has discretionary power in the form of provisional registration

The legislation also introduced a National Manpower Commission which would be representative of the Government, employers, employees, organised commerce and the training schools. It would have wide powers of investigation and be able to advise Government on the changes to labour laws. However, independent unions were not represented on the commission

An Industrial Court headed by Prof Nic Wiehahn would replace the Industrial Tribunal and have increased powers. It could establish its own rules of conduct but could not have jurisdiction in criminal actions

The tribunal could be regarded as a 'court of the first instance' in civil action arising from labour questions. The right of appeal against an Industrial Court would rest with the

the whites and the dissatisfied black workers on the lower rung of the labour ladder

Job opportunities in previously 'job reservation' areas were created by the upgrading of the white workers

Some of the Right-wing unions in the Confederation of Labour saw the legislation as an act of 'treason' by the Government against white workers and the confederation was divided into two camps — those that were prepared to follow the Government and others who wanted to keep certain areas of labour exclusively white

The unions affiliated to Tucsa were largely happy with the new legislation

Tucsa has, since its inception in 1954, traditionally played a 'middle of the road' role in trade unionism in South Africa. It has maintained a position often close to Government policy and management and on that level campaigned for a better deal for underprivileged workers. It has also been careful to guard the interests of skilled workers

Soon after its formation Tucsa's attitude to black unions was that blacks should be guided along the path of responsible unionism by whites. Suppression of the blacks would instil the desire for political action and strikes as the only means of redress

In the 1960s pressure was put on Tucsa to reverse its policy towards black unions. Black, coloured and Indian unions were encouraged to join Tucsa as 'parallel' unions

Parallel unions were started by registered unions as a way of organising black workers. They had little shop-floor organisation and relied on decisions handed down to them by the executive of their parent Tucsa unions. They have been seen as an effective way of channeling black frustration, under white guidance, in a 'responsible' direction

Tucsa would negotiate on their behalf because they were denied registration. Tucsa, therefore, by offering a means of control over the blacks, came to fulfil an important political role on behalf of the State.

By controlling black unions, Tucsa would be able to determine the form of trade unionism that evolved and inhibit the development of a conflict of interest. On certain levels Tucsa campaigned for the abolition of racial discrimination in the labour market and therefore welcomed the proposals of the Wiehahn Commission

In April last year 12 independent black unions united under the banner of the Federation of South African Trade Unions (Fosatu) which was formed to unite all workers in their struggle for labour rights. It rejected the initial State legislation and attacked it as the extension of State control over all aspects of trade union activity

the fact that some trade unions would be ruled by exemptions rather than by laws

Nevertheless, Fosatu applied for registration in February this year on condition that unions were

completely non-racial in membership control, that the Government did not introduce additional controls over unions and that the existing unions be recognised and not weakened by fragmentation.

Their application was recently accepted by the Department of Manpower Utilisation

Another group of independent trade unions, united under the South African Black Trade Unions (SABLTU) have not yet declared their standpoint on registration

In the Transvaal, the Consultative Council of Black Trade Unions took a Black Consciousness stand — arguing that only blacks could help black advancement and restricting its membership to blacks — has not made clear its at-

## Quote

**'THE Government accepts that there is a common economic system in South Africa, which means, among other things, that the various population groups participate in the labour market and that their participation will be structured in the work place. It follows that measures and regulations that hamper the effective functioning of the common economic system, without contributing towards the achievement of other objectives, cannot be justified.'** — from the White Paper on the Riekert Report.

titude to registration

In the Cape the powerful Western Province General Workers' Union rejected registration, saying the State had no right to dictate to workers

It has been pointed out that registration would not institutionalise the conflict in negotiations where each party has equal power

History has shown that workers do not respect 'puppet unionism' where employers select employees or employ personnel officers to act on their behalf. More often than not

workers  
Unions argue that the best means of resolving this conflict is to recognise that they both have at least one common interest — keeping the factory going. Unions hope to

those representatives act in the best interests of the employees rather than of the workers

The formation of 'in-house' works committees to negotiate during disputes has also failed. It is claimed that during disputes employers simply dismiss elected spokesmen, saying they are 'agitators', or find some means of victimising them

Traditionally, employers have tended to exploit workers because of the availability of labour in South Africa

Pass laws have kept careful control on the free movement of labour but there always has been a vast pool of unemployed to draw from. Sacked workers can easily be replaced

have taken place. Union recruitment has been from the executive level down to the shop floors.

With independent unions the opposite is true. Because they cannot negotiate directly with the State or the employers, recruitment has been from the shop floor upwards

Independent unions have therefore claimed a stronger grassroots worker support — which they fear will be eroded if they are seen to bow to the limitations imposed on them by registration or if employers recognise only unions of their choice

The independent unions of Fosatu and others have therefore looked for an assurance from the Government that existing unions be recognised and not weakened by fragmentation.

As far as the white unions are concerned, it has been predicted that the split in the Confederation of Labour will lead the Right-wing group — essentially miners — to resort to direct political organisation. This will involve the forming of a new political party or support for the Right-wing Herstigte Nasionale Party which represents white interests

Although unions are banned from fielding party candidates in elections and barred from donating union funds to political parties, there has traditionally been union support for the Nationalist Party among the majority of white workers

Mineworkers were responsible, to a large degree, for the 1948 election victory by the Nationalists

It remains to be seen just how much support the Government has lost or gained from the new legislation. It appears not to have lost the support of workers united under the Tucsa banner nor those who have remained with the Confederation of Labour

The struggle now appears to be about who will ultimately control the workers — whether the State and capital will regain the initiative or whether workers will gain control over their own destiny

In spite of moves to reform, the more the State is threatened militarily, the more repressive it is likely to be to open forms of organisation such as trade unionism

It is highly probable that as race barriers crash on the shop floor so they will elsewhere. This is one of the greatest fears of Right-wing whites who want at all costs to maintain apartheid and strict job reservation to protect their jobs

The moderates see the move as inevitable and prefer a controlled evolution than revolutionary change

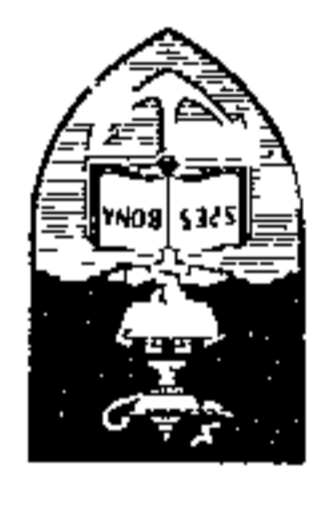
The 1980s, therefore, will be a period where the future shape of South African society will be moulded and this is basically what the new era in labour relations is all about



**EVELYN HOLTZHAUSEN** continues his review of trade unionism in South Africa in the second of a three-part series

# FIGHT FOR REFORM

UNIVERSITY EXAMINATIONS



All answer books must be numbered

Number of books handed in

Number of this book

136



**ECONOMIC development** in South Africa during the past 30 years led to increased industrialisation and an increase in the demand for skilled labour.

Little success was achieved in recruiting from overseas and increasing numbers of unskilled and semi-skilled workers, particularly blacks, had to be trained to fill the gap.

Investment capital from overseas was declining during the mid-1970s and pressure was being brought to bear on the South African Government by foreign investors for it to reform its labour legislation which discriminated racially against the majority of workers in the country.

Various laws effectively reserved certain work for whites and prevented blacks from attaining skills or from selling their labour effectively in the labour market.

### Supreme Court

The granting, in 1979, of trade union rights to all workers — within what were South Africa's borders before the granting of independence to various homelands — was not welcomed by all the trade unions in the country.

The State was seen as trying to control labour events by administration rather than facilitate them in their independent of management and government.

Some black unions argued that the Government was not serving the true concept of freedom of association or of collective bargaining in its new legislation. Mixed unions were not allowed unless they applied for special exemption and not all workers in South Africa were permitted to become union members.

They saw Government moves as an attempt to create a black middle class of content workers.

### Quote

**'IT IS of the utmost importance that employers, employees and local communities understand the implications of the policy of decentralised decision-taking and that they brace themselves for taking decisions of their own.'** — Prof P J van der Merwe, Deputy Chairman of the National Manpower Commission.

### Quote

**'EMPLOYERS have always found it easy to call in the bully boys. We (will have) to change our approach, attitude and organisation.'** — A South African company director speaking after a strike had been successfully ended by union negotiation between management and workers.

Fosatu claimed the Government was intent on quashing unregistered unions and depriving them of the freedom of choice over union representation.

When the Government announced it would, by exemption, grant registration rights to mixed unions, Fosatu decided to 'test the new law by applying for registration on its own terms'. It deplored

towards solving the dismiss/rehire problem only if unions are recognised first by workers as an effective means of solving their grievances and by employers as representing workers and the interests of the factory as a whole.

The basic concept underlying the trade union movement is that there is a conflict of interest between employers and employees, a conflict between the highest possible profits and the best possible conditions for

A result of the 'parallel' union movement has been that union officials have often not touch with shop-

# New unions federation launched

CAPE TIMES  
15/9/80  
(134)  
139 143

## Own Correspondent

JOHANNESBURG — A meeting of about 400 delegates in Johannesburg yesterday launched a new federation of trade unions, which has committed itself to "the development of blacks in leadership" in the union movement.

The new federation, the Council of Unions of South Africa (Cusa), claims a membership of about 30 000 workers, mainly on the Reef.

Its formation represents an attempt by member unions to expand nationally.

Cusa has been formed chiefly from unions which were represented on the Consultative Committee of Black Trade Unions, which has been dissolved to make way for the new organization.

The Federation of SA Trade Unions (Fosatu), the only other body to attempt to represent the black union movement nationally, is a non-racial body. Cusa spokesmen have said they are open to co-operation with other union federations.

At a well-attended meeting yesterday in a Johannesburg church hall, punctuated by hymns and union songs, delegates adopted a constitution endorsing the principle of "equal opportunity for all workers".

## Community link

Ten black unions belong to Cusa and Mr Joseph Mavi, president of the Black Municipality Workers' Union, said at the meeting that his union would join Cusa.

The constitution also says that Cusa will assist the development of black leaders "in the community", a clause which holds out a possible link between it and the black community beyond the workplace. It also commits Cusa to monitor the implementation of codes of conduct in all economic sectors and to attempt to enforce worker rights as understood by the International Labour Organization's conventions.

itor the implementation of codes of conduct in all economic sectors and to attempt to enforce worker rights as understood by the International Labour Organization's conventions.

The meeting was not, however, without controversy. A number of delegates were apparently unhappy with the presence of Mr Gibson Thula, local representative of the Inkatha movement, at the meeting.

Besides sending Inkatha's greetings to the meeting, Mr Thula also assisted in running elections for the organization's executive. This caused dissatisfaction amongst members of the black consciousness movement as well as some unionists, although it is not clear whether these feelings were shared by rank-and-file delegates.

A further point of controversy was a speech delivered by Mr Louis Khumalo, which some delegates interpreted as criticism of the black union movement.

This prompted a walk-out by Mr Mavi and some of the other observers.

Yesterday's meeting elected Mr Albert Mosenthal president of Cusa and Mr Leonard "Skakes" Sikhakhane vice-president.

Mr Mosenthal is president of the SA Chemical Workers' Union and a black worker at AECI Paints, the first major South African company to formally recognize an independent black union.

Mr Sikhakhane is secretary of the Food, Beverage and Allied Workers' Union and was chairman of the Consultative

The meeting heard speeches by Father Buti Thlagale and Mr Khumalo.

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Most of the new unions are prepared to accept conditions from employers that will weaken the labour movement. This is particularly noticeable in their

# Political action in labour issues a disturbing prospect, says expert

S.M.K.  
23/10/50  
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By Sieg Hannig  
Labour Editor

The "disturbing" prospect of labour issues being switched to political action, or political action making use of labour, has been raised by a labour expert.

It is a prospect which would upset the tradition-relationship between employers and trade unions in South Africa, writes Mr R V Sutton. "At this point I can see no ready solution to this

problem beyond reducing the number of occasions which can give rise to disputes," he says in the latest edition of the Journal of Labour Relations. Mr Sutton, who serves on the Wiehahn Commis-

sion and is president of the Institute of Personnel Management, warns that "massive industrial action" could be taken unless employers act in time. As in the case of minimum wages, it was in the national interest for em-

ployers to take the initiative in the creation of equitable conditions of employment, he said. Trade unions had an important role to play, but it was management's role to set up the machinery for consultation

and prepare relevant programmes. It would be a national tragedy if equitable employment conditions were allowed to depend on pressure from organised labour, Mr Sutton said. He warned against the

removal of industrial relations from the shop floor. And he proposed the creation of works councils — composed of union members and elected members of the employers — to supplement industrial councils.

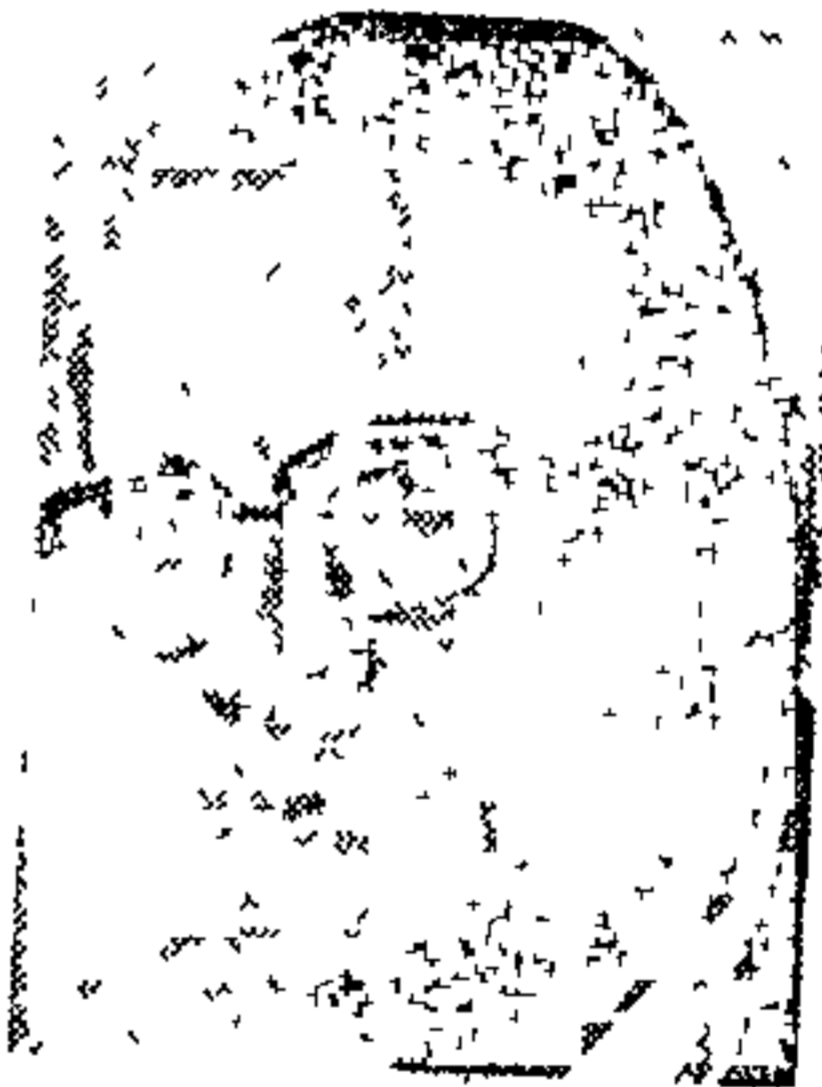


# Unions to get choice on race

14/11/80 ARMS

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Argus Correspondent  
**JOHANNESBURG.**  
 — Sweeping changes to labour legislation that will allow trade unions to admit all races and cripple illegal strikes were announced today by Minister of Manpower Utilisation.



Mr Fanie Botha

Mr Botha announced tough new measures to curb illegal strikes

There would be bilateral agreements between the Government and foreign governments that send workers to South Africa.

These agreements will be made with Transkei, Bophuthatswan and Venda the homelands, as well, as other neighbouring countries

In terms of the agreements, any worker from a foreign country who took part in an illegal strike would be 'put on the first bus or plane home'

Any country that refused to sign the agreements could have its workers excluded 'There are 63-million unemployed in Africa and it is very easy to get substitutes,' Mr Botha said

No trade union would be allowed to operate off-

(Continued on Page 3, col 2)

trade unions differed slightly from the Wiehahn Commission proposals, which suggested freedom of association.

Autonomy would ensure the right of self-preservation for trade unions which did not want to be forced to include other races

The Minister, Mr Fanie Botha, made the announcement after divulging his plans to employers and trade unions

Mr Botha said he had received almost unanimous support for his proposals, which he said would become law next year.

## Freedom

He proposed total autonomy for the trade union movement in South Africa. This, he said, would allow registered trade unions to admit whatever race they wanted and to exclude any race they wanted

This, Mr Botha went on, would mean a dramatic change from the present system in which ministerial approval must be obtained for mixed trade unions

Mr Botha added that his proposals of autonomy for

(Continued from Page 1)

ces outside South Africa. Any trade union which does so will be deregistered,' he said

The Minister added that funds from outside of South Africa would not be allowed in to aid strikers

In future, strike ballots would be monitored and no longer a prerogative of strike leaders to organise

He also announced that the country's entire training programme would be placed under his department an controlled by a

## Unions

new national training council

Previously, the control of training was fragmented

Mr Botha said that his consultation with employers and trade unions was 'an enormous success' The proposals had been fully accepted by 98 percent

However it is understood that conservative unions belonging to the Confederation of Labour have reservations

# The New Deal for Workers

Like a well-known sucking sweet, the new labour deals introduced by the government tend to have a hole in the middle.

While policy switches often bring important changes around the corners, they all too often have a fatal flaw at the conference which threatens to render the whole exercise meaningless.

And so it may prove with the changes in labour law which the Minister of Pensions and National Insurance, Mr. James Doha, announced last week.

Mr. Doha told the press of changes aimed at increasing union autonomy, allowing mixed unions, and giving all workers, including foreign black contract workers, full union rights.

Spoken after talks with employers and representatives, he was pleased at the progress he thought he had made in getting the legislation to the eighth year unions who changed a last-ditch stand against reform last year.

But he also made clear his belief that the proposals would help to level the playing field between the registered union movement and the official labour system and still retain the government's labour reforms.

Reverting particularly to the changes that changes were designed to control unions, Mr. Doha said: "After this, no-one will be able to say our system is designed to police unions."

The all-important details of the new legislation are yet to come. But Mr. Doha has spelled out the broad direction of the changes and there are already doubts about whether his optimism is well-founded. The new moves may well increase, rather than still, criticism of government labour policy.

His optimism is based on the fact that full union rights for all, including the right to mixed unions, are now entrenched in law. Mr. Doha added that union autonomy would also be guaranteed — unions would be free to organise whom they wished and form union alliances as they wished.

But accompanying the new legislation — its hole in the middle — are tough measures which could drastically raise the penalties attached to striking, for tens of thousands of black workers.

According to Mr. Doha, he will begin negotiating bilateral agreements with "Southern African States".

But critics of the system claim the machinery is so cumbersome, there have been few legal strikes in the country's labour history.

Before a legal strike can be called, workers have to go through elaborate machinery. Under the present system, a company must employ 500 workers, and the company must usually have been in existence since 1905.

Mr. Doha made it clear that the machinery would remain unchanged. This means that contract workers could be faced with the prospect of never being registered. If a company has 500 workers, it may have a handful of contract workers and losing them would mean the same.

Other aspects of the proposals may also pose problems for Mr. Doha. First, there are doubts as to how far-reaching his guarantees of union autonomy will be. It is made clear that the official registration system would remain unchanged because the country had the best labour legislation in the world.

Unions were quick to comment that this could render the promises of change hollow. They and some employers also have argued that the registration system is a large part of the reason why unregistered unions have refused to register for the system itself plays a key role in controlling unions.

The government's registrar can register a union for a specific area, industry or part of an industry only. This gives him the power to deny unions rights in areas where they have members.

This stipulation could also be used racially. The registrar could decline to register a union in a specific race group in an area.

The procedures are time-consuming and are no independent black union (one without an employer or registered union backing) has yet gained registration. If, for this reason that various employer groups have called for a strengthened system in which the registration of a union in a particular plant could be the chief criterion.

ions in from the cold — but ushered them into a system hedged with conditions which soon proved inadequate for worker, particularly black workers.

Mr. Doha said last week that one reason for not changing this system was to protect competition between unions in particular areas. This could be seen as a means of protecting established unions against those emerging.

That what is clear is that the system is not as simple as it appears. As long as the registration remains, in another contentious

in registration for this year's elections and the possibility of a referendum. The government's intention, Mr. Doha, has announced for the first time in a labour law, that the government will examine these proposals.

There is likely to be the proposed clamps on links between local unions and their foreign counterparts. Western unions have argued they should be free to assist black unions here and that by doing so they are contributing to the country's industrial life.

And local unregistered unions have argued that they need help from abroad to find the funds and resources which would be excluded from official bargaining rights.

Mr. Doha's announcement follows weeks of consultation about forthcoming changes in industrial business organisations had been deterring change and that government seemed to be listening. Expectations of a substantial revamp of the industrial system were high.

This was hardly surprising. Labour events throughout the year had illustrated the need for change had never been as pressing.

The Whitehall Commission's first report last May had opened the official bargaining system to black workers and their unions for the first time. In so doing, it let black un-

affected foreign opinion were that migrant workers and commuters those who live in a black homeland and commute daily to work in a white area) were granted union rights by ministerial fiat, and that only he could order with ministerial consent.

Another issue was that foreign black workers are not permitted registered union rights while foreign whites are.

As a result, leading employer organisations such as the Federated Chamber of Industries and the Association of Chambers of Commerce, began calling for changes in labour legislation.

Besides the need to permit foreign workers, they argued that important unions were refusing to register and that the specific of a powerful labour movement operating outside official control was looming. It was that happened in the country faced "industrial anarchy", they said.

The official system had to be made more attractive to unregistered unions. This could be done by entrenching full freedom of association in law — allowing all workers to join registered unions and allowing unions to have totally non-racial structures if they wished.

Equally important, employer bodies began to take the initiative by accepting the need to negotiate conditionally with unregistered unions, thus raising the possibility that the official system would be by-passed again.

The government's response, mainly communicated through public and private speeches from Mr. Doha, was ambiguous. On the one hand, he started many observers by boldly calling on employers to deal with representative unions rather than "sweetheart" groups which could be relied on to avoid hard bargaining.

He added that the government was determined to make the system more attractive to unions by eliminating some of the controversial controls. But he warned also of the danger of allowing an unregistered union movement to develop. This would mean, he said, that some

benefit by being allowed to escape the controls to which their rivals were subjected.

He also warned that unregistered unions would be free to link up with political organisations, a practice which is long established in the western world, but which the government has always been determined to outlaw.

And he made it clear he was as concerned as ever by foreign unions backing the local unions.

His statements caused a good deal of confusion. Some employer and union spokesmen complained that Mr. Doha was showing hot and cold and that the two postures appeared contradictory each other.

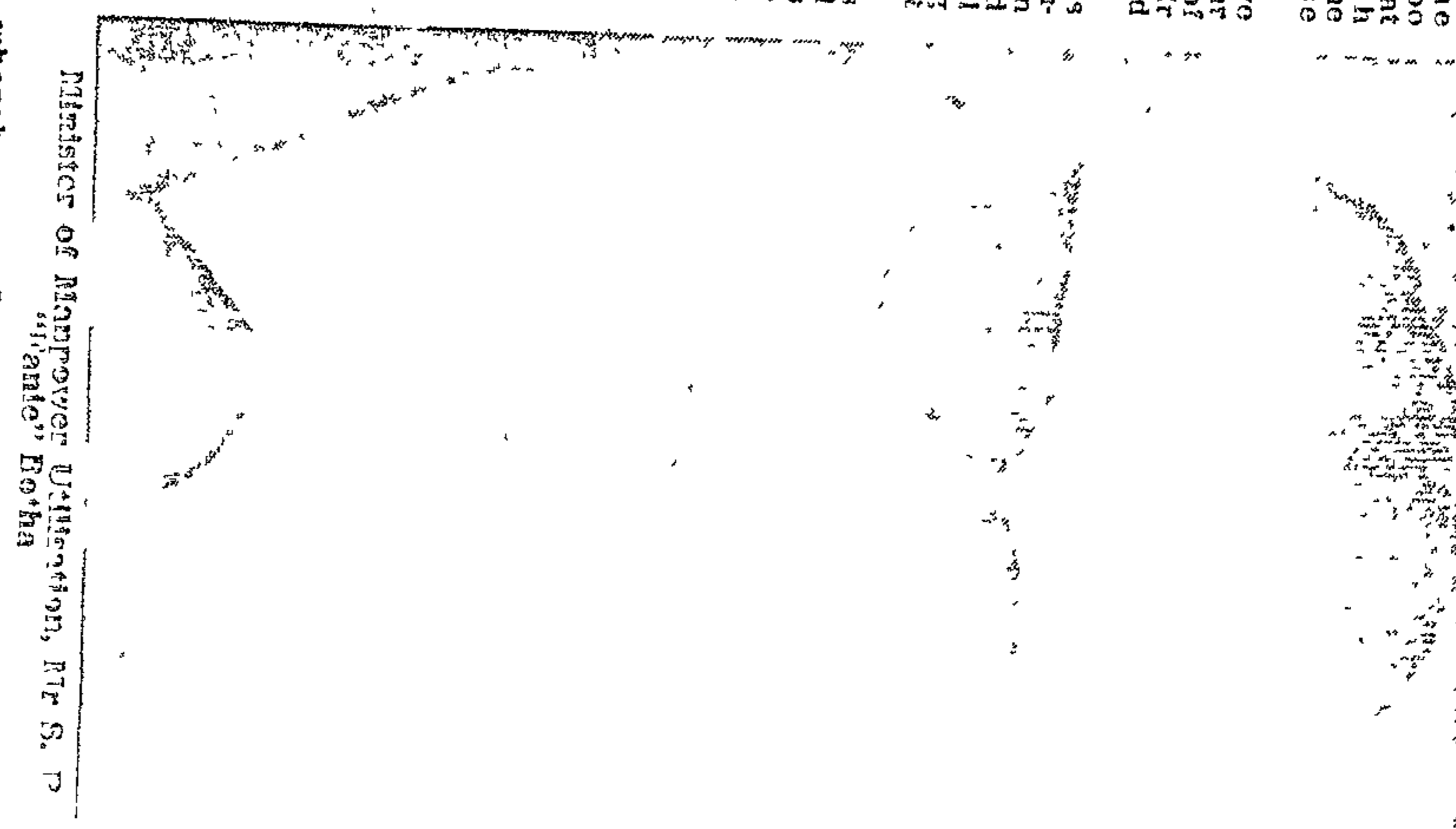
They didn't. The two approaches were entirely consistent. The government, Mr. Doha was saying, was determined to bring its system and unions which could be persuaded to come in. Any union which was prepared to submit to the controls would be welcome, no matter how militant some employers believed it to be.

On the other hand, unions unprepared to come into the new system would face the wrath of an officialdom no longer prepared to countenance them.

The goal is still control as a means of warding off what is seen as undesirable political and foreign influences if possible, by negotiation and by improving the system if that is not possible, or presumably by other means.

The new legislation empowers that principle whether it does so effectively remains to be seen. The moves to woo unions are obviously an improvement. But they seem to have fallen far short of expectations and the system still seems unable to do what it presumably is designed to do — ensure industrial peace by allowing workers full bargaining rights.

The anti-strike measures, powerful as they are, are unlikely to solve the government's problem, even if unwilling homeland and Southern African governments go along. Legislating against strikes hasn't tended to stop them in the past. It may not do so this time.



Minister of Pensions and National Insurance, Mr. S. D. Doha

whereby any of their citizens who engage in an illegal strike will be summarily removed from the white area.

While he said it was a priority to negotiate such agreements with foreign countries, he added that they would also be entered into with the homelands.

If they did not sign, these countries could simply or homelands could simply find that their labour would not be used here. Mr. Doha said.

This could mean, quite simply, that any contract worker who takes part in a strike which is not legal in terms of the government's machinery, will lose the right to earn a living in white South Africa.

The implications are awesome. The right of labour is an accepted right in all democratic labour systems. Even unions those who ignore it. But critics of the system claim the machinery is so cumbersome, there have been few legal strikes in the country's labour history. Before a legal strike can be called, workers have to go through elaborate machinery. Under the present system, a company must employ 500 workers, and the company must usually have been in existence since 1905. Mr. Doha made it clear that the machinery would remain unchanged. This means that contract workers could be faced with the prospect of never being registered. If a company has 500 workers, it may have a handful of contract workers and losing them would mean the same. Other aspects of the proposals may also pose problems for Mr. Doha. First, there are doubts as to how far-reaching his guarantees of union autonomy will be. It is made clear that the official registration system would remain unchanged because the country had the best labour legislation in the world. Unions were quick to comment that this could render the promises of change hollow. They and some employers also have argued that the registration system is a large part of the reason why unregistered unions have refused to register for the system itself plays a key role in controlling unions. The government's registrar can register a union for a specific area, industry or part of an industry only. This gives him the power to deny unions rights in areas where they have members. This stipulation could also be used racially. The registrar could decline to register a union in a specific race group in an area. The procedures are time-consuming and are no independent black union (one without an employer or registered union backing) has yet gained registration. If, for this reason that various employer groups have called for a strengthened system in which the registration of a union in a particular plant could be the chief criterion. Mr. Doha said last week that one reason for not changing this system was to protect competition between unions in particular areas. This could be seen as a means of protecting established unions against those emerging. That what is clear is that the system is not as simple as it appears. As long as the registration remains, in another contentious in registration for this year's elections and the possibility of a referendum. The government's intention, Mr. Doha, has announced for the first time in a labour law, that the government will examine these proposals. There is likely to be the proposed clamps on links between local unions and their foreign counterparts. Western unions have argued they should be free to assist black unions here and that by doing so they are contributing to the country's industrial life. And local unregistered unions have argued that they need help from abroad to find the funds and resources which would be excluded from official bargaining rights. Mr. Doha's announcement follows weeks of consultation about forthcoming changes in industrial business organisations had been deterring change and that government seemed to be listening. Expectations of a substantial revamp of the industrial system were high. This was hardly surprising. Labour events throughout the year had illustrated the need for change had never been as pressing. The Whitehall Commission's first report last May had opened the official bargaining system to black workers and their unions for the first time. In so doing, it let black un-

TRADE UNIONS

File 1/6/77  
(36)

## Principle and practice

When is a racial trade union not a racial trade union? When it is for whites (or other non-African workers) only. Or that, it seems, is the attitude of Assocom and a growing number of industrial employers.

Replying to a Tusca letter asking for its comments on black trade union recognition, Assocom says its long standing policy is that 'industrial procedures should be restructured on non racial lines.' It adds that many employers are reluctant to "negotiate formal agreements" with unregistered unions on the grounds that such agreements "could carry no legal force."

According to unionists in the commercial distributive trade, Assocom has repeatedly told them that it will not recommend African union recognition to members because it prefers a single non racial union. The unionists have been trying to gain recognition for the (unregistered African) Commercial, Catering and Allied Workers' Union

(CCAWUSA) from the large chain stores, some of whom have also used the "non-racial union" argument to justify withholding recognition.

Yet, the unionists point out, Assocom's members in the commercial distributive trade have been dealing with whites-only and coloureds-and-Asians-only unions for over three decades.

Says shopworker unionist Morris Kagan "When they came out with this non racial policy a few years ago we dismissed it as a tactic. Non racial unions can't be registered and this sort of attitude is a convenient way of ducking the issue."

The situation in the shopping industry raises another issue. What if workers don't want to belong to non-racial unions? The coloured shopworkers union wants complete integration -- the Wiehahn commission allows it -- but the African and the white union both want to maintain their separate identities while co operating on specific issues in federation.

Says CCAWUSA general secretary Emma Mashinini "Are employers now going to insist that we integrate? The domestic affairs of the unions are none of their business."

It is also difficult to see employers -- despite their claims that they don't like un racial unions -- breaking off relations with whites-only unions if Wiehahn provides for mixed unions.

1 How does Assocom react to charges  
2 of a contradiction between principle and  
3 practice? It won't say. Approached the  
4 the FM with queries arising out of its letter  
5 to Tusca - which the Johannesburg  
6 Chamber of Commerce itself made public --  
7 executive director Raymond Parsons would  
8 say only "In view of pending developments  
9 in this field -- both in the private sector  
10 and from the Wiehahn report -- Assocom  
11 would prefer not to elaborate on its letter  
12 to Tusca at this stage. Your queries confirm  
13 the need for the urgent publication of the  
14 recommendations of the Wiehahn commission."

# Labour leaders warn of unrest

By GERALD REILLY  
Pretoria Bureau

SOUTH AFRICA faced the risk of industrial unrest unless an effective damper was placed on price rises, or the rises were matched by wage increases, labour leaders warned yesterday.

This year, they said, would see an escalation of wage demands to compensate for inflation that could be the worst for the past quarter century.

Recent price increases had not yet filtered through to consumers, and the expected 20% increase in the maize price would have a ripple effect on other basic food prices.

Later in the year the price of bread would probably also be increased.

And another fuel price hike before the end of June is expected by sources in the motor industry.

They point out that Saudi Arabia has warned that unless the West curbs its oil consumption, and if Iranian production continues to be tightly controlled, another price hike will have to be imposed before mid-

year.

The general secretary of the National Union of Distributive Workers, Mr Ray Altman, said "Economists have expressed the hope that the inflation rate can be kept at its current level, or that it can even be pressed back into single figures. Thus, in the light of recent price rises and others in the pipeline, is a vain hope."

He warned that industrial unrest was a grave risk unless the deterioration in workers' living standards was halted.

The general secretary of the Trades Union Council of South Africa, Mr Arthur Grobbelaar, agreed that pressure for wage increases was mounting.

He said a number of large industries and the unions representing more than 400 000 steel workers, would start negotiations for new agreements within the next few months.

The new trend, he said, was for unions to negotiate three-year agreements with provision for annual interim increases.

Mr Grobbelaar warned that with every price rise the risk of urban unrest became graver.

ROM  
13/4/79

20/3/79 (134)

# Union hits at government

DURBAN — The National Union of Commercial and Allied Workers has strongly criticised the government over the Information affair.

In a statement released by the union's general secretary, the government came under fire for calling on the people, mainly the workers, to make one sacrifice after another.

"We must strongly emphasise the contrast between what the government has said the country cannot afford to do for the people, and what has been spent — or misspent — by

the now defunct Information Department"

For years, the government had been telling the workers, the pensioners and other people to work harder to save the country and the economy

Income taxes were increased, but there was not enough money to increase old-age pensions to a reasonable level, the statement said

"There was not enough money for housing, especially not for blacks. There wasn't money for education or school feeding, but as it now appears from unimpeach-

able sources, there was money for buying The Citizen newspaper as a propaganda vehicle"

The government had used "my money and yours," as well as that paid by blacks in taxes, and had introduced general sales tax on top of it all.

"Well, to say the least — that is rubbing our noses in it," the statement said

"This trade union feels compelled to make its views known strongly on these matters which are of direct concern to every worker and every taxpayer, irrespective of race or colour." — DDC.



# Suzman calls for rethink on <sup>CT, 228</sup> banning <sup>12/5/79 (134)</sup>

Political Staff  
HOUSE OF ASSEMBLY. —

The government had accepted trade union rights for blacks a few years after banning about 20 people who were doing pioneering work in this field, Mrs Helen Suzman, chief Opposition spokesman on Justice, said yesterday

She was making a strong plea to the Minister of Justice, Mr J T Kruger, to reconsider the banning orders on 122 people in South Africa Mrs Suzman focussed on the young people working on university wages commissions and six voluntary workers in the trade union field who were banned after teaching blacks the rudiments of trade union organization

"They were banned, restricted, treated like criminals, yet here we have a government commission, the Wiehahn Commission, recommending trade unionism for blacks," Mrs Suzman said;

"I think the minister should re-examine the records of the people who were banned and are leading a twilight existence."

Referring to the position of other banned people, Mrs



Mrs Helen Suzman

Suzman said many had been banned after being released from prison and therefore faced "double punishment". Others had been released after being acquitted in court, an indication that the minister had elevated himself above the law. Others had never even been brought before the courts

"I think of people like David Adler and Clive Nettleton who were engaged in higher education for blacks. I think of young women like the two Simons girls and Laura Levettan. They have advanced ideas, no doubt that the government disapproves of, but no different from thousands of young people at universities all over the world," Mrs Suzman said

She also came out in strong support of advocate Dawid de Villiers, chairman of Nasionale Pers, who recently called for a review of South Africa's security legislation

Mrs Suzman echoed Mr De Villiers' view that security laws were not being used for the purpose originally intended. "They were far too draconian in the first place and are being used in ever increasing circles," Mrs Suzman said

She called for an independent judicial commission of inquiry to review security laws with special reference to laws that allowed for indefinite solitary confinement without trial. "And when I say objective, I mean objective. I do not want a departmental inquiry."

# Blacks in red are industrial danger

THE risks of industrial unrest on a scale comparable with the troubles of 1973-74 have been greatly increased by the spate of recent price rises according to prominent labour leaders.

Black wages it was stressed, are falling hopelessly to keep pace with mounting living costs. Blacks, it was pointed out, spend more than a quarter of their incomes on food and other basic necessities.

In the past 12 months, food prices have risen by more than 16% and there are more in the pipeline.

The general secretary of the Federation of South African Trade Unions, Mr Alec Erwin, said the risk of spontaneous action similar to the 1973-74 strikes had greatly increased with wages not keeping pace with rising costs.

Another federation spokesman said the right of most Black workers to negotiate was blocked or severely restricted by legislation.

For this reason they were unable to negotiate increases commensurate with the cost of living.

At the weekend, an authority on applied social services at

Natal University, Professor Lawrence Schlemmer warned that if wages fell too far behind prices there could be a repeat of 1973.

The president of the Garment Workers' Union and an executive member of the Trade Union Council of South Africa, Senator Anna Scheepers, said "If this country wants to avoid industrial strife, then we must see to it that the escalation in basic food prices is stopped and that subsidies be made available to cheapen basic foods like milk bread and mealie meal."

Senator Scheepers said increases recently negotiated in the clothing industry had been neutralised by the rocketing prices of basic foods and other essentials.

She stressed there was a large percentage of Black workers still not earning R100 a month.

In a recent report, the Institute of Planning Research at Port Elizabeth University said the household subsistence level for Blacks in Pretoria was R153 a month.

In Cape Town, the figure was R174 - Sapa

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rights of a worker to belong

An overwhelming majority of witnesses in their submissions and oral evidence highlighted the need for a special judicial body to deal with disputes which involve a conflict of rights or aspects of a legal nature. The interpretation of provisions of labour laws, industrial agreements, orders, awards, determinations and in the

## AN INDUSTRIAL COURT CHAPTER 4 OF THE REPORT

Having established what, in its view, are the essential principles in dealing with work reservation in all industries - that of abolishing the statutory work reservation provisions and that of negotiating between parties to provide safeguards - the Commission did not deal in this Part of the Report with such measures existing in the Mines and Works Act, 1956 (Act 27 of 1956). It felt that for the present, the parties in the mining industry should be encouraged to negotiate an accommodation of this sensitive matter.

1721 1/2 story  
Hibbard's Staff with X

# Sparking Case

The United States Supreme Court ruled in the case of *Beck* that employers are not required to pay dues to a union if the employees do not wish to do so.

The employees were granted such relief as required in the case.

Not only subsequently held that the Court had no authority to require the employer to pay dues to a union under the National Labor Relations Act.

Counsel for the employees held that since the employees had no right to demand recognition, they could not be required to pay dues to the union.

Mr. Justice Goldstone rejected the employees' argument and dismissed the objection with costs.

134

Counsel for the union argued that the employees were bound by the terms of the National Labor Relations Act, which required them to pay dues to the union. The court held that the employees were not bound by the terms of the Act.

Counsel for the union argued that both sides agreed on the issue of a meeting between employees and employers, but each blocked the other on the issue of collective bargaining.

The court held that the employees' argument was not a matter of fact, but a matter of law. The court held that the employees were not bound by the terms of the Act, and that the union was not entitled to a court order that the case should eventually go to trial.



# Union anger mounts

Black union opposition to the Industrial Conciliation Amendment Bill reached a crescendo this week, with three union groupings slamming the new measure. It is now unlikely that many African unions will apply for registration.

Neither of the two main black union groupings — the Federation of SA Trade Unions (Fosatu) and the Consultative Committee of Black Trade Unions — has formally decided whether its affiliates will seek registration. But the majority view in both groupings is likely to be against doing so, for fear of having to shed a large part of their membership, since migrant workers and commuters have not been given union rights.

## Where do we stand?

Indeed, even the more conservative African unions affiliated to Tucsa are not yet applying for registration. "We haven't even considered asking for registration. We want to know where we stand as far as migrants are concerned," says Tucsa executive member and National Union of Clothing Workers general secretary Lucy Mvubelo.

Statements by both Fosatu and the Consultative this week rejected the bill's ban on trade union rights for migrants, and charged that government had not consulted the African union movement about the legislation — although Minister of Labour Fanie Botha held a large number of meetings with non-African unions.

Fosatu's statement reaffirms its belief that the bill "denies freedom of association." The Consultative says "it is obvious that the government has no intention of giving black workers their rights to freedom of association but is bending over backwards to satisfy the interests of white

IE REPU!

Company workers" Referring to migrants, it says "All black workers will eventually lose their trade union rights" as the bantustans become independent. The Consultative also notes a "deafening silence" from bantustan leaders on the issue.

In the Cape, the Western Province General Workers' Union, which represents about 10 000 workers — most of them migrants — has also slammed the bill. Unlike many other unionists, this union argues that the Wiehahn Report itself laid the foundation for denying contract workers their union rights. The union will not seek registration under the present conditions.

The union contends that certain passages in the Wiehahn Report "provide an incentive to those unions seeking registration to ignore contract workers." The union also accuses the Commission of distinguishing between skilled and unskilled African workers and favouring the former.

Referring to the fighting which broke out in Cape Town between migrant workers and permanent residents in late 1976, the union maintains that "the fruits of this division are still bitter." Neither group is now apparently prepared to accept "institutions which attempt to exploit the already unacceptable distinction in status" between the two groups.

of this Act, a company shall be deemed to be a holding company if another company is its subsidiary.

of this Act, a subsidiary shall be deemed to be a wholly owned company if it has no members except that other company and a subsidiary of such other company and its or their nominees.

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## CHAPTER I

### APPLICATION OF ACT

2. General application of Act and preservation of rights of existing companies.—(1) This Act shall apply also in the territory, including the Eastern Caprivi Zipfel.

(2) This Act shall apply to every company incorporated under this Act, every external company and, save as is otherwise provided herein, to every existing company.

(3) Any reference in this Act, express or implied, to the date of incorporation of an existing company, shall be construed as a reference to the date on which such company was originally incorporated.

continued on page 497

# Legal victory for black workers

18/6/79  
Gans

**Labour Reporter**  
The case brought by 24 black employees against Neis Dairy shows that blacks have the power to fight back and win when sacked for union activities.

Labour lawyers have hailed it as an important breakthrough.

Mr Acting Justice Goldstone ruled that the dairy employees were entitled to apply for an interdict against wrongful dismissal for forming a works committee.

Neis Dairy had argued that the court had no jurisdiction and that its employees had recourse only to criminal charges.

"In future workers who are being threatened with dismissal for engaging in trade union, works committee or liaison committee activities will be able to prevent their unlawful dismissal," commented a Johannesburg labour lawyer.

"No longer will workers simply have to sit back, await dismissal and hope for the prosecution of an employer who dismisses them unlawfully.

"Now they will be entitled in law to an interdict against threatening victimisation."

The lawyer said criminal action against employers had been of little practical value to workers who had been dismissed, there was nothing to guarantee their reinstatement.

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# Buthelezi calls for union talks

134  
23/7/79  
NM

African Affairs Correspondent

ANY trade union action at national level "must necessarily involve the South African Black Alliance", Chief Gatsha Buthelezi told a Saba rally at Nelspruit at the weekend.

"I believe the Black Alliance can mobilise its workers in such a way that a demonstrated power in the field of labour will result in a greatly enhanced trade union movement," he said.

"I do not believe that the trade union movement as it is constituted at the moment and working within the restrictions placed on it, can take a major step forward in furthering trade unionism

"In places such as the Transvaal and Natal, trade unions would simply not be able to stage a general strike without the full involvement of Inkatha."

## Union action

The prerequisites for successful union action did not exist in the country at present.

Chief Buthelezi added: "It is perhaps overdue that meaningful talks take place between Saba's constituency and the various trade union interests.

"In such discussions we can talk about a strategy in which we employ tactics which link worker-interests with the monitoring of employment practices and the development of consumer-action wherever it is needed to make employers aware that we are speaking from a position of strength"

## Everyday issues

Earlier, discussing Saba's programme, Chief Buthelezi said it must show Blacks that it was relevant. This could best be done by organising people on everyday issues

Another part of Saba's programme that should be put into operation was bridge-building between Blacks and Whites.

Saba must tighten its grip on the political scene

(1) 134  
~~(2) 143~~  
~~(3) 150~~

Some of South Africa's most influential "ambassadors" are labour leaders, writes The Star's labour reporter, SIEGFRIED HANNIG. And some of them are black labour leaders who do not apologise for their Government's racial policies. Mrs Emma Mashinini is one such leader whose influence extends into the heart of black Africa and the world beyond. *Staw 23/7/79*

sentent sy stuur...  
uitbreiding van personeel het ons die huisie op die...

Memorie Central Committee se Konferensie oor. 'Die Rol van Geskiedkundige Vredeskerke', Gaborone, Botswana Verhandelingsvoorgelê oor 'The Role of Churches in Promoting Justice in Southern Africa' (Oktober).  
Konferensie van die Afrikaanse Calvinistiese Beweging, Potchefstroom (Oktober)  
(c) Deelname aan Wêreldwye - Professionele en Openbare Organisasies

MRS EMMA MASHININI . . . "you could hear a pin drop when I spoke."

# The fruits of her labour are worldwide

Mrs Emma Mashinini, a black trade union leader from South Africa, was not sure of a welcome when she landed without a visa in the West African state of Togo this month.

"I wouldn't have been surprised if I had been turned away," she said back in her Johannesburg office. Yet there was a welcoming committee at the foot of the aircraft.

It was headed by a labour leader whose brother happens to be the Secretary General of the Organisation of African Unity

Togo's Minister of Labour was also at the airport to welcome Mrs Mashinini to the second three-yearly Pan-African Conference of the International Federation of Commercial, Clerical and Technical Employees, known as FIET

The brotherhood of organised labour had bridged another gulf of politics.

Mrs Mashinini's first meeting with colleagues from black Africa, three years before, was not encouraging. It was at the last world congress of FIET in Helsinki at the height of the Soweto riots. The Africans found it difficult to accept that Mrs Mashinini was not a Government stooge, and they treated her accordingly.

Therefore it came as a surprise to her when last year the four-member African committee of FIET included her as a fifth member to represent Southern Africa.

Now — after meeting the committee members and representatives from 19 African countries on their home ground — Mrs Mashinini will not feel out of place at FIET's next world congress in Caracas, Venezuela, in November.

The delegates to the conference in Togo gave Mrs Mashinini their undivided attention when it was her turn to report on her country.

"You could hear a pin drop when I spoke," she said.

Mrs Mashinini has come a long way since she represented her new-born black Commercial, Catering and Allied Workers' Union at the Helsinki congress in 1976.

She has spent two months on educational tours, learning about trade unionism, in the United States. And she has taken a three-month crash course in industrial relations at Oxford University.

Her trip to Togo was preceded by a visit to the International Labour Conference in Geneva. But there's more in it for her than world travel.

There is the sharing of know-how, reciprocal support in times of need and joint trade union education programmes, to name but a few of the benefits offered by FIET.

Thus, Mrs Mashinini's union has received financial support for courses teaching workers the principles of trade unionism.

If her members run into trouble with any employer who is part of a multinational concern, she can appeal to FIET for support from colleagues in other countries where the concern operates.

Through FIET, Mrs Mashinini has the ears of almost 150 trade unions representing more than 6-million workers in about 80 non-communist countries.

This kind of influence means much to a country fighting isolation on as many fronts as South Africa.

It means even more in the international labour movement which, according to some observers, represents a potentially greater threat to the South African economy than the United Nations.

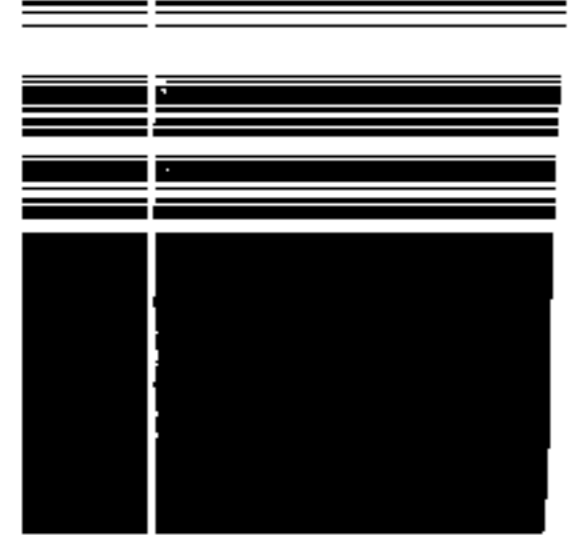
Like most other bodies of its kind, FIET condemns racial discrimination and apartheid. Mrs Mashinini has no quarrel with this. She does not apologise for the actions or policies of the South African Government.

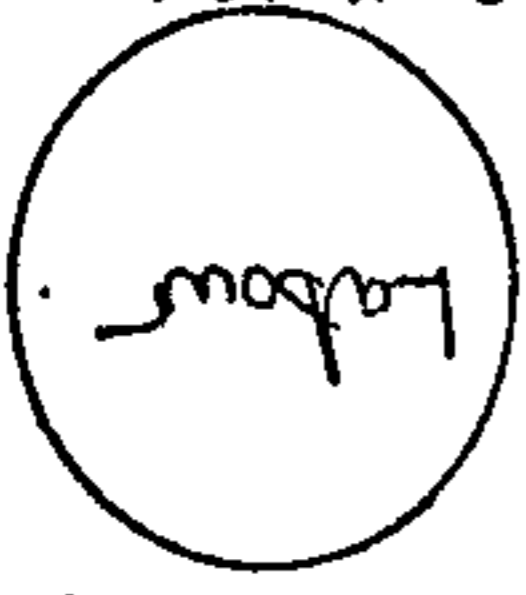
But she speaks abroad with the responsibility of a leader who has to account to the black workers who have elected her. This cannot be said of some influential exiles who speak as leaders of black workers although they have not set foot in South Africa for years.

navorsings-Fellows het aansienlik tot die Sentrum se program bygedra. dr Sheila T. van der Horst, afgestudeerde mede-professor van Ekonomie, U.K., en professor J L Boshoff, gewese Rektor van die Universiteit van die Noorde

### LIDMAATSKAP

Soos voorheen gemeld, is die Sentrum vir Intergrasie-studies geregistreer as 'n maatskappy. In die Memorandum en Statute van vennootskap word voorsiening gemaak vir die benoeming van eenhonderd lede. Tans is daar 57 lede en





will strike terror into chambers of industry and commerce."

His organisation, Buthelezi argued, was too powerful for the unions to ignore. No successful strike action was possible in Natal or the Transvaal without Inkatha.

But the unions will not commit themselves to a close link with Inkatha. The Durban-based Federation of SA Trade Unions (Fosatu) has already rejected links with political groups, and the other black union grouping, the Johannesburg-based Consultative Committee, adopts a similar stance — although it did endorse Inkatha's code-monitoring exercise (not without internal dissent).

"We recognise that Inkatha has a strong following among union members, but there are also many of our members who are opposed to Inkatha. An alliance with it would alienate them," says one unionist.

Not that these unions reject co-operation with Inkatha altogether. Hostility from both employers and government increases their willingness to accept help from a strong grass-roots movement. Moreover, as one unionist points out, "any union which totally rejected Inkatha would be dead in Natal."

Ccawusa's own activities highlight one area in which Buthelezi's pro-union stance is vital to it. Ccawusa has just taken something of a pioneering step by organising workers at Checkers KwaZulu at Mdadem (near Newcastle) but in KwaZulu — with Buthelezi's blessing.

TODAY we give de- for Trade, Mr John ish Secretary of State section I

person for blacks and super black graduate on their staff and were hoping to have four general Mo this year. It is the only 52 blacks are this com on the salaried staff at an and de- CM.

### TRADE UNIONS Buthelezi's backing

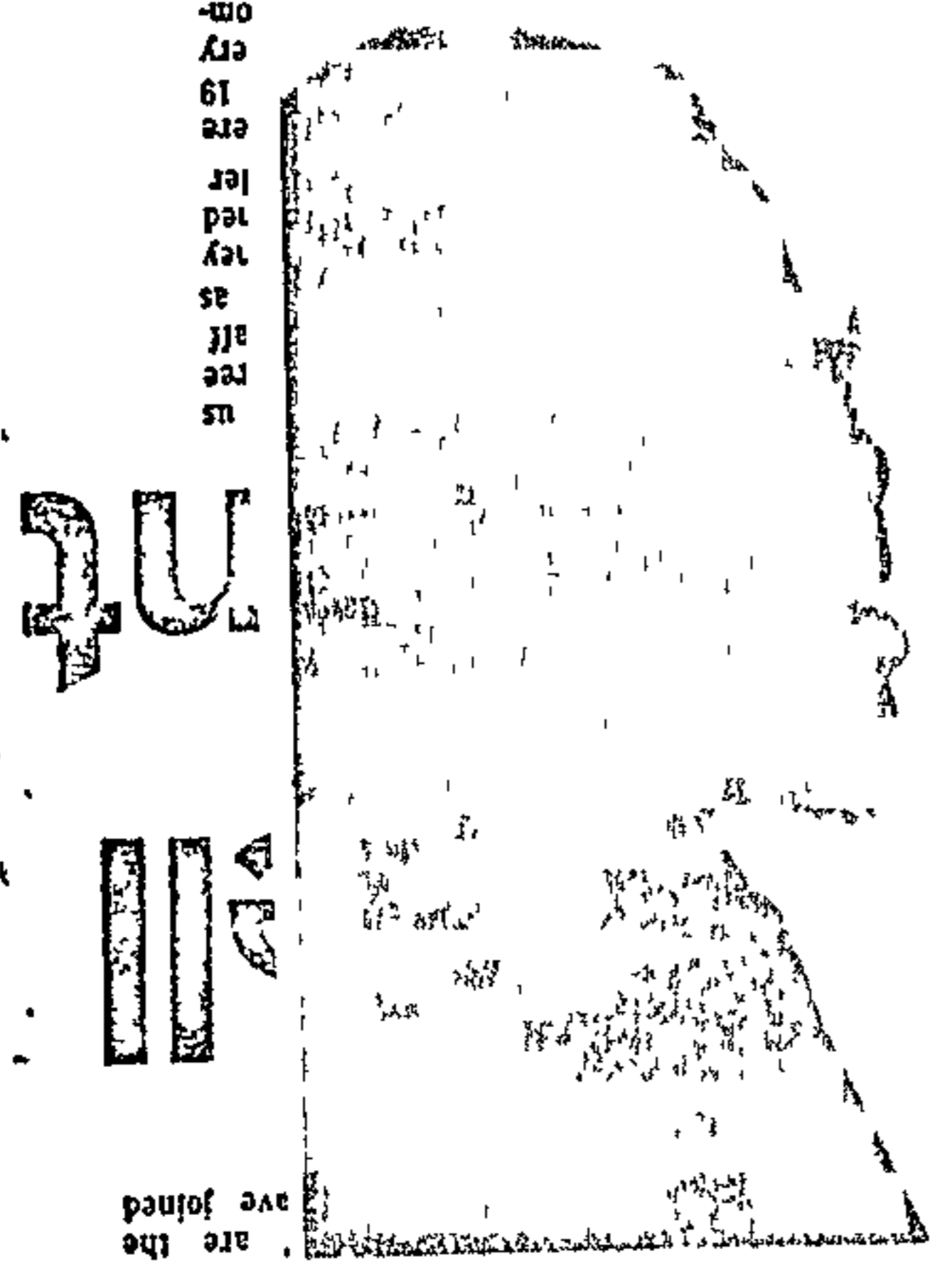
The hearts of officialdom — not to mention those of employers — must have beat a little faster this week when Chief Gatsha Buthelezi called on black trade unions to "come together" with his Inkatha movement. But a formal alliance between Inkatha and the unions is not on the cards.

Inkatha has taken an interest in labour issues for some time now — it announced last year that it wanted to co-operate with the unions in monitoring codes of conduct.

While Buthelezi was careful not to directly urge the unions to join Inkatha

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Buthelezi striking terror? (which would be illegal if the unions were to gain registration), he told the inaugural meeting of the Natal branch of the Commercial, Catering and Allied Workers' Union (Ccawusa) on Sunday.

"I want to appeal to every trade unionist to come together with Inkatha."

Buthelezi continued "It is high time we realised the inseparableness of union interests and political interests." And he added that an alliance between unions and Inkatha could help enforce worker demands through consumer boycotts. "Any action on the part of workers which

ON THE  
ALLIANCE  
POST  
6 APR 1979

back at work... Slaughtermen... JOHANNESBURG... work at all five Riel and Slaughtermen returned to... day following the settle-... ment of their dispute with... the SA Slaughter Corpora-... tion and meat prices are... expected to return to nor-... mal early next week —

tion of the unions... the day after the... matter received the... the management has... in the... to rene-... the... of some of... the... and the... workers believe that... these will be those who... he joined the union... When PCTV spoke to... the... director of... the company, Mr Ronald... Williams he laughed and... said "This is all out of the... blue. Why are they ask-... ing on me?" After conceding that... he had received a letter... from the union he referred... insisted after the in-... four of these have been... re-stated after the in-

British companies appear to have little to fear from the clause in the E.C. code of conduct which requires them to report progress in complying with the code to Whitehall. The public has no automatic right of access to information contained in these reports and there is thus no autom the independent check on them. The Durban based Chemical Workers' Industrial Union recently wrote to the British Board of Trade asking for a copy of submissions made by Reverex, a UK firm in whose Durban subsidiary the union claims majority membership. An official wrote back to union general secretary Nombusa Dhlamini to the effect that the union could not have a copy of the report because of copyright re-strictions. The union was told that it could inspect a copy of the document at the UK consulate in Durban. This a union official did — but he was told that he could not copy from or reproduce the report. Says a union spokesman, "This makes nonsense of the report back provisions. We assumed the public had free access to the reports." A department of trade official in Lon- don confirms the comment but on mak- ing copies of individual submissions available he says however that the Durban consular refusal to allow a union representative to take notes was a mistake. "There must have been some misunderstanding. What I want is a report released at all." We would be pre- pared to pursue such an incident with the company concerned says the official. But he adds that since the code is volun- tary, companies cannot be compelled to make reports available. So the publication of information appears to depend solely on the feelings of the company involved. Which would appear to defeat one of the objects of the whole E.C. code exercise. In the Reverex case the union is dou- bly unhappy because it claims to have paid 50% in its possession which conflict with submissions on wages in Reverex's own report to the trade department. The union says Reverex claimed a lower wage of R201 a month. This may reflect local circumstances but the lowest tax- able pay says the union is R122 a week. When works out it rounds R150 a month. The union adds that this figure includes a pay increase granted between now and the time the report was submit- ted. Companies were figures were not available at the time of going to press.

THE Mail and Allied Workers' Union alle- gedly appointed a... the Last Hand Will... Hans Brothers, is the... who are members of... the union. The union alleges that their own the name... ed this appointed com- mite and asked to ect... When workers re-... ed by the workers... Hans Brothers, is the... who are members of... the union. The union alleges that their own the name... ed this appointed com- mite and asked to ect... When workers re-... ed by the workers...

05 APR 1979  
Slaughtermen  
E.C. LABOUR CODE  
From civil Mail  
ECC LABOUR CODE  
ECC LABOUR CODE  
Toothless watchdog

# SQUATTERS IN THE VELD

## Cape Times Crossroads dwellers welcome new plans 8 April 1979

AT a mass meeting yesterday Crossroads residents welcomed Dr Piet Koornhof's plans for their resettlement as a promise of new hope for them and their children.

The joint committees of Crossroads convened the meeting to explain the implications of Dr Koornhof's statement to residents. Dr Koornhof, the Minister of Rural Relations, last week announced plans to resettle most of the 20 000 Crossroads residents in a new township to be built between Nwanetsi and Guguletu.

Mrs Helen Nyongiso, chairlady of the women's committee, said the residents had put their trust in Dr Koornhof to do as he had promised.

"Everybody was so excited because at least they now know what is going to happen to them. Since 1975 we have struggled with no results and now there seems to be some future for us and our children."

Weekend newspapers welcomed the minister's proposals in their editorials.

Happert commented that full marks can be awarded to Dr Koornhof for his handling of the Crossroads dilemma. He chose to allow human considerations to prevail instead of rigid ideology.

## workers (to spread activities

By Sieg Hannig,  
Labour Reporter

The black Textile Workers' Union (Transvaal) plans to branch out into other parts of the country with the help of the registered Textile Workers' Industrial Union, which represents coloured and Indian workers.

"Our aim is to form one union for workers of all races if legislation permits this in future," said Mrs Evelyn Seloro, general secretary of the 2 500-strong black union.

She said the decision to strengthen the links between the unions and to expand recruitment to other provinces was taken at a conference of the two unions in Johannesburg on Sunday.

## CROSSROADS The way out?

The policy implications of the Cabinet decision on the future of the Crossroads squatter camp are puzzling — not least that they appear to contradict what is happening in other parts of the country such as the East Rand where the houses of squatters in Daveyton were summarily demolished last week.

But if what the *FM* has been told is correct — and not simply a public relations exercise designed to still criticism over what has become a closely watched national issue — the policy implications could be far-reaching. Final judgement on whether government has had change of heart however must await the findings of the Riekert report.

Although Prad Minister Piet Koornhof stressed that Crossroads was a once off solution to a delicate human problem to be accompanied by measures to prevent similar ones from arising in the future, the manner in which he tackled suggests that the Cabinet has a new approach necessary to recede irresistible forces of urban pull rural push on the minds of people with nationalist ideals.

Some people believe that the method of the Crossroads settlement indicates the Cabinet may have decided in principle to dump the old Verwoerd M.C. concept of mile migrant labour to opt instead for a policy recognising migrant labour family units as a decision can become policy with amending legislation.

Contract migrant family units can be encouraged by making greater use of the 10 (b) (c) of the Urban Areas Act so that employers would have to take this category of labour only if they could provide housing. This however is a very big if.

One of the decisive issues that Koornhof's Crossroads settlement was a firm undertaking from Cape Town groups that they would help black labour accede to the provisions but by getting in the provision of housing, more necessary.

In view of the high cost of capital relative to owner occupiers ability to pay it clear that the Cabinet will soon be up against another fundamental decision. If private domestic and foreign sources

of capital are going to be used for housing developments will government permit departures from conventional public sector housing schemes and site and service?

In his Crossroads negotiations Koornhof was implored to persuade Cabinet colleagues notably Mr Steyn to agree to greater occupier involvement in setting up the new town between Nwanetsi and Guguletu. It is from his statement that the Cabinet agreed to this but it is not clear whether the people of Crossroads will be allowed to build houses of their own choice.

Although Community Development can supply sub-economic housing more expensive foreign funds probably be made to go much further and service schemes are agreed.

The Urban Foundation is known to have \$7.5m on offer from United Bank, with the prospect of another \$10m if needed at rates between 6.5% and 7% conditional upon owner involvement. Clearly, this source cannot be tapped to resettle the people of Crossroads unless they are given security of tenure or government guarantees the loans.

A site and service scheme without tenure is clearly out of the question, a government rental scheme would not qualify for foreign loans. Koornhof's next hurdle therefore, is to work a compromise between the 99 year leasehold scheme and the tough opposition of the Cape Nat caucus to extending the long lease policy to the Western Cape. It is reliably understood that efforts are to be made to get members to accept a 40 year leasehold scheme for the region.

Although it may yet turn out that the Crossroads settlement will not be without a price — tougher application of influx control and the pass laws etc — it is significant that luminaries like General Mining's Wim de Villiers and Dr Piet Meyer, of the SABC, have been urging policy shifts away from paternalism over urban blacks to 'more realistic and egalitarian in community patterns' in which workers and their employers and the institutions could be allowed to determine their own solutions to housing problems.

Greater private sector involvement (including owners) in black housing development would remove yet another source of unproductive allocation of-

### CONSTITUTION

"We are establishing a joint consultative body with the aim of extending my union to areas where the registered union operates," she said.

These areas included Cape Town, Port Elizabeth, East London and Durban.

A constitution for the consultative body was expected to be approved at a meeting in Cape Town next month, Mrs Seloro said.

(National Pers) and Judge Jan Steyn or their nominees.

A problem category that springs to mind is veteran workers who have abided by the law and lived in single sex hostels for many years while their families have remained in the bantustans.

And what about thousands of illegals who have been living a fugitive existence in the three recognised black townships or in other squatter camps? Clearly, 2 575erven at the new Crossroads township will not accommodate all the African heads of household and their families who fall into the "qualifying" categories mentioned by Koornhof. Will they be sent away?

The unofficial answer seems to be that if they have jobs and a reasonably long and crime free track record of residence in the Western Cape ways will be found of fitting them into the settlement plan.

Communities

By MZIKAYISI EDOM 4 April 1979

Daveyton squatters who had their shacks demolished by police, slept in the open, but immediately began putting up their shacks yesterday.

The shanty town also called 'Phumlamqashi' by the squatters was demolished last morning by South African Police and the East Rand Administration (rab) police.

When the shacks were demolished the police took away the corrugated iron and furniture. Furniture of some of the squatters was left in the open veld.

Gordon Mashelane, a spokesman for the squatters told POST yesterday that these families had nowhere to go on Tuesday night and they had to spend the night in the veld.

"We have no other homes because the police have destroyed our homes. Unless provided with houses as soon as possible we are not leaving 'Phumlamqashi'."

A few of the squatters were provided with accommodation by govt Samaritans. Some of us had to sleep in the open veld.

POST arrived at Phumlamqashi, most of the squatters were busy erecting shacks. They were using all kinds of material.

Those interviewed by POST said they slept in the open veld.

Phumlamqashi was co-ordinated moves by the thousands of homeless families. Phumlamqashi said yesterday that he was questioned by four Security Policemen, two of whom were about the shanty town.

Press statement the chairman of the board Mr S J van der Merwe said in the notice of the trial on Sunday evening that certain persons had been staying on the buffer zone adjoining Daveyton.

Community Council of Daveyton met on Monday, April 2 and adopted the following resolution:

"This Council thanks the East Rand Administration Board for the promise that those squatters who will move away peacefully."

Result of discussions with those concerned and of a visit by the Minister the Honourable Dr Vosloo MP on Monday April 2, when he also visited the site and a member of the Management Committee of the Daveyton Council it was decided to assist the squatters on Tuesday April 3, to their original places of residence."

Statement added that all the squatters co-operated and the entire retranslocation was completed by 12 noon April 3. Strict instructions were given that the retranslocation was to be completed with the minimum amount of inconvenience to those concerned.

It is however, issued to any person who squats after the above retranslocation he will be prosecuted in terms of the relevant legislations. The possibility of squatting was organised by one or more persons is being investigated.

Cape Times 10 April 1979

### 'RAID STATEMENTS SAME'

Court Reporter

IDENTICAL statements from policemen dealing with the crime prevention exercise at the Crossroads squatter camp last year were handed into the Western Cape High Court yesterday.

The statements were handed in when the inquest into the death of Mr Simele Ndlela who was shot dead during an exercise on September 14 resumed yesterday.

According to Sergeant Patrick Cleary who fired a shot at the man, Mr Ndlela had thrown a stone at him and Mr Ndlela ran down a dune towards him in a threatening manner.

Yesterday Sergeant Edward Norman another member of the patrol said he and other members were asked to make statements about the events leading up to the police withdrawal and parade some days after the exercise at Bishop Lavis police station.

He said that he had written his statement on his own and had later signed a typed copy.

He said he had not offered any help to anyone else in the writing of their statements nor had he received any in the writing of his.

In his statement Sergeant Norman said he had gone to Crossroads in a platoon commanded by Warrant Officer Louis Albertus Lavis and had after coming under a stone attack he had withdrawn.

He said he had heard a shot but had not seen the shooting. It was then put to Sergeant Norman by Mr G Bizos for the Ndlela family that his evidence concerning the statements was totally wrong.

Sergeant Norman was asked whether he had assisted four other policemen with the writing of their statements or whether they had helped him.

When he said no the statements of the four other policemen were compared to his and he agreed that except for different names, identifying numbers and one word which differed in some of the statements they were exactly the same as his.

Earlier in the day the second in command of the riot squad on the night of the exercise returned to give further evidence about the exercise (An other exercise was made on September 6).

### Arrests made

When the hearing was adjourned in January Captain Hewitt Wright was asked to return with details of the arrests made during the two exercises.

He told the court that on the first exercise 518 people had been arrested in connection with alleged pass violations. Five other people had been arrested on other charges.

He said on the second exercise 411 people had been arrested on pass offences and 28 on other charges. Of those 77 were arrested for attending an unlawful gathering.

The hearing continues today.

Mr G A De la Haye on the bench. Mr S Schrock is leading the evidence. Mr A C de Klerk is assisting Mr G Bizos. Mr P. J. van der Merwe is assisting Mr G Bizos. Mr J. J. van der Merwe is assisting Mr G Bizos. Mr J. J. van der Merwe is assisting Mr G Bizos.

# Metal workers demand 35-hour week

#50SP  
24/8/79

134 SP 26/8/79  
SUNDAY POST Correspondent

METAL and steel trade union representatives from 30 countries, including South Africa, launched a campaign this week for a 35-hour working week and an annual six-week holiday.

About 100 union delegates were convened by the International Metalworkers Federation (IMF), whose affiliated members represent 14 million workers throughout the world.

The secretary of the black Metal and Allied Workers Union of South Africa, Mr Berme Fanaroff, was one of the delegates.

He is also the representative in South Africa of the IMF co-ordinating council for Southern Africa.

IMF general secretary Mr Herman Rebhan told the meeting that extra time off for metal workers was "their most precious currency" and "fully inflation proof".

With an additional 900 million people joining the world employment market in the next 20 years, he said shorter working hours were also the best protection against unemployment.

JARVERSLAG  
1978

SENTRUM VIR INTERGROEPSTUDIËS

(Geregistreer as The Abe Bailey Institute of Inter-Racial Studies Limited (Beperk deur Garansie))

Posadres:

p/a Die Universiteit van Kaapstad  
Rondebosch  
Republiek van Suid-Afrika  
7700

Kantooradres:

Leslie Social Sciences Building  
University Avenue  
Campus

9-8531 Uitb. 766

van sy bestaan het die  
gereeld 'n jaarverslag oor  
Om die Sentrum se 10de  
vier is die jaarverslag  
oor die Eerste Tien Jaar.  
NGS VAN DIE SENTRUM

Die Sentrum word gemanier deur die Abe  
Bailey-Trust wat ingevolge die testament van Sir Abe  
Bailey gestig is. Dit is geregistreer as The Abe Bailey  
Institute of Inter-Racial Studies Limited (Beperk deur  
Garansie) - 'n maatskappy beperk deur garansie en sonder  
'n aandele-kapitaal kragtens die Maatskappywet 1973 (Wet  
Nr. 61 van 1973).

# Kelloggs' nod to union hailed

THE recent formal recognition of the Sweet, Food and Allied Workers' Union by Kelloggs Food Company of Springs has been hailed as a step forward by black leaders and workers.

They believe that more companies will follow suit in recognising other black trade unions, which will ultimately result in full recognition — and this may bring about good relationship between employers and workers throughout the country.

The two parties signed an agreement last Friday. The agreement was signed by Mr W M Rogers, managing director of the company and Mrs Maggie Magubane, the general secretary of the trade union.

"At present, the employers are shielding behind the Industrial Conciliation Act to avoid recognising black trade unions, while it is their duty to give such recognition," said Mr Petros Tom, secretary for the Vaal branch of the Engineering and Allied Workers' Union yesterday.

He said trade unions are not formed to launch strikes in firms, but are watchdogs of the workers, and are to build good relationships between the employer and the employee.

## A SAY

Mr Mpho Makitla, a black worker said: "Let the workers have a say. This agreement should be an eye opener to other companies. The black workers should be recognised as human beings, and be given better working conditions."

Last Friday at Springs, Kelloggs Food Company, an American company, and Sweet, Food and Allied Workers' Trade Union signed a preliminary agreement which allows the union to have access to the premises of the company during meal times.

The company will recognise the right of the shop stewards to represent and negotiate on behalf of the members of the union. The company hopes the signing of the agreement will lead to greater co-operation between the two parties for the benefit of the employees of the company.

Mr Rogers said the company have been negotiating with the union for the past 12 months, and it engaged a lawyer to assess the membership of the union among its workers. It was found the majority of the works' committee members are also members of the union.

Mrs Magubane said the recognition of the union by the company is a great encouragement. She said they will press for full recognition and later help other unions for full recognition.

Hiendie projek is n paar jaar gelede aangepak. n Onderzoek onder die kleurling bevolking van die Kaapse Skiereiland is onderneem. n Aantal tydelike navorsings-

Verhandeling voorgelê in Werkgroep 6 en vergaderings bygewoon van die Raad van die Internasionale Sosio-logiese Vereniging as die amptelike afgevaardigde van Suid-Afrika (Augustus).

c) Ander lede:

Mr K Bosman  
Professor A. Cupido  
Mr N. Daniels  
Mr Achmat Davids  
Professor R.J. Davies  
Professor J.J. Degenaar  
Mr René de Villiers  
Dr I.D. du Plessis  
Professor J.J.F. Durand  
Professor J.B. du Toit  
Mr A. Fiederman  
Professor R.F. Fugle  
Mr G.J. Gerwel  
Bertw. D. Guma  
Professor A. Paul Hare  
Dr Gertrud Heydorn  
Mr F.A. Jacobs

Mr H.W. Middelman  
Bertw. M.J.L. Moltsane  
Professor A.D. Muller  
Sheik A. Najaar  
Mr Victor Norton  
Professor N.J.J. Olivier  
Mr L. Phillips  
Professor H.P. Pollak  
Mr W.J. September  
Mr Franklin Sonn  
Mr P.M. Sonn  
Regter J.H. Steyn  
Mr R. Tobias  
Professor R.E. van der Ross  
Professor J.H. van Rooyen  
Mev. S. Walters  
Professor F.A.H. Wilson

4

Friends (Quakers) en van die American Friends Service Committee deurgebring. Hy het n aantal konferensies in verskillende dele van die land bygewoon, bare vergaderings toegesprek en senior beamptes van die Carnegie Corporation, van Community Relations Services van die Departement van Justisie van die Amerikaanse regering, van die American Friends Service Committee en kollegas verbonde aan verskeie universiteite besoek.

Gedurende Augustus en September het die Direkteur Engeland, Nederland, Switserland, Swede, Israel en Zambie besoek. Hy het vooraanstaande joernaliste, Suid-Afrikaanse diplomate, senior amptenare van die Suid-Afrika-Stigting en verskeie regerings betrokke by Suid-Afrikaanse belange ontmoet. Hy het besprekings gevoer met stigtings, trusts en opvoedkundige verenigings. As gevolg van sy besoek aan Nederland het hy n toelae vir die Konstruktiewe Program ontvang van die Algemeen Diakonaal Bureau van die

13



# 17 trade unionists are still banned



Jean Tyacke . . . un-banned.

A TOTAL of 17 people connected with the black labour movement are still banned under the Internal Security Act.

Altogether 22 people connected with the movement were banned during November 1976, but the banning orders against five have now been lifted, the latest early this week.

On Monday, Mr Loet Douwes-Dekker (43) received notice the order against him was lifted.

On September 30, Mr Eric Tyacke and his wife Jean were un-banned.

Two months ago Mr Charles Shubin was lifted of his ban.

The order against Dr John Frankish was also lifted.

and Mr Douwes-Dekker were with the Urban Training Project, a service organisation that helps black trade unions, when they were banned.

Mr Simkin and Dr Frankish were with two other service organisations the Trade Union Advisory and Co-ordinating Council (TUACC) and the Western Province Workers' Advice Bureau (WFWAB).

Mr Simkin's ban was lifted so he could take up a teaching post at the University of Natal.

Hopes of a general amnesty for the leaders of the labour movement were dashed yesterday when police headquarters confirmed that the bans on 17 had not been lifted.

ed after the Wiehahn Commission had recommended a "new deal" for black trade unions.

All the people banned in November 1976 were connected with UTP, TUACC, the WFWAB, the Institute for Industrial Education, and the Wages Commission of the University of Cape Town.

Those still banned are:

- Sipho Kubbeka, Gavin Anderson, Moses Ndlovu, John Copeland, Mike and Jeanette Murphy, Alpheus Mthembu, Pat Horn, Chris Atherton, Judy Favish, Mary and Tanya Simons, Wilma van Blerk, Elijah Loza, Debby Budlender, Graham Bloch and Willy Hofmeyer.

the cost of raising the necessary funds has to be taken into account. The funds themselves are already justified by comparison with the alternative methods of provision, but there are additional costs involved in raising them: interest on loans, or administrative and incentive costs of raising taxation. These are normally insignificant for any given project, but may affect the overall amount of budget.

1030

He feels that the stark polarisation between black and white, as exemplified in the go-it-alone early stages of the black consciousness movement, could be a passing phase. "An interesting development is the recent emphasis by the movement that racial differences do not matter so much - that perhaps it is class distinctions that are the major bugbear in SA society."

Pragmatically, he realises that, if the

Primarily, he would like to see the institute expand its educational functions - "probably looking around for more bursaries, expanding its career counselling activities, perhaps moving into the area of job placement. There are many disparate groups who have become involved in this and, it seems to me, there's an awful lot of duplication. Maybe a clearing house is needed so there can be a bit of cross-fertilisation."

In the current atmosphere, this could only work if blacks in leadership positions were to be drawn to the institute again. "My own style of operation," asserts Rees, "is that I would not move without black participation in decision-making." And he is confident enough to see Race Relations as a "training ground for black executives."

They can guide these detailed questions. Essentially, the problem is not only to relate resources used to objectives achieved, but to relate the various objectives to each other.

There are various means of doing this; but all of them require that expenditure be accounted for by the ends it is expected to achieve.

#### 2.1 Programme Budgeting

Programme budgeting, also known as budgeting by objectives, involves the presentation of expenditure data according to the objectives to which it is directed. Thus, projects to combat TB would be grouped together, geriatric problems, sanitation programmes, etc.

This is necessary:

- (a) to know the cost of pursuing each objective;
- (b) to group together activities with the same objectives which can be compared by cost-effectiveness analysis;

(c) to know the effectiveness of a given amount of money when spent on different objectives, so that choices can be formulated in terms of the alternatives we might afford - so many geriatric welfare clinics, etc.

## RACE RELATIONS

### Rees to lead

The Institute of Race Relations turned 50 this year. If this qualifies it for the adjective "venerable," there are also those who criticise it as "liberal" (in the paternalistic and pejorative sense) in recent years. Younger blacks and their leaders have come to regard it with some suspicion.

Nonetheless, largely financed by concerned businessmen like Harry Oppenheimer, the institute is hardly going to fade away or become a purely a research body. "If I believed that," comments John Rees, who takes over from Fred van Wyk as director in November, "I would not have gone into it."

Rees's background is that of a committed Christian, his personal credo one of non-violence. However, "I'm not sure that there's anybody who's neutral in SA today, and the last thing I would like to be is neutral."

Primarily, he would like to see the institute expand its educational functions - "probably looking around for more bursaries, expanding its career counselling activities, perhaps moving into the area of job placement. There are many disparate groups who have become involved in this and, it seems to me, there's an awful lot of duplication. Maybe a clearing house is needed so there can be a bit of cross-fertilisation."

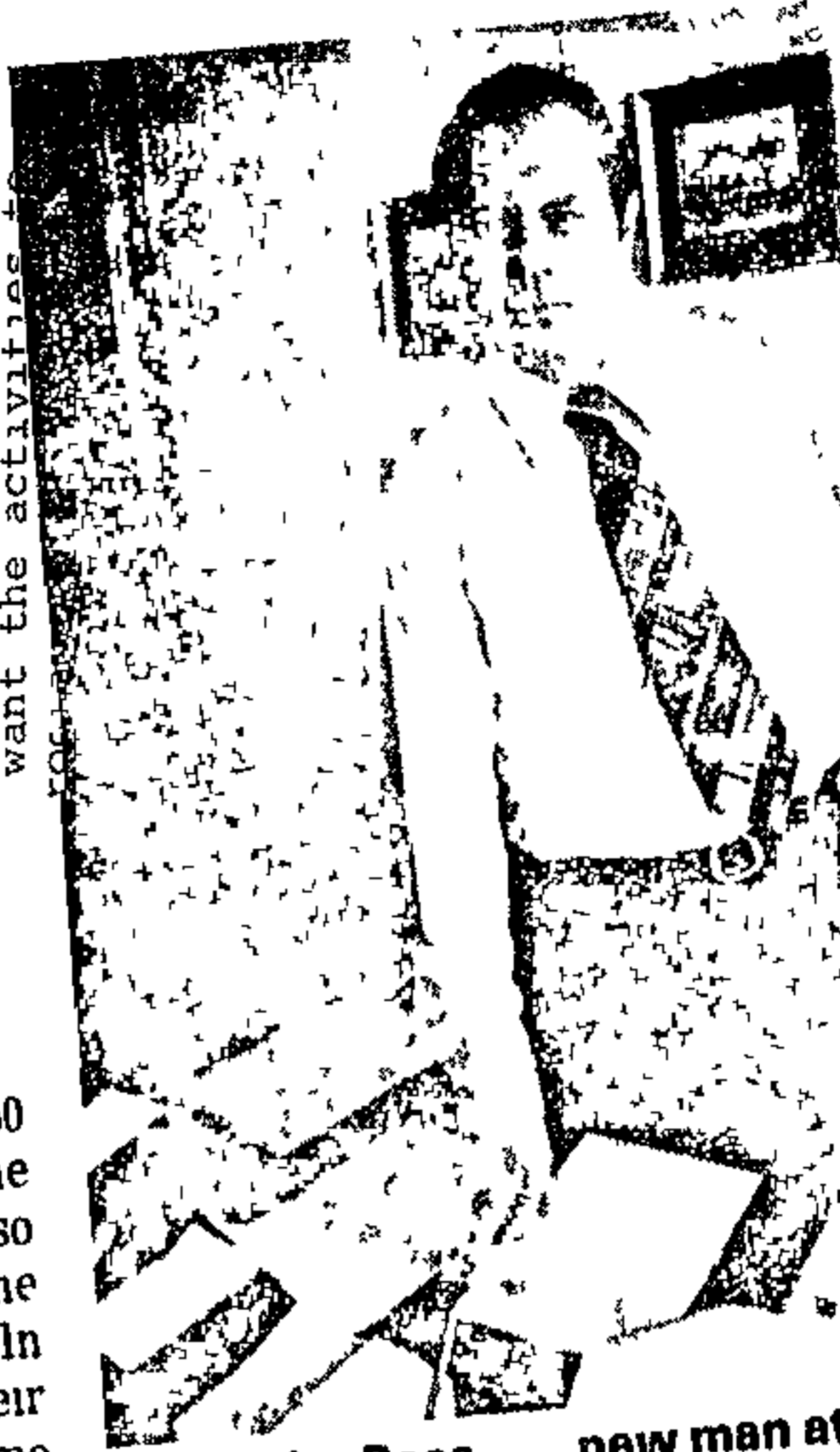
In the current atmosphere, this could only work if blacks in leadership positions were to be drawn to the institute again. "My own style of operation," asserts Rees, "is that I would not move without black participation in decision-making." And he is confident enough to see Race Relations as a "training ground for black executives."

He feels that the stark polarisation between black and white, as exemplified in the go-it-alone early stages of the black consciousness movement, could be a passing phase. "An interesting development is the recent emphasis by the movement that racial differences do not matter so much - that perhaps it is class distinctions that are the major bugbear in SA society."

Pragmatically, he realises that, if the

as is an art. Pole, an economist:

be mainly determined, one wishes it to contribute decisions are primarily of determining basic needs to be compared to technical question of handicapped against achieved - drug therapy want the activities.



John Rees... new man at the institute's helm

institute is to maintain half a century's momentum, it must now more than ever "educate whites as to where blacks are - to bring them into contact with blacks who are very clear and articulate about what they expect of change. They must realise that there can be no true reconciliation unless there has been a measure of confrontation."

For black and white alike this means, where necessary, "becoming heated about the caricatures they have of one another."

to muddle suits them, and the factors equally so when it suits them, must's concern is to keep them separate". 9

Programme budgeting, then, entails the attempt at this separation, sorting out from the multiplicity of decisions those which can be made on the basis of administrative or economic, together with medical-technical criteria, and those in which the role of the public through political

"Meaningful change is no longer a meaningless euphemism," Mr Ronnie Webb, president of the 240-strong Trade Union Council of South Africa said yesterday.

Significant changes to the Government's "iniquitous ideology" were vindicating Tucsas efforts, born 25 years ago out of opposition to labour apartheid, he told Tucsas Silver Jubilee conference.

The Prime Minister's approach — recognising "the gravity of our situation" — deserved Tucsas support

Likewise, certain Cabinet Ministers had introduced "some very

# Changes are vindicating us — Webb

necessary reforms which may well serve to prevent catastrophic racial conflict which is constantly simmering beneath the surface "

Apartheid was not dead while total equality was "bedevilled by a statute book bristling with racial, discriminatory provisions which are an affront to human dignity "

But, said Mr Webb, he was convinced that

"meaningful change is no longer a meaningless euphemism "

He appealed to the Minister of Manpower Utilisation to give urgent attention to the contradictions presented by the exclusion of migrants and commuters, and the retention of the status quo regarding mixed trade unions

Mr Webb expressed "total opposition" to

disinvestment in South Africa

He condemned "those activists who are rendering a disservice to the underprivileged persons of this country, whom they claim to be fighting for," while living far away from the chaos and anarchy they tried to bring about

## PROBLEM

These activists were scoring some victories and lack of investment capital was compounding the unemployment problem

In spite of the fuel problems the authorities were still pursuing Group Areas Act provisions relating to residential areas — often ruthless, said Mr Webb

The relocation of "disqualified persons" far from their places of employment was compounding the problem, he said

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ect  
7,

a) deferral method

b) liability method

(assume there are no other items causing timing differences)

3. How will the answer to 2. be affected by the existence of an extraordinary gain on disposal of a division of the company, amounting to R70 000, all of which was taxable, in the 19.7 financial year?
4. How does the answer to 3. change if the R70 000 is now a deductible loss, which can be set off against the taxable income from other sources of R50 000? Draw up the income statement assuming the deferral method is used.
5. Further to Note 4, assume now that the company has a set profit before depreciation of R60 000 in 19.8.

Draw up the income statement for the 19.8 financial year under a) liability method

b) deferral method

Assume the tax rate remains 42%

JAARVERSLAG

1978

SENTRUM VIR INTERGROEPSTUDIES

(Geregistreer as The Abe Bailey Institute of  
Inter-Racial Studies Limited  
(Beperk deur Garansie))

Posadres:

p/a Die Universiteit van Kaapstad  
Rondebosch  
in Suid-Afrika  
7700

Adres:  
Sciences Building  
City Avenue  
Huur Campus

Tel: 69-8531 Uitb. 766

Heunis  
to face  
wage claims

Own Correspondent

Claims "to bring wages in line with inflation" will be presented to the Minister of Transport, Mr Chris Heunis, by the Artisan Staff Association tomorrow.

Mr Jimmy Zurich, president of the association, said today his union was under pressure from its 22 500 members to claim the increases.

"We are way behind the inflation rate. Financial relief is needed for our members — and we must get it quickly," he said.

The 10 percent increase we were given at the beginning of the year has been eaten up. Our members are putting pressure on us to put forward claims which keep up with inflation"

Mr Zurich said he did not know how long it would take to finalise the claims.

● Other railway staff associations are expected to meet the Minister during the next few weeks.

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STAR  
11/9/79

Die jaar van sy bestaan het die idies gereeld 'n jaarverslag oor sy werksaamhede gepubliseer. Om die Sentrum se 10de verjaarsdag op 1 April 1978 te vier is die jaarverslag in 1977 vervang deur 'n Oorsig oor die Eerste Tien Jaar.

DIE OORSPRONG EN DOELSTELLINGS VAN DIE SENTRUM

Die Sentrum word grootliks gefinansier deur die Abe Bailey-Trust wat ingevoel die testament van Sir Abe Bailey gestig is. Dit is geregistreer as The Abe Bailey Institute of Inter-Racial Studies Limited (Beperk deur Garansie) — 'n maatskappy beperk deur garansie en sonder 'n aandeelkapitaal kragtens die Maatskappywet 1973 (Wet Nr. 61 van 1973).

STUFFED CABBAGE SALAD

May Bennett, Ridgeworth

- 1 fresh green medium size cabbage
- onions
- carrots

- tomatoes
- fresh pineapple
- radishes

Cut the centre from the cabbage, leaving the outer leaves to form a bowl. Wash well. Chop onion. Peel and cube the carrots and pineapple. Cube tomatoes. Thinly slice some of the inner leaves of the cabbage leaving the stalks. Place the carrots, pineapple, tomatoes, sliced cabbage and the finely chopped onion in a bowl adding any juice from the tomatoes, pineapple and add salt and black pepper to taste. Toss well. Then pile the salad into the cabbage "bowl". Garnish with radish roses and a small bowl of mayonnaise for those who like it. To make the radish roses, cut across the tops in a double cross, then put them in iced water until the radishes open up.

-----o0o-----

GERMAN POTATO SALAD

Ethne Beard, Port Elizabeth

- boiled potatoes
- cooked bacon
- mayonnaise

- chopped onion
- salt and pepper

Cube the potatoes while still hot. Chop up the bacon, mix with the potatoes, onion and mayonnaise. Season with a little salt and pepper. Use hot or cold.

-----o0o-----

EGG SALAD

May Bennett, Ridgeworth

- hard boiled eggs
- salanaise

- salt and pepper
- paprika and parsley

Cut eggs in half and lay on a flat salad platter; cut side down. Pour over salanaise.

-----o0o-----

CHICKEN AND CUCUMBER SALAD

S. Drury, East London

- 1 cup cooked chicken, diced
- 4 T finely chopped walnuts
- French dressing/mayonnaise
- lettuce

- 1 cup cucumber, peeled and diced
- 1 cup cooked green peas

Marinate chicken, cucumber, nuts and peas with French dressing. Serve on lettuce with mayonnaise. Cover with greaseproof paper and refrigerate until ready for use.

French dressing:

Blend together 6 T salad oil and 2 T lemon juice.

-----o0o-----

# Allow 'controlled gambling' - call

nuts

134  
13/9/79  
fosh

THE multi-racial Trade Union Council of South Africa yesterday decided to urge the Government to legalise "controlled gambling" and to establish a state lottery.

It was a "crying shame" that large amounts of money were leaving the country to be gambled away in casinos of neighbouring states, said Mr Steve Scheepers, a deputy vice-president of Tusca.

"Let's rather try to legalise it and get some revenue out of it," he said. This would help to overhaul social services which

were in great need of money.

Miss Christine du Preez opposed the motion, saying that Bonus Bonds were a form of State lottery but yet an excellent investment.

Senator Anna Scheepers said people gamble away a week's money "in

one go" at horse races. A State lottery was the least dangerous form of gambling she said.

Mr Solly Ariefdien opposed the motion on grounds of strong religious convictions.

Only three delegates opposed the motion and one abstained

CURRIC

- 2 lbs
- 2 chops

Collar

pour oil

Sauce:

- 1 1/2 cups
- 1 d cup

Mix the

so that

boil up

and on

APPLE

- 1 medium
- bite
- 2 cups
- 1 1/2 oz
- orange
- 1 6 1/2
- and br

In a large salad bowl, combine lettuce, apple, orange sections, tuna and nuts; toss together. Combine mayonnaise, soya sauce and lemon juice; mix well. To serve, add dressing to salad; toss gently. Makes 4 - 6 servings.

-----o0o-----

JAARVERSLAG

1978

SENTRUM VIR INTERGROEPSTUDIËS

(Geregistreer as The Abe Bailey Institute of  
Inter-Racial Studies Limited  
(Beperk deur Garansie))

Posadres:

p/a Die Universiteit van Kaapstad  
Rondebosch  
Republiek van Suid-Afrika  
7700

Kantooradres:

The Social Sciences Building  
University Avenue  
Groote Schuur Campus

Telefoon: 65-4145; 69-8531 Uitb. 766

## By Post Sharpeville Workers meet

THE Vaal branch of the Engineering and Allied Workers Union will hold a meeting at Sharpeville tonight to discuss the new labour laws.

Mr. Petrus Tom, secretary of the union, said yesterday his branch had arranged the meeting to enlighten workers about trade unionism and the new labour laws.

All workers were invited to attend. The new Industrial Conciliation Amendment Act, which comes into effect on October 1 will also be discussed.

The Act was passed in Parliament after the White Paper Commission recommended extending trade union rights to urban black workers.

IN 1977

Die eerste nege jaar van sy bestaan het die Inter-Rasiale Groepstudies gereeld 'n jaarverslag oor die Suid-Afrikaanse Republiek gepubliseer. Om die Sentrum se 10de jaarverslag te publiseer, is die eerste vier van die eerste tien jaar.

### DIE OORSPRONG EN DOELSTELLINGS VAN DIE SENTRUM

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Sun. Express 16/9/79

# Now Nats tip their hats to Black unions

By JOHN KANE-BERMAN

THE announcement that the Government is reconsidering its earlier exclusion of migrant workers and "frontier commuters" from trade union rights is a major move in attempts to bring Black workers into the new industrial relations system.

Most of South Africa's 27 unregistered Black unions are strongly opposed to registering themselves under the new Industrial Conciliation Act, which comes into effect on October 1.

If the exclusions are maintained one of the key objectives of Pretoria's new labour strategy — to bring Black worker organisations under institutional control — will have been frustrated.

Registration would entail Black unions in Durban having to expel many members who are "frontier commuters" because the city's two main townships, Umlazi and KwaMashu, are in Kwa-Zulu.

Pretoria also has a large number of commuters from BophuthaTswana

Minister of Manpower Uthlason Fane Botha said in Pretoria this week that the exclusion of migrants and commuters was never intended to be final. It had been necessary to consult the homeland and foreign governments.

The Transkei and BophuthaTswana governments were opposed to granting trade union rights.

"If President Mangope says there can be no trade unions for his people, that is a matter for him. But that does not stop us," he said.

The Government would have to allow some commuters and migrants trade union rights.

Mr Botha said he was not engaged in discussions with Mozambique — trade unions were impractical for contract workers on the mines.

Nor was he engaged in discussions with Botswana, Lesotho, or Swaziland. His immediate concern was to sort out the situation in the Dur-

ban, Newcastle and Pretoria areas.

The manner in which migrants and commuters will eventually be brought into the new system is important.

Although some of the more conservative Black unions, and especially some of those closely linked with registered White unions, might be enticed into the system by an exemption system, most Black unions will be satisfied with nothing less than the same legally enforceable trade union rights for migrants and commuters as for other workers, Black or White.

Asked whether the Government was contemplating such a change in the law, Mr Botha said: "That is forseeable."

So the Black unions are certain to stay their hand until that point at least is clarified.

Bringing the small but growing Black union move-

ment into the official fold is crucial to the new approach to Black labour relations which began to emerge with the first part of the Wreihahn Report, published on May Day this year.

Sources close to the Department of Manpower Uthlason have described the unions as a potential "Trojan Horse", while a slide-and-tape show screened at the recent Free State Nationalist Congress referred to the dangers inherent in a situation where Black unions existed in a legal limbo. They could "do as they please, keep their membership lists confidential, accept foreign funds and spend them as they like, and even get involved in politics."

The slide show, which is doing the rounds at Nationalist congresses, emphasised that once Black unions were registered they would be subject to the same control as White and Coloured unions, one such control being the "no politics" rule, another the requirement that proper records must be kept and accounts audited.

Official eyebrows have also been raised at the recent establishment with American backing of a trade union training centre in Lesotho and at trips which several Black unionists have made abroad in recent years as guests of overseas labour groups and foreign governments.

The Government seems, however, to have reconciled itself to the fact that Black unions have come to stay. Although two dozen or more key people in the Black union movement were banned at the end of 1976,

Minister Fane Botha have we lift-off?

Far better then to make friends with the Trojan Horse, invite it into the laager, and have a reasonable chance of fanning it than to leave it outside — resentful.

Central to the whole new system is the industrial court — which Professor Nic Wreihahn will head as soon as he completes the remaining sections of his commission's report.

He has been instructed to do this within the next two months.

Government advertisements for the court pledge extensive powers for it — among them the enforcement of a fair labour practices code.

Only trial will answer the hanging questions: fair for whom and to what extent?

"To a great extent, the future will depend on the success of the court," says Mr Botha. "It will have to inspire confidence on the part of the labour movement."

N M - 27/9/79

# A new deal

(101) (134) (116)

APART from a few agonised wails from some traditionally Right-wing White unions, the Government's decision to give full trade union rights to Black workers, including commuters from the homelands, has drawn favourable reaction across most of the labour spectrum — and rightly so.

Industry, commerce, union leaders and homeland spokesmen have all signalled their pleasure with the new deal, and it now remains for the Government to ensure that the legislation matches the expectations that the announcement has stirred.

It is not unnatural that misgivings may arise concerning the political potential of organised Black trade unions. However, it would be unwise at this stage to litter the legislation with safeguards. Employers and employees at least should be given the chance to make the new dispensation work smoothly

There will, of course, be a heavy onus on Black union leaders to act responsibly. Even from a cursory glance at the labour scene it must be acknowledged that there are plenty of thorny issues for unions to get their

teeth into. It will be up to them to avoid provocative strategies that have brought trade unionism into disrepute in certain other countries.

By the same token employers might be well advised to prepare now for what lies ahead. Very soon they will be faced with the reality of collective Black bargaining; and those who are unable to negotiate from a position of strength could find themselves in for a rough ride. By ensuring now that wages are fair in relation to the work produced, and that minimum pay scales relate sensibly to the cost of living, employers will put themselves in a favourable position to cope with future pressures.

One of the most important benefits to flow from the establishment of registered Black unions will be the demise of the present chaotic situation in which many employers seem to react to wage demands only against the troubled background of illegal strikes and attendant unrest. The advantages of substituting this volatile atmosphere with an orderly negotiating process hardly need emphasis.



# Triumph for 'stooge' Lucy

134 STAR  
28/9/79

NUCW

The General Secretary of the National Union of Clothing Workers, Mrs Lucy Mvubelo says for the first time since she started the union 26 years ago she can sleep peacefully because "my people have fought a battle and won"

Mrs Mvubelo was commenting on the announcement this week by Mr Fanie Botha, Minister of Manpower Utilisation that trade union rights would be extended to all South African citizens and those from territories which previously formed part of South Africa.

"I'm satisfied because after many years we have got what we asked for Mr Botha has taken a wise stand and his attitude is acceptable to black people," she said

After initial jubilation this year when the Wiehahn Commission report was published, there was intense disappointment when the White Paper, which excluded Black frontier commuters

The Government announcement that trade union rights will be extended to all South African citizens is a triumph for Lucy Mvubelo who told JENNY DYER that "even my own colleagues called me a stooge."

and migrant workers from belonging to unions, was presented to Parliament. The latest legislation has come as a relief

Mrs Mvubelo said Mr Botha had "gone beyond his own people who didn't want black unions to be recognised"

One of the results of the new legislation would be closer co-operation with other countries "especially hostile African countries," she said.

"We have never been defined as employees in the country of our birth although we contributed to the economic growth of the country as a whole. This has caused a hostile attitude and much bitterness," she said

"It was never our intention to use the unions as a political arena as some people thought. Our main

duty is to see that black workers are upgraded according to their ability."

While acknowledging the part that exiles had played in the struggle for union rights, she said they should now recognise that those who remained in South Africa had achieved something.

Mrs Mvubelo hopes to have 21 000 NUCW members by the end of the year — she has 20 000 at present

Her sympathy with the workers' struggle began in 1943 when she was a table hand sewing for R2,25 a week. After a factory lock-out she was initiated into trade unionism and has never looked back.

She became a shop steward and in 1945 was elected to the Garment Workers' Union executive. In 1953 she formed the NUCW because the Native Labour Settlements of Disputes Act prevented women from belonging to registered trade unions

## Recognition

Her way of bringing about change is by negotiation and not confrontation

"We've done everything in our power to achieve recognition. Even my own colleagues called me a government stooge but now that same 'stooge' has done something for everyone," she said

Far from resting on her laurels, Mrs Mvubelo will start organising unions for other trades as soon as she returns from a lecture tour she starts today of the United States.



LUCY MVUBELO — "I have done something for everyone."

# Buthelezi is warned on trade unions

By RIAAN DE VILLIERS  
Labour Correspondent

MR Fanie Botha, Minister of Manpower Utilisation, has told Chief Gatsha Buthelezi the Government will not tolerate any political interference in trade unionism - neither from political parties nor the Inkatha movement.

This emerged yesterday from a statement from Mr Botha following a meeting between him and Chief Buthelezi, Chief Minister of KwaZulu and Inkatha president.

The statement was issued after Press reports yesterday that Chief Buthelezi had warned the Minister he would involve Inkatha in trade union matters if the Government used labour relations issues for party politics.

The meeting was one of a series held with homeland leaders to discuss the extension of trade union rights to all workers.

processes is essential; and the division will have to be more fine  
the... can be. 10

## 2.3 Looking at Expenditure

Basically, one is looking for inconsistencies. It was noted that a logical axiom, basic to economists, is that a rand should yield approximately the same value in whichever programme it is spent. If the net social benefit from the marginal expenditure on one programme much exceeds that on another, one can do better by withdrawing funds from the second programme and increasing expenditure on the first. By simply looking at a breakdown of the budget between programmes, the amounts spent on each may be compared with our intuitive notions of how much 'ought' to be spent on these things. Our judgement will depend on what we consider the benefits of expenditure under each programme to be, a process which cost-benefit analysis seeks to formalise (see below). For example, if it can be shown that expenditure on preventive medicine constitutes approximately 2% of all expenditure on health, it may be felt that the benefits from this kind of provision warrant an increase in the share of the budget allocated to it. Unfortunately, such intuitive processes can pick out only the grossest incongruities which are recognised by all, whatever criteria of 'value' are used. The optimum level of expenditure on a particular objective is, from the point of view of intuitive judgement, highly uncertain, because of the wide variation in benefits attributable to a particular type of spend-

are left largely to intuition, to highly complex...  
at more or less clear-cut solutions. For these more  
of the value judgements have to be made explicitly  
ints on the spectrum between these two extremes are

ing. This is partly due to a deficiency in information on the results of the programmes which can be resolved by recourse to appropriate data. Nevertheless, there will also be differences of judgement which cannot be resolved without prior agreement on the relative valuation of different efforts which have to be fed into the analysis; and in the intuitive process, these two factors may not be differentiated. Every large proportion of decisions are now taken with no further analysis than this. Any further steps involve a way of systematically valuing the efforts of different programmes to render them comparable to one another.

### An Informal Method for Setting Objectives

The following method for guiding the choice of priorities has been described by John Bryant. It has been used by medical and nursing students in Thailand, and one of its advantages is that it can be used where no numerical data is available. It, therefore, lends itself to discussion, to draw on the experience of a group of people.

Potential health problems are first listed, and then given a score (from one to four pluses) under each of four headings:

Diagram 1. A method of ranking health problems

Problem	Prevalence	Severity	Community concern	Vulnerability to management	Total
Large & poorly spaced families	++++	++++	+++	++	96
Inadequate antenatal & obstetric care	++++	++	++	+++	48
Malnutrition	+++	+++	++	++	36
Need for medical care	++	++	++++	+	32
Specific diseases.					
V.D.	++	++	++	++	16
Dental problems	++++	+	++	++	16
TB	+++	+++	+++	++	54
Common cold *	++++	+	+	-	0
Yaws *	-	++	+++	++++	0

\* Added to test scoring method

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TUESDAY, NOVEMBER 6, 1978

• 10c

# THREE UNIONISTS FIRED

THREE members of a building construction company with 31 years service between them are not satisfied with the reasons given for their dismissal and allege that their membership of a trade union cost them their jobs.

The three members of the Building Construction and Allied Workers Union who were fired are, Mr Frank Makwana (15 years service),

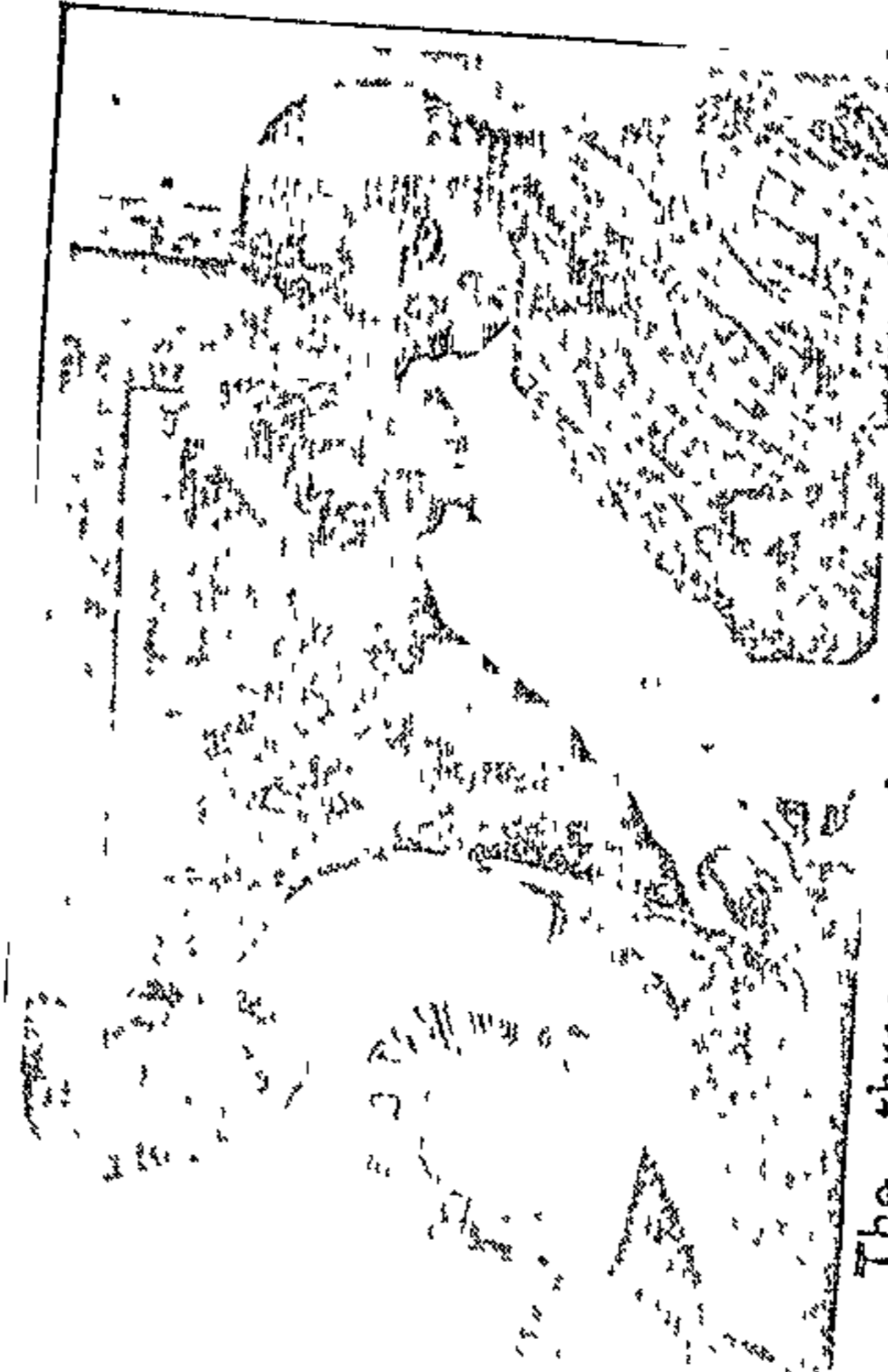
Mr Martins Matlala (14 years) and Mr Seripane Banda (two years). The company which fired them is the Vereeniging Refractories which manufactures bricks.

On an Unemployment Insurance form which the employer had to fill the reason for Mr Makwana's dismissal was given as follows "discharged immediately for refusing to go and work in another section".

Reasons for the dismissal of both Mr Matlala and Mr Banda were

given as "loafing and very cheeky with the boss-boy and the foreman".

The personnel manager of Vereeniging Refractories, Mr G Karlsson did not comment on the allegations of the three workers that they were fired because of their union activities and that prior to their dismissal they were insulted by their foreman, Mr J J Matlan. Mr Karlsson said they should have



The three members of the Building Construction and Allied Workers Union who claim they were victimised. From left Mr Frank Makwana, Mr Martins Matlala and Mr Seripane Banda.

# Three unionists fired

## ● From Page 1

first approached the Department of Manpower and Utilisation which would have taken up the matter with them. He however promised POST that he will investigate the men's dismissal.

Mr Makwana, a father of three kids who is from Lydenburg said he was surprised when after 15 years with the company he was suddenly told on September 27, that he was going to be transferred to another department.

"I refused and told the foreman that I did not know the job done in that

department. All of a sudden he told me that I did not want to work. I was then handed discharge papers. On the discharge paper which was signed by Mr Malan it was said that I was intimidating other workers. But prior to this incident the foreman was not well disposed towards my union activities.

Mr Matlala who is from Nebo in Lebowa said he was threatened with dismissal a month before. "Much as we were sworn at we did not react. I was surprised when a day after Mr Makwana was dismissed the foreman gave me a discharge form whereby it was said I was loafing and cheeky to the foreman I have

never loafed since I joined that company 14 years ago"

Mr Banda said he was once told that union members are cheeky because they pay insurance.

Mr Frank Mohlala the National Organiser of the union said on several occasions he has been getting in touch with Mr Karlsson to get his version of the dismissals.

"All my efforts were in vain as he always promised to investigate and come back to me. But he told me that if workers are union members it does not mean they should take advantage. I did not fully understand what he meant by this," he said.

Mr Mohlala also revealed that they are still battling to gain recognition for their union from this company.

the cost of raising the necessary funds has to be taken into account. The funds themselves are already justified by comparison with the alternative methods of provision, but there are additional costs involved in raising them: interest on loans, or administrative and incentive costs of raising taxation. These are normally insignificant for any given project, but may affect the overall amounts available for the health budget.

Where the methods of providing a given service use the same kinds of resources in different proportions, the decision-making can be simplified by means of Linear Programming, though health service choices cannot usually be presented in the simplified way required by this method.

**2. CHOICE OF PROGRAMMES**

So far, we have discussed methods of choosing means to obtain a given objective. But what tools are available to aid the choice of objectives themselves? Can anything be said on the question of the priority to be given to particular diseases or age groups, whether to allocate more to child welfare clinics or care of the aged?

Overall criteria are needed, and they have to be expressed in such a way that they can guide these detailed questions. Essentially, the problem is not only to relate resources used to objectives achieved, but to relate the various objectives to each other.

There are various means of doing this; but all of them require that expenditure be accounted for by the ends it is expected to achieve.

(c) to know the effectiveness of a given amount of money when spent on different terms of day care

Financial status categories such as, e.g. between cannot be made. The grouping of elements in the U.K.

"Programme structure by the decision to allocate... On a matter of priorities - reside in different the alcoholic how particular against behaviour be compared to tion ties up that of cost - to the main s to make a dis basket of out which each ou sense, a ques a question of

He adds:

"In practice, distinction in utilities in question where"

# 17 big unions will not register

*Argus 7/11/79*

134

SEVENTEEN major unregistered black trade unions this week resolved not to seek registration unless the Government meets requirements they consider essential to a democratic trade union movement.

The decision was taken at a meeting convened by the 50 000-strong Federation of South African Trade Unions (Fosatu) in Johannesburg at the weekend.

The other unions represented at the meeting were the Food and Canning Workers' Union, the

African Food and Canning Workers' Union and the Western Province General Workers' Union.

**PRINCIPLES**

In a joint statement the unions said the amended legislation continued to violate internationally accepted principles such as

the right of workers to unrestricted control of the unions and the freedom of workers to join unions of their choice.

"The participating unions strongly condemned the majority of registered unions for abandoning these principles

"They were also condemned for bowing to Government pressure and making no attempt to organise the African workers who they are now attempting to enrol in collaboration with employers," the statement said.

**BASIS**

The unions agreed not to seek registration which was not granted on the following basis:

Unions must be completely non-racial in their membership and control.

Provisional registration will not be accepted.

Registration must at least be in accord with present criteria for final registration and any additional control will not be accepted.

Existing unions must be acknowledged and registration should not be used to fragment them.

**STRONG STAND**

The 10 000-strong Western Province General Workers' Union (WPGWU) took a strong stand at the meeting against registration unless these conditions were met.

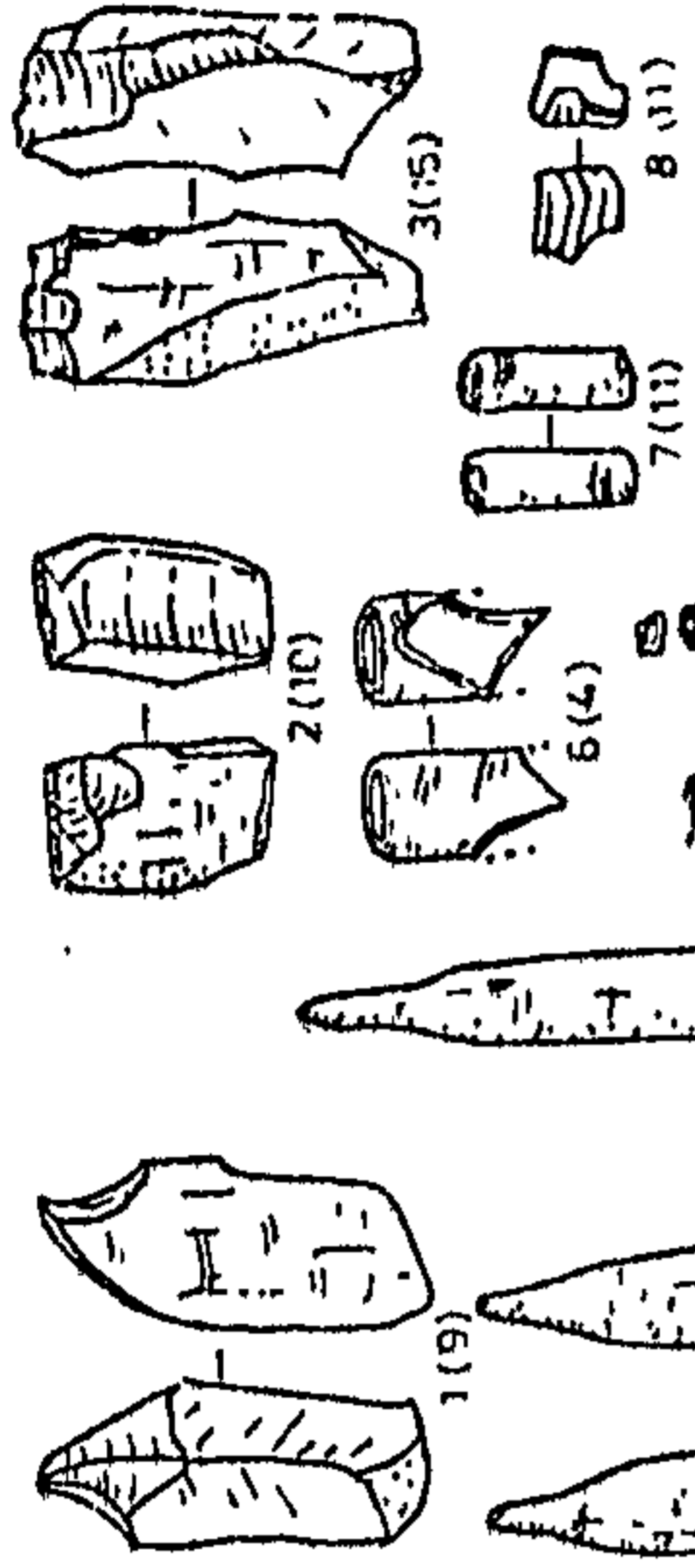
"Accepting the State's present conditions for registration would mean ultimately losing the support of the workers," the WPGWU said in a statement outlining its stance.

"The strength of the unregistered unions rests in their democratic functioning and the fact that they are controlled by the workers.

"To hand over to the State the right to control the unions would remove the very basis of our strength - the fullest participation of the workers in the control of their unions."

The WPGWU said the Wiehahn Commission en-

can be compared by cost-effectiveness analysis;



# Barlow supports mixed unions

Financial Reporter  
**POWERFUL** backing for racially integrated trade unions has been sounded by Mr Michael Rosholt, executive chairman of the Barlow Rand group. He also says in the annual report that the giant Barlows combine — turnover R2 284-million in the year to September 30 — is pledged to scrapping all race barriers on pay. Mr Rosholt says black unemployment is the most pressing problem facing the country and warns that it carries "an inherent danger of social unrest".

Mr Rosholt urges the Government to accept the Wiehahn Commission recommendation in favour of "mixed unions".

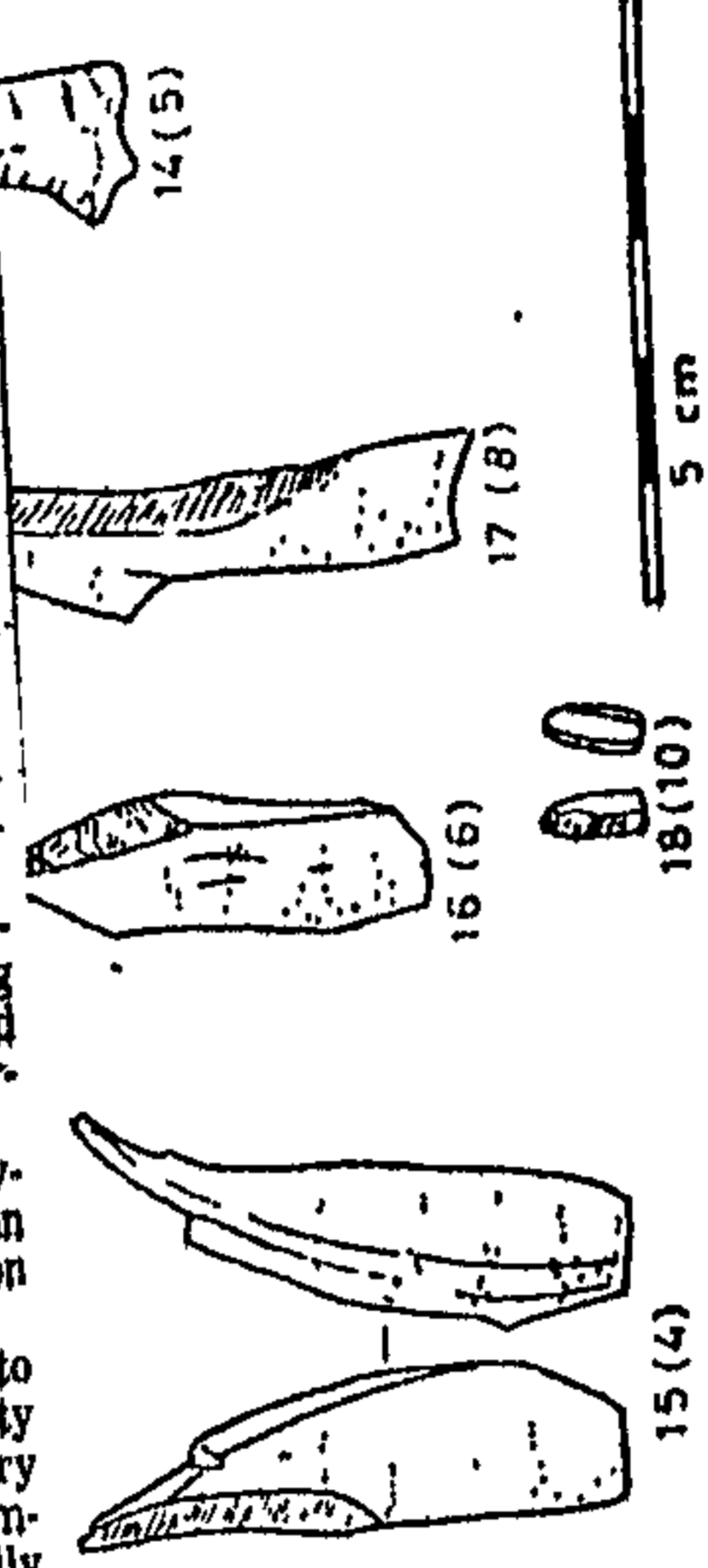
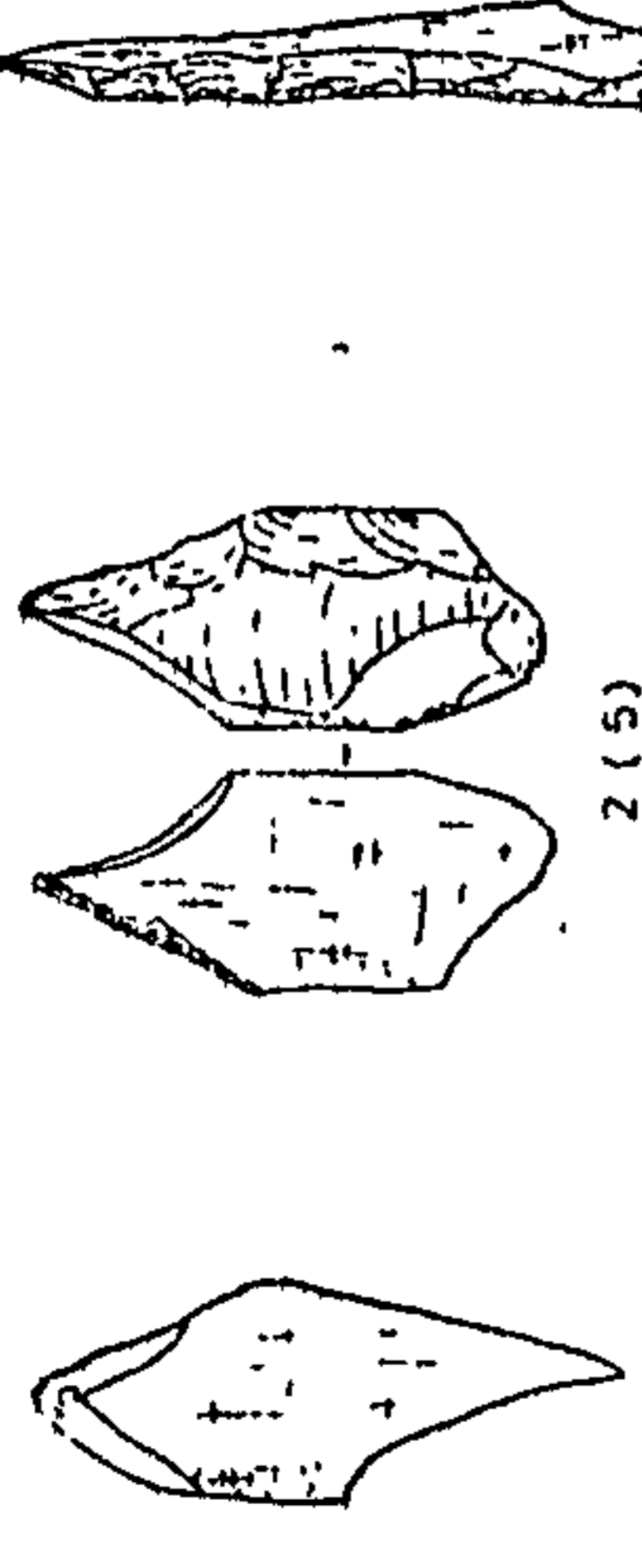
He says. "The best road to industrial peace and stability lies in negotiation at industry or national level between employer organisations and fully representative mixed unions."

This should be backed up by supplementary negotiation on domestic issues at plant level between managements and works councils, employee representatives being drawn from all population groups."

"Strong economic growth is an absolute prerequisite for the solution of our socio-economic problems and the elimination of racial discrimination which in turn will facilitate dealing in due course with the internal political pressures.

"At the same time there must be much heavier expenditure on education and training to assist in solving the shortage of manpower in supervisory, managerial and professional positions, which is the consequence of the economic progress we seek."

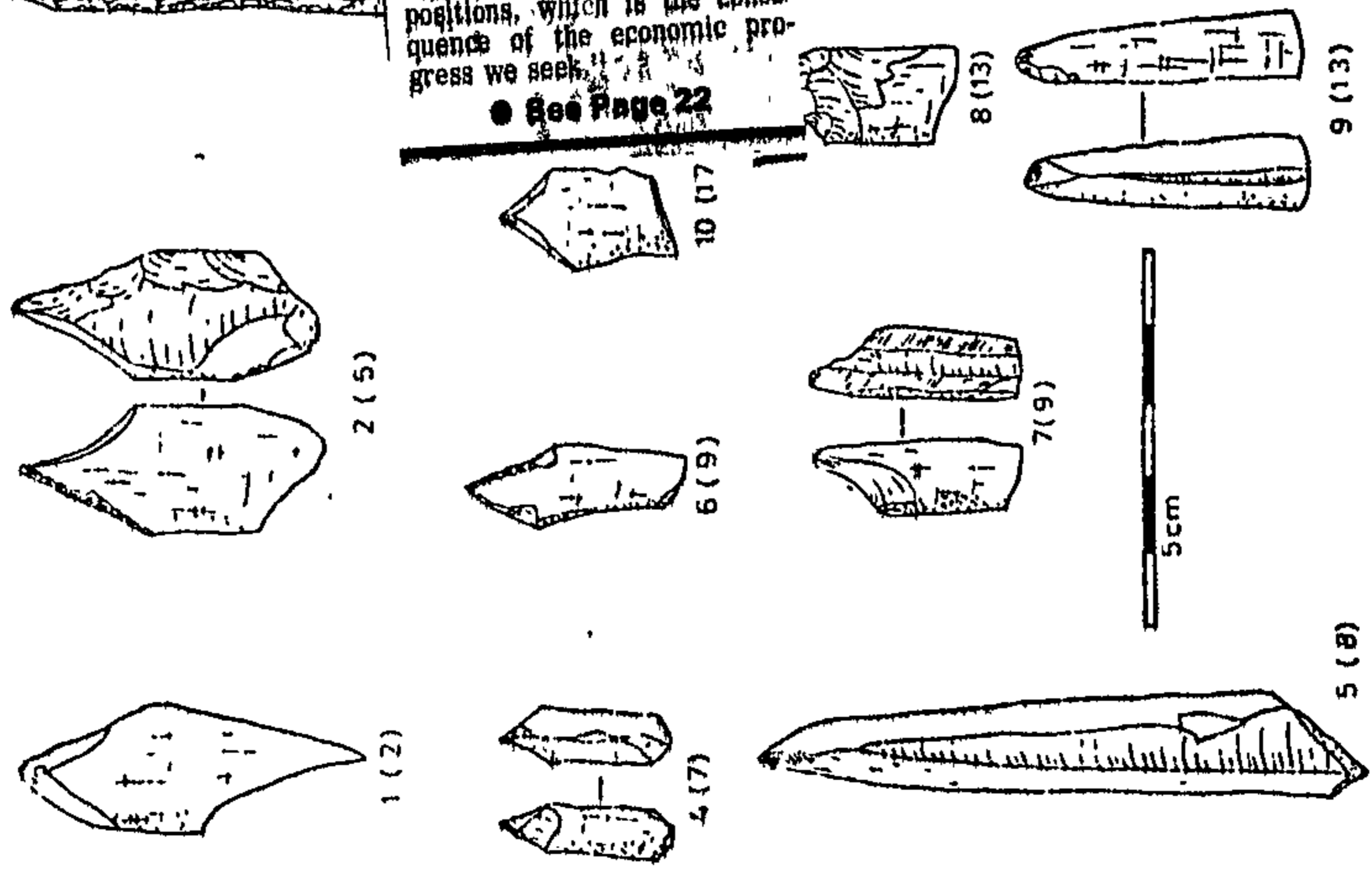
● See Page 22



5 cm

5 cm

Fig 57 Beenartefakte 1 Bury. 2-3 Outils 4-5 Naaide  
 6-13 Ornamente. 14 Bewerkte skaag  
 15-18 Bewerkte vlakarkland en enemel



5cm

Fig 56 Beenartefakte Else / boortjies

# 2 unions

# apply for

# 'mixed'

# status

Argus  
4/12/79

## Argus Correspondent

**DURBAN.** — The predominantly coloured and Indian Motor Industries Combined Workers' Union (Micwu) has applied to the Government to become a mixed union.

Mr Ekkie Esau, Natal secretary of the union, said an application for mixed status was made to the Minister of Manpower Utilisation, Mr S P Botha, on November 2

At the same time, he said, an application had been made for the registration of its parallel union for African workers, Motor Industries Workers Union of South Africa (Miwusa)

He said that if they were allowed mixed union status African workers would be encouraged to join his union

### NEGOTIATION

'However, we are now making every effort to recruit members for our parallel union because as a registered union we will be able to negotiate wages and conditions with the employers,' Mr Esau said

Mr Esau, who with three other Natal executive members of the Trade Union Council of

South Africa (Tucsa) attended last Sunday's meeting where the Federation of South African Black Labour Trade Unions was formed, has criticised the new organisation's policy to restrict leadership positions to blacks only

He said that as a black person himself he did not believe racialism-in-reverse should be practised

### BATTLE AHEAD

'I believe we have a big battle ahead to fight for the rights of the black person and that practising racialism in reverse will not get us anywhere

'I want the best man for the job and if the man is capable I will vote for him irrespective of his race,' he said

He voiced similar views to those expressed by Mr Alec Erwin, general secretary of the non-racial Federation of South African Trade Unions (Fosatu) that the new black organisation did not have 40 unions it had claimed

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

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,51	0,33	1,10	0,21	1,80	1,59	0,13	0,10
1-4	0,05	0,06	0,02	0,10	0,15	0,17	0,02	0,04
5-24	0,07	0,06	0,09	0,10	0,14	0,17	0,11	0,13
25-44						1,27	0,73	0,78
45-64								
65								
ALL								
NO.								

Unions <sup>① 134</sup>  
 apply <sup>RDM</sup> 6/12/79  
 for mixed <sup>②</sup>  
 status

**Staff Reporter**  
 FOURTEEN trade unions have applied for racially mixed status since the Industrial Conciliation Amendment Act came into force on October 1, according to the industrial registrar, Mr Nic Hitchcock

In addition, five blacks-only unions have applied for registration

Unions representing black workers have been allowed to apply for registration since the Act came into force. The Act does not, however, allow registered unions to have racially mixed constitutions without Ministerial permission. The 14 applications received for mixed status will thus test the Government's attitude to mixed unions

A decision on the applications will be made known in the new year, according to Mr Hitchcock

The ranks of unions applying for registration will be swelled on December 14 when nine unions affiliated to the Federation of South African Trade Unions (Fosatu) plan to apply

All the Fosatu unions will be asking for non-racial status and will refuse to accept registration if this is not granted, according to Fosatu's general secretary, Mr Alec Erwin. Two Fosatu motor unions in the Eastern Cape — one coloured, the other black — will apply to merge

"We will only accept full non-racial status. This means that both union executives and branches must be racially mixed," Mr Erwin said

In the past, the Government has allowed some unions mixed status to represent white and coloured workers, but has insisted that branches be racially segregated and, in most cases, that executive members be of one race group only

Fosatu was initially opposed to its members registering under the new legislation, but it recently decided that its member unions should register under certain conditions. If these conditions are not met, the Fosatu applications will be withdrawn, Mr Erwin said

The names of only two of the black unions who have applied have been made public. They are the Motor Industry Employees' Union and the African Tobacco Workers' Union

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

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



ANDREW LEVY

# Could it happen here?

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Andrew Levy studied Economics at Wits University and took a masters degree in labour economics and industrial relations in the UK. He has had extensive experience of industrial relations in the UK motor industry and in SA. He is currently MD of a firm of industrial relations consultants

With the inevitability and typecasting of a western movie, management/labour conflict takes place in the UK, with roving bands of shop stewards constantly skirmishing with management posses. After a few weeks of similar outbreaks in the Port Elizabeth area (adding grist, no doubt, to the "agitator theory" supporters' mill), the question looms large: Could it happen here?

Usually, three measures throw some light on the phenomenon of strike action: The number of incidents occurring, the number of workers involved and the number of days lost. The first indicates relative frequency, the second sheds light on the degree of militancy and the third shows the stubbornness of both sides. From the point of view of all three yardsticks, 1979 is a year to be reckoned with, as a glance at the record will show.

In addition, there is the "demonstration effect", or the propensity of a group of workers, typically unskilled or low-skilled with no tradition of collective action or organisation, to be encouraged by breakthroughs made by similar groups. This leads to a rapid increase in strike incidence.

Department of Manpower Development reports show that the mean annual incidence of strikes has almost quadrupled comparing the four-year period before and after the watershed of 1973. These figures are for officially reported strikes only. By the most conservative estimate, at least half of all incidents that occur are never reported. This is true by international experience.

Are employers ready for the challenge should it come? The last two years has centred on the great Wiehahn debate, a largely theoretical discussion of systems

and institutions. This has been mirrored in the training provided, with the result that management is woefully short of the "how to" skills of industrial relations.

For example, strike handling often involves police action. In April of this year, Minister Botha told Parliament that where police were involved in strike action in 1978, in no case were they called in by his Department. Thus, by implication, in many cases at least, it must have been at the employers' request. Hardly the exercise in joint problem-solving the industrial relations trainers preach, and a graphic demonstration of the lack of the systems and procedures that institutionalise industrial conflict. Further, management's quest for sound industrial relations has often focused on the best form of representation for labour, but it has often failed to ask labour itself for its views.

In addition, many employers are perceived to be "anti-union". This, in fact, makes unions seem more attractive to workers who reason that, if management appears to be afraid, unions must be good. It seems that management has yet to realise that unions *per se* are neither intrinsically good nor bad, and that, by and large, management will get the union it deserves. This is not to say that it is management's job to organise labour. But, all too often, management drives its labour, both black and white, towards the union for all the wrong reasons.

For labour's part, a growing awareness of past injustice, an awakening of collective strength, and ample reinforcement of the demonstration effect make the recent events at Ford and elsewhere less surprising.

While it is unfortunate that Ford, which has undoubtedly tried harder than most, has been caught in the crossfire of a backlash, it is an indicator of the very real communication gaps between management and both black and white workers.

An inability to communicate, said the report inquiring into the state of the British motor industry in 1976, was one of the roots behind poor industrial relations in that industry. In the SA context, add to

this inability to communicate the irrationality, suspicion and prejudice based on race, and the complex relationship is compounded — nascent black unions have a need to prove themselves, existing white unions in some cases seem unwilling to share their privileged position, and many employers are unwilling to negotiate.

What is really at stake, of course, is the "right to manage," and labour is going to show that management's exercise of this right is dependent on labour's consent. This has been a clearly distinguishable pattern throughout the rest of the world, and it will be the same here. It is a question of power and issues such as registration and the legality of strike action are of secondary importance to the employer. He realises that a collective show of worker strength is a very real limiting factor on his ability to do as he thinks fit.

The change will be traumatic until new attitudes prevail. It is up to the employers to show the way and be innovative and receptive. Should they fail to do so, or be seen to be manipulative, the past few weeks in Port Elizabeth are merely the overture.



Consultant Levy . . . change is in the air

# Firms must prepare for black unions

TRADE unions will very shortly become a major force on the South African labour scene following recent legislation enabling blacks to form their own unions

Ron Miller, an industrial psychologist, and Bruce Amm, chairman of Brick & Clay Holdings, expressed this view in an interview with Business Times this week on their return from a visit to the UK and West Germany where they visited several unions and government labour officials

They found that a marked difference existed as between the trade union structures in the UK and Germany

The UK has a total of 435 registered unions (plus around 600 unofficial unions) among a working population of 24-million, of whom 13-million are unionised

## Unionised

Germany has 20 registered unions with a working population of 23-million of whom 10-million are unionised

"Herein lies part of the explanation for the vast gap between the time spent on industrial disputes in the two countries," comments Mr Amm

He believes that at this stage of trade union development in South Africa (a stage at which the movement is on the verge of mushrooming) it is essential that the country guard against allowing unionisation to develop along the lines of the UK

"The authorities the employers and the unions themselves must do all they can to ensure that the movement follows the German example in the interests of avoiding labour unrest in South Africa"

Mr Miller stresses that employers must not allow themselves to be fragmented thereby leaving themselves open to

By JOHN SPIRA

granting concessions which might later become difficult to repeal

Employers should present a unified front to labour and in this way avoid the devolution of power such as exists in the UK at present Seifsa and Bifsa are good examples of how employers should strive to achieve a measure of unification

A recent letter sent by Seifsa to all its members underlined this need

"It is not the function of an employer or employer organisation to actively assist trade union organisations as when trade unions catering for black workers achieve final legal registration it is competent for such unions to apply to become parties to the Industrial Council system and Industrial Council agreements in terms of the provisions of the Industrial Conciliation Act"

"In this regard it is recommended that employers do not accede to requests by trade union representatives allegedly catering for black workers to have access to company property or premises for recruiting or organisational purposes, or to place notices on company notice boards for the same purpose"

Mr Amm says that many South African black trade union leaders are being trained abroad They will shortly become skilled negotiators on labour matters and he fears that they will enjoy a significant advantage over companies which are largely unsophisticated when it comes to dealing with organised labour

This is yet another reason for employers to prepare themselves well in advance for the coming era of larger, more effective trade unions

# Unions wary of invitation to mines seminar

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By STEVEN FRIEDMAN  
Labour Reporter

THE Chamber of Mines has invited white mining trade unions to attend a seminar on the socio-economic development of South Africa

The invitation is being interpreted in some circles as an attempt to win the unions over to black job advancement

At a meeting yesterday, the unions agreed in principle to nominate three representatives to a steering committee which will plan the seminar

But some mining unionists fear the seminar is an attempt to "brainwash" them

The seminar suggestion follows a call by Mr Robbie Botha, general secretary of the Mine Surface Officials' Association, for management-union talks in the industry.

Relations between the chamber and some mine unions, notably the Mine Workers Union, have been at a low ebb this year

A strike by white miners was followed later in the year by a "work-to-rule" by technical officials.

In its letter to the unions, the chamber suggests a three-to-five-day seminar on some of the "macro-problems" facing South Africa

It suggests that outside speakers could be invited to the meeting and suggests that the unions nominate three representatives to a steering committee which will plan the seminar

The unions have agreed in principle to do this and are now waiting for a chamber letter formally asking them to nominate representatives

Despite this decision, doubts about the seminar were apparently expressed at a meeting of the unions yesterday

While all mine unionists agree that labour relations in the industry are in need of repair, the more conservative unionists want to examine the agenda carefully before agreeing to attend

It is therefore not certain that all unions will attend.

Many of the unions are, however, sympathetic to the idea of a seminar on these issues.

# Reynders calls for fairness by bosses

Labour Reporter

A call on employers to adopt "fair and reasonable" attitudes towards workers as part of many adaptations under the coming labour reforms, was made today by Dr Hennie Reynders

## Paulus on 'white man's downfall'

By Sieg Hannig  
Labour Reporter

It was "the biggest non sense (snert) to claim that the Wiehahn recommendations did not affect the mines, the Mineworkers' Union leader, Mr P J "Arie" Paulus, said last night

Blacks would become shiftbosses and managers if miners did not wake up, he told about 300 miners in the Rustenburg town hall

"Imagine yourselves using the same change rooms, the same toilets," Mr Paulus said

To accept this silently would mean the downfall of the white man in South Africa

White workers would have to form a power bloc to ensure their future as whites or face work integration, the forerunner of social integration, Mr Paulus said

Employers, liberals and newspapers were cheering because all that whites had fought for over the years had been swept away for fear of the outside world

The union's president, Mr Cor de Jager, suggested that miners should reconsider which political party they should support

He suggested a referendum to determine workers' reaction to the Wiehahn Report

Dr Reynders, executive director of the Federated Chamber of Industries, said "It will be advisable to review all existing procedures in regard to such matters as appointment, dismissal, promotion, transfers and handling of grievances"

He spoke on "The challenge of the new industrial relations dispensation" at a symposium of the Institute of Labour Relations in Pretoria

Dr Reynders pointed out that the proposed Industrial Court would have the power to reinstate an employee who was 'unreasonably' dismissed

### MAJOR SHIFT

"Industrialists will have to be seen to have fair and reasonable attitudes in order to, among other things, allay fears of unfair treatment of the employees affected," he said

Dr J A du Plessis, a political consultant, hailed the Government's basic acceptance of the Wiehahn Commission's labour reforms as a major shift in policy

"In overall terms South Africa is moving away from segregation towards plural democracy," he told the symposium

Professor D W F Bendix, of the Institute of Labour Relations, said the Government had accepted urban blacks as "a permanent, integral part of South African industrial society"

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# 'Treason' claim as Paulus and Minister clash

Labour Reporter *Jan 4/5/79*  
Mr. Arrie Paulus, leader of the Mineworkers Union, today stormed out of the meeting between the white Confederation of Labour and the Minister of Labour, Mr S P Botha in Pretoria after accusing the Minister of "treason" against the white workers and of lying.

## All-race unions are unlikely at present stage

Labour Reporter

There are clear indications that though trade union rights will be extended to black unions, no unions of other races will be able to admit blacks at this stage

Mr Ronnie Webb, president of the multiracial Trade Union Council of South Africa (Tucsa) named this as one of the major problems likely to arise from the Govern-

ment's response to the Wiehahn Report.

He was speaking after Tucsa's meeting with the Minister of Labour, Mr Fanie Botha, in Pretoria today

"The Government's apparent intention to confine trade union rights to fixed residents in metropolitan areas could create considerable problems for trade unions as well," Mr Webb said

The National Manpower Commission, would play a key role in labour matters, in his opinion, said Mr Webb.

"The appointment of this commission, and the establishment of an industrial court, will evidently receive priority attention."

He was disappointed, particularly about the apparent temporary bar to mixed unions.

"But a start has been made in the right direction, and hopefully the ideal of full freedom of association will be realised eventually"

Yesterday Mr Webb said Tucsa unions would probably opt in large numbers for the opening of ranks to all races. Many of the unions were already mixed — though excluding blacks — because of past legislation.

Informed sources predict that an extended period of lobbying and negotiating will determine the practical effects of the scrapping of discriminatory labour laws.

Another conservative member of the Confederation, Mr Gert Beetge, of the white Building Workers Union, walked out at the same time in apparent sympathy.

In a statement issued after the walk-out Mr Paulus said the Minister had repeatedly assured the Confederation and him personally that no changes would be made in labour legislation before prior consultation of white unions

This morning Mr Paulus learnt that it would be a matter of days before legislation would be submitted to Parliament.

Referring to the intended scrapping of job reservation, Mr Paulus said this would leave whites at the mercy of employers who certainly would replace them with cheaper black labour.

"According to what Minister Botha said on television he wants us to accept his word. How can the white worker accept the word of the Minister if on two previous occasions he could not keep his word to us?"

"When the Minister was confronted with the fact that the Government had committed treason against the white worker and that the Minister lied on two previous occasions, he became extremely angry and summarily adjourned the meeting and walked to the door," Mr Paulus said with the reference to the walk-out

"Minister Botha then said he would return only if I apologise."

"I refused and left the meeting myself," Mr Paulus said.

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# Homeland migrants and commuters 'out of unions'

By Hugh Leggatt  
Political Correspondent  
CAPE TOWN — Migrant workers and commuters from homeland areas will be excluded from trade union membership in terms of the Industrial Conciliation Amendment Bill, published in Parliament today.

It means that only blacks with Section 10 rights of residence in urban areas will be able to form registered trade unions.

The Bill also expressly forbids the registration of racially mixed unions except with the permission of the Minister of Labour.

The other main provisions, flowing from the

recommendations of the Wiehahn Commission are

• The setting up of a manpower commission to review labour policy on a permanent basis.

• Establishment of an industrial court to arbitrate in disputes and judge allowed absence.

• The scrapping of the entire section 77 of the Original Act relating to job reservation.

The Bill's exclusion of migrants and commuters from registered trade union membership means that thousands of black workers who travel to cities such as Pretoria and Durban on a daily basis from the independent Bophuthatwana and self-

governing kwaZulu homelands will get no rights in organised labour.

Thousands of contract workers from homelands and independent states who work on the mines for example, will also be excluded.

The Bill achieves these aims by redefining 'employee' in the Act. Formerly, no black could be an 'employee' and eligible for membership of a registered trade union.

The Bill says an employee is anyone working for an employer or who may legally reside on land in South Africa. This includes Section 10 blacks.

But it adds that people living on land as contemplated in the Development Trust and Land Act or in self-governing territories or who are contract workers are excluded from the definition of employees.

## MIXED UNIONS

The Minister may include other groups of people in the definition by notice in the Government Gazette, but he may not do so on the basis of race or colour.

On mixed unions, the Bill says no trade union shall be registered with employees of more than one population group.

Previously, there was a prohibition on whites and coloured people belonging to the same unions. Now this applies also to blacks eligible for union membership.

But the Minister may, as he could under the old Act with coloured em-

NB. for complete copy  
See also Labour  
legislation

# 'Curbs on unofficial unions'

Labour Reporter

THE recommendations of the Wiehahn Commission will bring unregistered trade unions under Government control and make it difficult for some to operate effectively, says the latest issue of the South African Labour Bulletin.

Editors of the Bulletin say the commission is concerned at the increase in size and importance of unregistered African unions. These unions could undermine the statutory collective bargaining system and should be brought under the control of the law, they believe

## INCORPORATED

However, it is not the intention of the commission that large numbers of black workers should join registered unions or that all unregistered unions should be registered, the editors say

'Certain unions, probably weak parallel unions, will be incorporated into the official system and others will face difficulties,' they write

'Unions with migrant labourers among their members will face problems in securing or retaining registration.

'If they do secure registration on officially sanctioned terms, they will be condemned to impotence on the shop floor because migrants working there are formally excluded.

## 'UNDESIRABLES'

'In situations where an existing mixed union needs to unionise migrants it might be encouraged to alter its constitution to maintain a bureaucratic leadership and exclude "undesirables" from executive roles'

The new industrial council provisions, the editors say, are aimed at the disorganisation of the labour movement by splitting it up into unions contained by the formal system and those controlled outside it.

'Previously, once registered, a union was entitled to admission subject to the constitutional requirements of the industrial council concerned, provided a council existed in the industry.

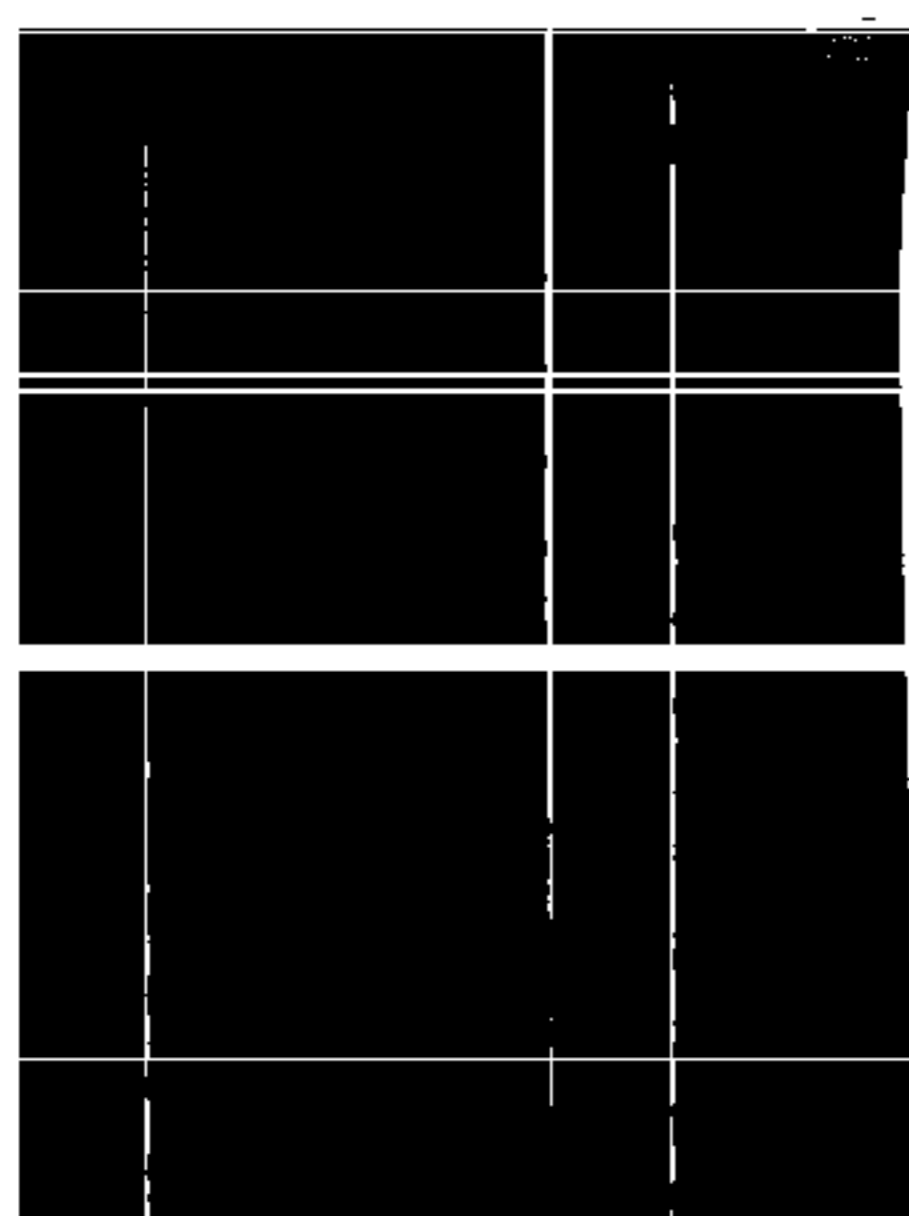
## 'MUST AGREE'

'Under the Wiehahn recommendations this will no longer be the case. All existing parties to the council must agree before a new party is admitted

'The implications of this veto when read in conjunction with the provisions on the closed shop are serious. In terms of the commission's recommendations and the White Paper, closed shop agreements already in existence are to continue'

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# Govt's new black union rights move

By RIAAN DE VILLIERS  
Labour Correspondent

CAPE TOWN

**THE GOVERNMENT** will soon make a major announcement on the issue of trade union rights for black migrants and commuters.

Mr Fanie Botha, Minister of Manpower Utilisation, disclosed this at the annual conference of the Trade Union Council of South Africa in Cape Town yesterday.

And in another development at the conference, Mr Mike van Noordwyk, deputy secretary for Manpower Utilisation, admitted the Industrial Conciliation Act — due to become law on October 1 — was an "over-hasty and careless" piece of legislation.

## Top labour men named

Pretoria Bureau

**THE MINISTER** of Labour yesterday named the men who will head the National Manpower Commission and the Industrial Court — the two organisations created by the Government's new labour laws.

Mr Fanie Botha told a Pretoria Press conference that the director of the Federated Chamber of Industries, Dr Henne Reynders, would chair the Manpower Commission and Professor Nic Wiehahn would be...

In his address, Mr Botha said the controversial Act, which excludes black migrants and commuters from registered unions, was only the Government's "first step of renewal" following the Wiehahn report.

The position of migrants and commuters was being reconsidered and would be clarified "within the next few days or weeks."

Mr Botha said he had committed himself to negotiation with neighbouring states on the issue.

But he added: "The outcome will be positive."

Mr Botha's remarks raised hopes at the conference that he would exercise his powers of exemption in terms of the Act to grant registered union rights to migrants and commuters, and that the Act could be amended next year.

But the delegates, representing about 240 000 work-



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president of the Industrial Court

Prof Wiehahn was chairman of the Wiehahn Commission, which recommended the establishment of both organisations

The commission will include representatives of the Government, employers and employees, organised commerce and industry and training schools.

The Minister said it would investigate and research all the vital aspects of labour in South — and southern — Africa

Professor P J van der Merwe, of the Department of Economics at the University of Pretoria, has also been appointed to the commission

Prof Van der Merwe — also a member of the Wiehahn Commission — will be responsible for research, diagnosis and training

Mr Botha said the Industrial Court would have judicial and arbitratory powers, and would have to find solutions against the background of "the realities" in South Africa

ers of all races, unanimously adopted a resolution condemning the provisions in the Act which excluded the bulk of the labour force from union membership

The conference deplored the fact that the Government had ignored the Wiehahn recommendations that "open" unions should be permitted

It called on the Minister to implement these recommendations during the next session of Parliament

Meanwhile, the possibility of a conflict between the Government and the black trade union movement over the issue of registration loomed larger yesterday, with indications from Mr Botha that the Government was considering compelling all unions to register

Asked by delegates whether the Government would permit unregistered unions to continue, Mr Botha said that at this stage unions which refused to register would only forfeit certain benefits and privileges

But he said discussions were in progress on whether or not all unions should be compelled to register

"I have very strong opinions on this. Many people say there must be a situation where all unions must register," he said

Most black unions have indicated they will not register in terms of the Act as it stands as this would force them to expel many ineligible members

They reject exemptions as a solution

Senator Anna Scheepers, president of the Garment Workers' Union, told the conference "We are sick and tired of exemptions. We don't want exemptions — we want our rights and privileges entrenched in the law"

Questioned by delegates, Mr Van Noordwyk said he agreed the Act was an "overhasty and careless" piece of legislation

"In view of the complications further developments will take place soon"

Rees argues that since medical services do, for the most part, satisfy the conditions of excludability (there are no spillovers) and no economies of scale 'it is immediately clear that most aspects of the medical market are efficiently handled by the private sector'. He admits a few exceptions - control of infectious diseases and sanitation for example - where spillovers imply that there is a case for public provision or additional incentives for acquiring health care. For medical care in general, he holds that

will lead to an expansion of unsystematic people would These would have used for He excludes publicly pro criterion of for one dist However, non value judgem (Ch.15) and not to alter judgement. It is also no that others material impd altruism in H or other intervention in the market mechanism.

Rees agrees with Nattrass however, that market conditions are not such as to favour efficient distribution. Information is likely to be very imperfect and consumers are not in a position to shop around for the best buy, or even to know after the event whether the treatment they had was good or not. The problems arising from incomplete information for consumers and even for doctors are particularly apparent in the case of the ethical drug market as Brodie (Vol.2) and Folb (Vol.2) indicate. Moreover, although the number of doctors is large, entry to the market as a seller is not free so that numbers are restricted and therefore higher prices can be charged. Rees hints that constraints on the number of students entering medical school (including extremely high academic standards) and legal restrictions on the tasks performed by nurses and other workers may segment the market and

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reduce the returns to substitute workers, keeping the demand for physicians' services and their price high. Archer (Ch.9) comments on the widespread concern over professional monopoly, with doctors behaving like a 'price-discriminating, wealth maximising cartel', (Cuyler 1971) - irrespective of whether they are salaried or operate on a free-for-service basis or receive income from capitation fees.

# Unions reject Horwood request

By STEVEN FRIDMAN  
Labour Reporter

TRADE unionists have reacted strongly to a call by the Minister of Finance, Gordon Owen Horwood, to curb excessive wage increases.

Some fear that the Government is encouraging employers to clamp down on union wage demands.

They claim that once again the working man is being made the scapegoat for inflation.

Earlier this week Senator Horwood said that 'all action with inflationary consequences, including excessive wages and salary demands' should be avoided if the general public was to benefit from the rise in the gold price.

Unions yesterday rejected this call and said they would go ahead with plans to introduce substantial wage demands which they believe are necessary to maintain their members' living standards.

We don't know what the Minister means by 'excessive', but we believe that a 25% wage increase would not be untoward. Mr Ben Nicholson, general secretary of the SAU (Artistic Workers' Association) said.

He said he was 'bitterly disappointed' by Senator Horwood's statement which he said 'is an attempt to preempt wage negotiations'.

If the government is really concerned about inflation, why doesn't it cut the petrol price? The oil price is dropping on the free market and fuel prices do more to increase inflation than wage demands.

Mr Richard Beech, general secretary of the Amalgamated

Union of Building Trades Workers said: 'We will ask for whatever we believe our members need to retain their buying power. Our members' living standards are constantly being eaten into by inflation'.

The Government creates inflation and the voters 'Why should we be asked to be in the front?' The Minister is talking from the viewpoint of affluence.

He too argued that wage increases of up to 25% may be needed to enable his members to retain their living standard.

Mr Willie Grobler, secretary of the Artists' Staff Association, one of the biggest railway trade unions, said: 'I agree that we shouldn't allow the inflation rate to rise. But our members feel badly done by. They feel there's a boom going on, but that they aren't benefiting'.

You must remember that workers don't own kangaroos and gold shares. They are not benefiting from the rising gold price. Mr Grobler said.

Commenting on the fact that the gold price is likely to result in further tax cuts, he said: 'Cut will obviously help our members, but they don't benefit the higher income groups more'.

Like other railway unions the ASA is waiting for the Railways Budget in March to discover whether the Government has agreed to their 15% pay claim.

Mr Grobler said the unions have heard nothing officially but there's a rumour going around that wages are going to go up 8%. That won't even touch sides.

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Commission argued that health care in South Africa should be related to

needs rather than to supply and demand, that there was an over-emphasis on cure and lack of a comprehensive approach; and that externalities (e.g. loss of production) would make it worthwhile for the state to intervene to increase preventive measures. Various alternatives to the market are discussed. Rees is sceptical about all of them, and suggests that reliance on voluntary organisations to fill in the gaps (as in the collection of blood) is likely to be more effective than government provision. He recommends that only those aspects of medical care in inelastic demand (i.e. those least prone to 'moral hazard') should be subsidised or provided free: serious illnesses would qualify first.

Rees agrees with Nattrass however, that market conditions are not such as to favour efficient distribution. Information is likely to be very imperfect and consumers are not in a position to shop around for the best buy, or even to know after the event whether the treatment they had was good or not. The problems arising from incomplete information for consumers and even for doctors are particularly apparent in the case of the ethical drug market as Brodie (Vol.2) and Folb (Vol.2) indicate. Moreover, although the number of doctors is large, entry to the market as a seller is not free so that numbers are restricted and therefore higher prices can be charged. Rees hints that constraints on the number of students entering medical school (including extremely high academic standards) and legal restrictions on the tasks performed by nurses and other workers may segment the market and

# Labour's Voices ask for their share

THE upsurge in the South African economy after nearly five years of recession will bring with it unprecedented demands from trade unions for wage increases.

Union leaders claim huge pay backlogs, steadily falling living standards of members, and pay increases during the economically dormant years which failed to match the level of the Consumer Price Index.

Now with optimistic, almost euphoric, forecasts about the economy's performance during 1980, unions are flexing their muscles for what will be a whole series of negotiations for higher earnings.

And they have probably never been in a stronger position to squeeze managements.

On their side is the fact that South Africa has an acute shortage of skilled and even semi-skilled workers.

And as the industrial slack of five lean years is taken up, the demand for this type of labour will far outstrip supply.

Even now union leaders say there are serious shortages in some industries, particularly the building industry.

And even with the greater mobility — vertically and horizontally — of black workers, which will result from the recommendations of the landmark Wiehahn and Rieker Commission reports, there are not enough trained blacks to significantly relieve the shortage of skills.

This, however, is coming.

There is an overdue awareness in Government that archaic ideologies and race prejudices and attitudes have no place in a modern industrial economy and that for economic and security reasons blacks have to be trained for more productive and better paid work.

However, this will take time.

The base and depth of formal education have to be extended and crash vocational training programmes started on a scale which will mesh with the

abamnyama Nangona bathe bagrogriswa ngokugxothwa babuyele emphandleni aba basebenzi bamnyama bame bem kwicala lebebala ababathatha ngokuba bangabantu kwabo. Ngosuku lokugala logwayimbo indoda imele icala losebenzi ezame ukubohlula abebala kubantu abamnyama xa bebemengaphandle kwefektri Abasebenzi balile ukwathulwa, omnye wabo utha "Sithapha sonke yaye rinjongo zethu zinge "

Ayanda amanani abantu abazibandakanyileyo nabasebenzi kwiiveki ephillileyo kubekho abafundi base University nakwano Kolegi abangaphezu kwe - 500. Abafundi bavelu kwezi zikolo U.W.C, Hewat, Peninsula Training College ne Bellville Technical College. Abafundi bathe abasebenzi mabaphinde bageshwe kungenjalo yonke imveliso yakwa Fattis & Monis Ingaithengwa.

Umbutho oyi Western Province Traders Association utha uza kuxelela onke amalungu awo ukuba angayithengi imveliso yalefektri de bavume uthethathethwano.

Umbutho oyi South African Council of Sports SACOS ucele onke amalungu awo nazo zonke izikolo ezinomxibelelwane kunye nabo ukuba zixhase abo bagxothwayo de baphinde bageshwe. Yaye akufuneki bayithenge imveliso yale fektri.

Abafundi base U.C.T. bayenzile eyabo intlanganiso bebona kalisa ubunye nabasebenzi. Bacele ukuba imveliso zakwa Fattis & Monis zingathengwa okanye zingasetyenziswa.

Umbutho oyi Women for Peace Movement ucele ukuba efektri yenzi uphando nothethathethwano kunye nabasebenzi.

Umbutho walapha ekapa oyi National Federated Chamber of Commerce ubhajile wakhupha istatement uxhasa abasebenzi abagxothwayo.

As the economy starts to lift out of the doldrums, the first hints of demands for a share of the benefits are being heard from organised labour

**GERALD REILLY** of the Rand Daily Mail's Pretoria Bureau reports

Growing need for skilled workers

But until this has been done the limited number of white skilled workers in a semi-boom environment will have it all their own way

Employers are warned that excessive wage increases this year must be strenuously resisted

A reckless competition for skilled workers based on a wage and salary war on commerce and industry could undermine the country's chances of a complete economic recovery

Prominent economists and businessmen say the country's unemployment rate — currently in excess of 1-million blacks — could only worsen if, because of excessive wage increases, inflation "took off" and the Government was forced to apply counter restrictions

In Pretoria this week the Secretary of the SA Confederation of Labour, Mr Wessel Bornman, set 25% as a target pay rise. He claims that since 1975 wages have lost 23% in purchasing power

Other labour leaders say pressure from trade unions for "real" increases which will not only compensate for lost spending power but raise it substantially, was certain

The President of the Confederation of Labour, Mr Attie Meunout, said "We believe the worker has made most of the sacrifices during the past five years in the fight against inflation

"We further believe employers are now in a position to grant increases which will halt the decline in living standards and help raise them"

Whether this means a five or a 25% increase it should be paid, he added

Barclays Bank's chief economist, Dr Johan Cloete, says if employers submit to excessive wage claims, inflation could run out of control

"At all costs a wage spiral must be avoided. An inflation rate which rose significantly above the current 14% level could compel the authorities to impose monetary and fiscal restrictions"

Dr Cloete says when the expected tax concessions are taken into account — these alone will increase the disposable incomes of workers — then increase above 13% or 14% would be difficult to justify

The chief Economist of the Bureau for Economic Research at the University of Stellenbosch, Dr O D J Stuart, says if employers submitted to excessive wage demands this could lead to even greater unemployment

It could also sabotage the country's chances of a full economic recovery and of attaining full employment

The Director of the Federated Chamber of Industries, Dr J C van Zyl, said certainly it would be totally unrealistic not to expect wage claims taking into account the current inflation rate

However, no specific guide lines were given at the recent meeting of the Prime Minister's Economic Advisory Council on the issue of what would be considered "reasonable" claims

In the absence of guidelines, Dr van Zyl said, the current rate of inflation plus the rate of increase in productivity should provide a yardstick

Dr van Zyl said employers could be expected to strongly resist claims which exceeded 15% or 16% — this should compensate for inflation and higher output

He warned of the adverse economic effects, including accelerated demand inflation, if wages were raised out of context with the inflation rate for the previous 12 months

Table 3.9

Hospital	Mean Patient Waiting Times (in minutes)			
	Mean waiting time to see the doctor	Standard deviation	Mean time at hospital	Standard deviation
	$\bar{x}$	S	$\bar{x}$	S
Groote Schuur	128,09	83,79	234,41	124,81
All Day Hospitals	94,79	56,80	122,3	54,67
Heideveld	129,56	56,80	139,01	63,79
Dr Abdurahman	58,81	38,17	94,55	34,98
Retreat	105,40	69,08	147,30	70,04
Elsies River	82,81	49,41	97,98	49,66
Grassy Park	98,08	52,88	115,71	50,31

Provincial Hospitals are located along two axes -- from Victoria Hospital to Woodstock Hospital and Somerset Hospital, parallel to the mountain, and at right angles to this axis, along the railway line to Tygerberg Hospital. All hospitals thus lie in 'white' areas.

Only Red Cross Hospital is on a main artery public transport route. Woodstock and Groote Schuur Hospitals are both situated on hills, which many patients find difficult to walk up from Main Road. Most outpatients tend to travel 'into town' from the Cape Flats suburbs so Tygerberg Hospital, although closer to suburbs such as Bonteheuwel and Bishop Lavis, does not treat many patients from these areas. The Day Hospitals are scattered across the Cape Flats and most lie close to bus routes along which there is a regular service.

Especially where patients are elderly or disabled, to change from one bus to another is particularly inconvenient. Of those using public transport to travel to Groote Schuur, 37,8% had to catch two buses, 1,2% three buses, and 7,9% had to change from train to bus.

At the Day Hospitals, 2% had to catch two buses, 0,5% had to change from train to bus and 0,2% had to use both taxi and bus services.

## 'Blacks distrust white trade unions'

BLACKS favour segregated trade unions because they fear whites will dominate mixed unions and not represent their interests fairly, according to a survey by the University of Cape Town's graduate school of business

The research, conducted by the director of the school, Prof John Simpson, reveals "very little knowledge" among blacks of the role trade unions had to play for workers other than that they existed to protect their interests

It also found there was no unanimity on whether unions should be segregated or multiracial. However, at present the majority appeared to favour segregated unions "for fear that whites would dominate mixed unions and not necessarily represent black interest fairly

With respect to congestion at hospitals, Buchanan says the congestion should not be seen as a need to be borne in mind. On the excess demand for National Health Service, he comments "Does total investment is sub-optimal? No such thing. The congestion that is observed indicates on medical-health services at a standard quality meet demand at zero (low) user prices. But prices are not demonstrably optimal in themselves. But the supply of standard quality services all demands at these prices would produce the investment".<sup>4</sup>

### (3.4) Indirect subjective costs

While it is particularly difficult to evaluate these costs, the impedance factor involved in travelling to the hospital and the effect that the location of hospitals has on this, must be considered. With the exception of Red Cross Memorial Children's Hospital, all

Spaw 4/2/80

# Unions face fateful decision

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

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

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

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

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

## Party Government

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

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

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

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

Against this back-

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

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

"I cannot support . . .

contradiction of Government policy and of the labour reforms already introduced"

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

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

## Will the conservative white labour

movement demand the reversal of South

Africa's labour reforms? Labour

reporter SIEGFRIED HANNIG examines

the forces at work, and warns that illegal

strikes are expected to encounter very

firm opposition from the Government

and employers . . .

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

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

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

Of Labour tried to separate 'Coloured' and African workers who had gathered outside the factory. The workers refused to be separated. One said, "We're all there for the same purpose."

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

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

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

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

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

The Cape branch of Nafcoc - the National African Federated Chamber of Commerce -

Becker says.

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

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

There is little point in negotiating with people who refuse to compromise. This may have been the

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

## Prof Willem Kleynhans foresees a radical change in union thinking

because of the change in the extra-

parliamentary methods of the National

Party — even to the extent of legal and

illegal strikes, and he predicts . . .

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

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

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

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

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# Separate unions seen as danger

**Political Staff**  
**THE ASSEMBLY** — The creation of separate racial trade unions within the same industry was one of the surest ways of accelerating and aggravating race conflict in South Africa, Dr Zac de Beer (PFP, Parktown) warned yesterday.

Speaking during the second day of the no-confidence debate, Dr de Beer called on the Government to implement without delay the principle of free association of workers.

"If the Minister of Manpower Utilisation and the Government want to win the confidence of the business community and of the country at large they must implement this principle in the labour force without delay," he said.

The right of free association for workers was fundamental to the free enterprise system.

"Since the National Party is now firmly following the free enterprise road it had better get the message: free enterprise means free for the workers as well as the bosses," he said.

Free enterprise did not only mean that management decided how to buy and sell its products. It also meant that the workers decided how to buy or sell their labour.

"My second reason for calling on the Minister to grant freedom of association is that in our country with its system of white domination and white privilege, separate unions are a recipe for certain disaster," Dr de Beer said.

South Africa had begun to make important progress in industrial relations and would have to do the same in the political field on the basis of mutual agreement and government by consent.

# New light cast on banning



By MARTIN WELZ

THE SECRET Government report on trade union surveillance may have thrown fresh light on the banning in the early 70s of Mr L C Douwes-Dekker, an official of the SA Institute of Race Relations.

The report compiled in 1971, warned that the influence of Mr L C Douwes-Dekker on the Trade Union Council of South Africa (Tucsa) "should not be underestimated", as he was believed to be telling workers to demand recognition of their dignity and rights.

It noted in particular, that in 1970 he wrote in the institute's monthly publication that the word 'non-white' was considered offensive by people who did not like to be referred to as the negative of another group.

After the report, a banning order was served on Mr Douwes-Dekker. It has since been lifted.

In a lengthy section dealing with Tucsa, the report stated that "from information gathered it can be logically concluded that Tucsa has already been penetrated by hostile agencies".

The general secretary of Tucsa, Mr Arthur Grobler, was regarded as potentially one of its most 'dangerous' figures because he tried to show that job reservation should be abolished and blacks should be trained. These statements remind one of the slogan of the left wing organisations dealt with in this report. The report noted "It is clear that many of his statements amount to interference in party politics and are aimed at embarrassing the Government".

His statement that "Unless all

groups in South Africa were allowed to advance economically they would 'explode' politically had even been used by Mrs Helen Swerman in political speeches, the report pointed out.

In a separate section on ultra right wing unions, the report said the Herstigte Nasionale Party used the right-wing unions in its attacks on the Government.

"In fact, Arnie Paulus (of the Mine workers' Union) and Gert Budge (building workers) are loyal supporters of the NNP.

for better conditions. The factory refused to negotiate with the union. It says the men were replaced by machines and that it was part of a cut-back of staff.

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

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

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

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

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

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

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

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

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

# THESE DAYS FOOD & GANNING M. FATTIS

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

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

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secretary Mr Altman, National Union of Laundering, Cleaning and Dyeing Workers, who is secretary, Mr E F Tyacke, is said to "associate" with left-wing sympathisers.

Those unions that warranted a rating included

- o The S A Confederation of Labour
- o The S A Society of Journalists, whose members were suspended of promoting labour relations, the job reservation and equal pay for equal work, after which the recognition of black trade unions would be a mere formality.

who is noted to have been "propagating the idea that his union should affiliate with the multiracial Tucsas".

- o The S A Engine Drivers, Firemen and Operators Association,
- o The S A Iron and Steel Allied Industries Union, also a conservative union,
- o The S A Society of Journalists, whose members were suspended of promoting labour relations, the job reservation and equal pay for equal work, after which the recognition of black trade unions would be a mere formality.



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# Unions Plan to phase blacks in

Own Correspondent

JOHANNESBURG — A controversial plan to grant some workers more trade union rights than others is being mooted by senior government officials

It is argued that the plan would allow certain workers — almost exclusively blacks — to be "phased in" to trade union rights

This proposal comes at a time when speculation is mounting that the government will soon introduce legislation to allow racially-mixed unions

Its supporters argue that it could allay white worker fears about the granting of union rights to blacks. They argue that it is only a theory at this stage, but suggest that it "is definitely a real possibility"

At a recent closed meeting a senior official suggested that "freedom of association need not be an all-or-nothing thing"

He argued that it was possible to grant some workers union rights while not allowing them some of the rights which union members traditionally enjoy

Some workers could, for example, be granted the right to belong to a union but be barred for a time from taking part in a strike ballot

They could also be prohibited from becoming union officials for a period

## Do not allow

In South Africa most registered unions do not allow members to hold office till they have belonged to a union for a certain time or have attended a stipulated number of union meetings

Although the plan, if it is implemented, would be formally non-racial, it could well be used to allay the fears of white unionists who fear that allowing blacks union rights will enable them to "swamp" non-black workers in union elections

It would enable the authorities — and the unions — to allow black workers into the union movement formally but to "phase them in" to full union rights over an indefinite period

Many unionists, however, are likely to oppose bitterly any plan of this sort, arguing that

workers at the Fattis & Monis factory in Bellville South have struck because five of the fellow workers were dismissed. The five were because all five were members of a trade union. They negotiated for better pay and hours of work - P40 a week. A director of the factory says these demands are "out of the question" and would lead to "disruption" in his firm.

Union (the Food & Canning Workers Union) say the document giving the union rights to negotiate for better pay and that it was part of a cut-back of staff.

are 'Coloured', more than half the men on strike are. In spite of the threat of being endorsed back to the workers have stood firm with their 'Coloured' brothers and some of the strike men from the Department of Labour tried to separate the American workers who had gathered outside the factory. The men separated. One said, "We were all there for the same purpose."

the striking workers are increasing. At a solidarity meeting of more than 500 university and college students from U.W.C., Hewanet, George and Bellville Technical College called for workers to boycott of Fattis & Monis products.

Traders Association says it will instruct its members not to buy the products unless there is negotiation.

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

Over 500 students supported a call for a boycott of all products of the factory.

That there is no 'dispute'. However a director of the firm says that the calls for a boycott of the factory's products by the workers and the factory's trade is with blacks. The management have kept employing scab workers in the place of the striking workers. The production has been slowed down.

Fattis and Monis is the factory which produces the Record flour products including self-raising flour, Cake flour, Unsifted flour, Wheatie Treat flour; All products under the Fattis & Monis brand name including icecream cones, wafers, spaghetti, large & small shells, ribbon noodles - broad, thin, rings and dilatines; All the above noodles and spagettis and names: Pick 'n Pay, Pot o' Gold, Princess, Checkers and Koeberg Millie pack mealie meal. Fattis and Monis also has bakeries including Wrench Town Bakery in Observatory, Die River and Ultra Bakery in Somerset West.

U.C.T.

# Phased plan for mixed unions

By Sieg Hannig,  
Labour Reporter

Inyanga eBellville abahlanu kukuba bethethwanc 8 ngemini ziya kwen

Abasemagunokuba y amaphepha thi kusetyifektri ilento kuny

Nangona ab abamnyama bamnyama b lokugala abamnyama "Silapha s

Ayanda amar abafundi ba zikolo U.W. Abafundi ba Fattis & Moni

Resistance to mixed or non-racial trade unionism is breaking down and amid rising interest in measures that could allow a gradual entry of blacks into white and coloured unions. Proposals of "sliding scale" membership for blacks are understood to have been well received among white railway trade unions. These, in turn, drew the attention of the white Confederation of Labour to this possibility at the confederation's recent congress. The idea is that all racial discrimination would be replaced by non-racial stipulations which would provide for gradual admission of new members irrespective of race. Over a period new members would be phased in by first sharing in the union's benefits before graduating to full participation in privileges and rights.

Umbutho oyi Western Province Traders Association uthe uza kuxelela onke amalungu awo ukuba angayithengi imveliso yaleFektri de bavume uthethwathethwano.

Umbutho oyi South African Council of Sports SACOS ucele onke amalungu awo nazo zonke izikolo ezinonxibelelwane kunye nabo ukuba zixhase abo bagxothiwoyo de baphinde bageshwe. Yaye akufuneki bayithenge imveliso yale fektri.

Abafundi base U.C.T. bayenzile eyabo intlanganiso bebona kalisa ubunye nabasebenzi. Bacele ukuba imveliso zakwa Fattis & Monis zingathengwa okanye zingasetyenziswa.

Umbutho oyi Women for Peace Movement ucele ukuba efektri yenzi uphando nothethwathethwano kunye nabasebenzi.

Umbutho walapha eKapa oyi National African Federated Chamber of Commerce ubhalile wakhupha istatement uxhasa abasebenzi abagxothiweyo.

UFattis & Monis uphikele ukuthi akukho ngxabano nakungevani kulefektri. Kodwa ke lowo ungumphati wefem le uthi, ukhathazekile xa kusithiwa imveliso yabo mayingathengwa ngabamNyama njengoko inkxaso enkulu ivelo kwabo bamNyama. Abaphathi bale Fem baqashe abasebenzi abangabanye ukuba basebenze endaweni yabo bagwayimbileyo ukuze kubekho imveliso, kodwa imveliso yehlile

Ngubani uFattis & Monis? UFattis & Monis yiFektri enezimveliso zilandelayo: Record Self Raising Flour, Record Cake Flour, Record Bread Flour, Record Sifted Flour, Record Unsifted Flour, Record Wheatie Treat Flour; Philadelphia Flour; Koelberg Mille pack Mealie Meal; Fattis & Monis icecream cones, wafers and cake cups; Fattis and Monis Macaroni, spagetti, shells, ribbons, rings, dilatines; Princess macaroni, spagetti, shells, rings, ribbons, dilatines; Checkers, Poto' Gold, Pick 'n Pay macaroni, spagetti, rings, ribbons, shells, dilatines; Wrench Town Bakery, Observatory, Good Hope Bakery, Elsies River; Ultra Bakery, Somerset West.

Published by Comm. Comm.  
Printed by S.R.C. Press, U.C.T.

abasebenzi abangama - 88 bakwa Fattis & Monis efektri nto ebangele ukuba bagwayimbe kukugxothwa kwabasebenzi unobangela wokugxothwa kwaba basebenzi bahlanu, ons Le union ibe izama ukwenza uphando nothethwa beyi - R40 ngeveki yaye kusetyenzwe iyure ezisi - uthe ezizinto bazifunayo zingaphezu kwamandla yaye

namalungu ayi 10 000 (amawaka alishumi) obizwa (rs Union) bathi abo bagxothiweyo bebesayinile iba benze uthethathethwano ngemeko ezibetele ekunokuktri leyo ilalile oluthethathethwano neUnion. ini ekusetyenzwa ngabo bathathe indawo yabantu yiyo we abasebenzi.

ibeBala uninzi lwabo bagwayimbileyo ngamagoduka abantu wa ngokugxothwa babuyele emphandleni aba basebenzi a ababathatha ngokuba bangabantu kwabo. Ngosuku cala losebenzi ezame ukubohlula abeBala kubantu ektri. Abasebenzi balile ukwahlulwa, omnye wabo uthe zinye."

nyileyo nabasebenzi kwiveki ephilileyo kubekho olegi abangaphezu kwe - 500 Abafundi bavelu kwezi aining College ne Bellville Technical College. de baqeshwe kungenjalo yonke imveliso yakwa

# Probe into trade unions S. Times 13/1/80

From Page 1

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# THE BIG ON TRADE

By MARTIN WELZ

**A SECRET Government plan to spy on leading South African trade unionists — including Miss Anna Scheepers, now a NRP Senator in Parliament — has come to light in a 100-page BOSS report on trade unions.**

The report called for the closest scrutiny of the Trade Union Council of South Africa (Tucsa), the S.A. Confederation of Labour, and others to detect any subversive activity or actions calculated to "embarrass" the Government.

Drawn up in 1971, it throws astonishing new light on how the Bureau under General Hendrik van den Bergh used the enormous powers conferred on it by law. It confirms the powerful element of political interest — as opposed to national security — in the surveillance of South Africans.

It divided union leaders into two groups — "A" and "B" — and urged the "urgent and thorough" surveillance of those given an A-rating.

Among those who received an A-rating were Miss Scheepers and Mr Arthur Grobbelaar, one of the country's best-known trade union figures.

"The power and influence of a trade union rests with its leaders. Information about their character, habits, way of life, financial position, weaknesses and irregularities must therefore be regarded as part of the information-gathering plan."

## Security

Agents and informers were urged to take special note of union leaders who took part in politics or made statements that criticised — or supported — Government policy.

They were asked to watch "any activity that could have a bearing on State security", for example incitement or planning to strike, attempts to affiliate with unions already suspect, or the propagation of ideas that had a security context, and any visits or speeches by visitors from overseas.

Information was also to be gathered on union personalities whose

Government, those who planned or made overseas visits and the contacts they made on such visits, and those who showed any "exceptional" interest in politics.

The report also urged that other organisations taking an interest in unions — the S A Institute of Race Relations, the Wilgespruit Ecumenical Centre, the University Christian Movement, Mission 70 (a project of the World Council of Churches) and the Christian Institute should be "thoroughly watched".

The interest of foreign diplomats, particularly those from Britain and the United States, in trade unions was noted as "suspect".

"The real purpose of this interest is not yet known, but the possibility that there are unhealthy motives behind their interest cannot altogether be ruled out."

The report accused unions and their leaders of holding potentially dangerous views.

Ironically, some of these views — such as opposition to job reservation and recognition of black unions — have since been taken up in Government policy.

At the time, however,

• to Page 2

# NOOP UNIONS

awareness

FOR MORE INFORMATION

\* Mary Gillett, SHAWCO Office, Green Level  
Office, Green Level

134  
17/2/00  
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Vrygrond, Valhalla Park  
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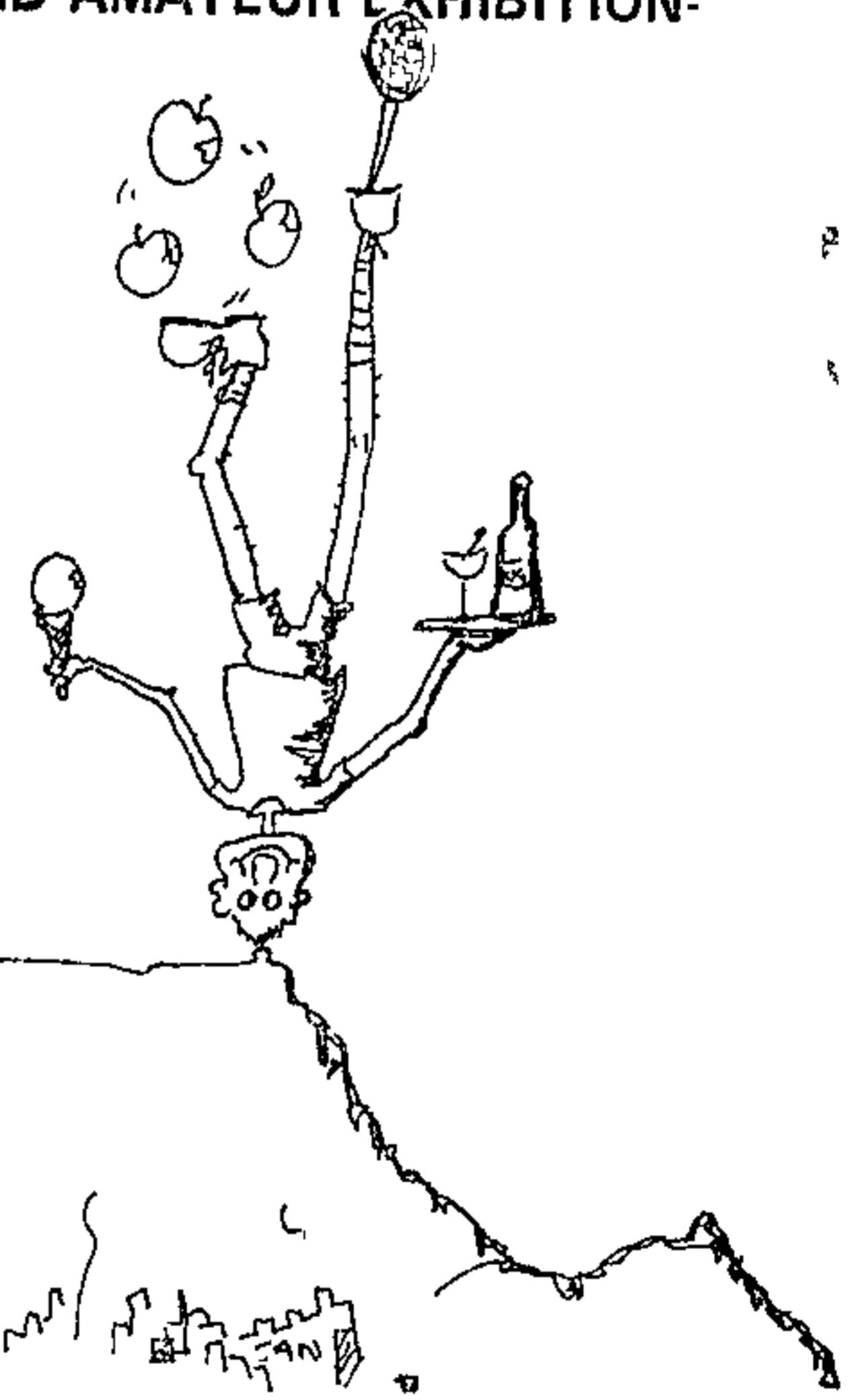
OR AL-----IV-----E

JAN RANSON (IDIOTS INC.)

653382

OR RAG OFFICE \*

# STUNTS RAG



NOW FOR SOMETHING COMPLETELY DIFFERENT.....A FEW WORDS OF WISDOM FROM  
THE EDITOR:

IF YOU STILL THINK RAG JUST ISN'T YOUR SCENE AND YOU STILL DON'T WANT TO  
GET INVOLVED.....REMEMBER THE SCENE IN 'ONE FLEW OVER THE CUCKOO'S NEST'  
WHERE.....

THIS PUBLICATION FELL INTO PLACE WITH A LITTLE HELP FROM:

- THE MISGUIDED GENIUS OF PAUL GROVES (EDITOR)
- THE UNWARRANTED INTELLIGENCE OF DARYL CROOME (LAYOUT DESIGN & ARTWORK)
- THE POLLUTED MANIA OF EL JANET RANSON (CARTOONS & GRAPHICS)

OTHERS WHO GAVE INVALUABLE ASSISTANCE WERE:

- JULIA FRANCO, STEVE DRUS, MANIE FAGAN, ALFRED E NEWMAN, KATHY ACKERMAN

TYPING & TYPESETTING: MOIRA DRUKER PRINTING: CPU PRESS

# Probe into trade unions S. Times 17/11/70 (327)

From Page 1

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

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# INSIGHT

## Worker unity at new high

By GORDON KLING

THE WORKPLACE is fast emerging as the black political arena of the eighties

Labour aspirations of a few years ago have become expectations today, and pressure for change, for a better quality of life, and a higher standard of living, is at a new high. So too is worker unity and solidarity.

In short, developments on the labour front will probably govern the state of the nation for years to come.

Trade unionists believe key factors behind the more powerful, more anxious face of black labour include

- The Wiehahn and Riekert Commissions. Neither the content of the Wiehahn and Riekert reports, nor the government's acceptance of their recommendations are regarded as being as important as the focus on the labour front which they created and are maintaining with their continuing work on the new labour dispensation.

- Inflation. One of the most basic problems of all, the battle to keep up with rising costs, has grown worse over the past year and black labour is increasingly showing a preference to return to the subsistence economies of the homelands rather than see an erosion of their wage packages.

Examples of this include the walk-off at Heldeberg Meat Products in Somerset West earlier this month over an increase in subsidized meat costs to employees.

- The economic boom. Recessionary conditions from

1974 until as late as a few months ago in many industries left workers concentrating on holding jobs, now they are looking at how they're being treated in them in the context of vastly-improved more profitable business conditions.

- Foreign pressure. Labour is aware of the pressure being exerted on subsidiaries of foreign firms through

Africa to report annually to the British Board of Trade, giving details of their moves towards full implementation of the EEC code. Some union leaders believe the codes have virtually dragged the new labour legislation in their wake.

- Inappropriately-experienced management. After years of what many union leaders consider as mere

**"The ability to withhold our labour is our most powerful weapon; we must not use it indiscriminately."**

**WILSON SKOSANA**  
Shadow chairman

**Port Elizabeth Black Civic Organisation**

codes of fair employment practices such as the Sullivan principles applying to American firms and the EEC guidelines established for local subsidiaries of parent companies in Britain, France, Germany, Holland, Luxembourg, Belgium, Italy, Denmark and Ireland.

The Reverend Leon Sullivan has introduced a system to monitor progress in implementing the principles, and Britain requires all British companies with a more than 50 percent stake in South

management lip service to unions, there have been various instances of failure to adapt to the current more sophisticated relationship.

The workplace in South Africa is, of course, an indivisible part of the racial society, and black distrust and suspicion of management motives abounds. In the Ford dispute, for example, a strong management association with government authorities developed amongst workers.

Moves such as the recent-

ly-announced drive for more skilled immigrants have heightened this belief. Describing the policy as "unacceptable and misguided", the black Federation of South African Trade Unions maintains the Republic is capable of training all but a very small proportion of its skilled manpower requirements.

The kernel of the whole labour issue, according to many commentators, however, is simply that unions now provide the most powerful machinery allowing blacks to handle their own grievances in the country. And since they literally operate at the workplace, they are capable of reacting to black needs with considerable speed and versatility.

In recent months this has led to a spate of strikes. Nobody is saying whether this is the trend or the exception, but union leaders are unanimous in claiming that strikes do not just happen, they are a last resort. As one Cape Town union leader puts it "If there's a strike, it's had a long build-up. Workers just get to the point where they say 'We're not going to take it any more', and they're feeling this increasingly."

The people running the organizations coping with these feelings, the black unions, are likely to be people who will shape the destiny of both black and white workers in South Africa. There is no turning back, maintain black labour leaders and no certainty of what lies ahead.

(L36) STAR 7/3/80 (145) (154)  
Mixed unions favoured

Mr Nico Hitchcock, the Industrial Registrar, said today that many trade unions favoured mixed trade unions.

Mr Hitchcock was speaking at the annual meeting of the Mine Surface Officials' Association in Johannesburg.

Despite the fact that the Industrial Conciliation Act forbade mixed trade unions, provision was made for the Minister of

Manpower Development to register mixed unions — where the numbers of one population group were too small to justify a separate union, or where the proportions made it practicable

It is understood that MSOA has been looking at the implications of mixed registration.

From today's discussions it would appear there are good chances of such an application succeeding



# Unregistered trade unions can spell danger

STAR  
13/3/80

134

~~139~~

140A

**Political Reporter**  
CAPE TOWN — Unregistered trade unions with a large membership could be a danger to any country in the world, Mr Hans Ungerer, secretary of the National Party Manpower Study Group, said today.

He was reacting to criticism of a pamphlet issued by the group to explain National Party manpower policies.

The general secretary of Fosatu, Mr Alec Ewin, has objected to a claim in the pamphlet that leaders of unregistered unions are

sent behind the Iron Curtain.

He said the whole idea that unregistered unions were irresponsible and therefore had to be controlled was unacceptable.

Mr Ungerer said today the point that was being made was that trade union leaders could be sent behind the iron curtain if there was no control.

He said there was little doubt that trade unions could become communist oriented. This was the

case in many parts of the world.

It had to be recognised that trade unions could have a great influence in politics — as they did in Britain.

"That is not the case here at the moment, but we want to prevent the same thing from happening."

He said the Government wanted to give the black man bargaining ability, but did not want this to move in a dangerous direction. He firmly believed that effective bargaining power could be obtained within the framework of a registered trade union.

Dr Alex Boraine, Opposition spokesman on Manpower, said today: "The real danger to South Africa does not come from the existence of unregistered unions, black, white or mixed, registered or unregistered. The danger comes from the unfair discriminatory treatment of certain workers. This danger is aggravated when Nationalist politicians take up a hostile suspicious attitude towards black workers, as this present pamphlet does."

134

(b) die voorsienings by tariefposte 73.40 14, 73 40 15 en 73 40,16 deur die volgende:

Tariefpos	Skaal van Reg Algemeen
74.40.16 Onderdele van skoetsel . . . . .	20%, en

(c) die voorsiening by kortingitem 312.01/64 05 deur die volgende

Tariefpos en Beskrywing	Mate van Kortung
Hak- en sooleenhede van kurk of poliuretaan vir die vervaardiging van platformskoetsel, voorbladstukke van gebossede stowwe, hakpunte (verwyderbaar) van plastiekstof, vir die vervaardiging van plastiekhakke.	Volle reg

[RHN-verw. T5/2/12/2/1 (F73/79)]

Applikant:

Departement van Doeane en Aksyns, Privaatsak X47, Pretoria, 0001.

Kyk Algemene Kennisgewing 160 van 29 Februarie 1980 vir Lys 6/80.

(14 Maart 1980)

(b) the provisions under tariff subheadings 73.40 14, 73.40.15 and 73.40.16 of the following:

Tariff Heading	Rate of Duty General
73.40 16 Parts of footwear	20%; and

(c) the provision under rebate item 312.01/64 05 of the following.

Tariff Heading and Description	Extent of Rebate
Sole and heel units of cork or polyurethane for the manufacture of platform footwear, ramps of embossed fabrics; heel top-pieces (detachable) of plastic material, for the manufacture of plastic heels	Full duty

[BTI Ref. T5/2/12/2/1 (F73/79).]

Applicant:

Department of Customs and Excise, Private Bag X47, Pretoria, 0001

For List 6/80 see General Notice 160, dated 29 February 1980.

(14 March 1980)

KENNISGEWING 195 VAN 1980

DEPARTEMENT VAN POS- EN TELEKOMMUNIKASIEWESE

TARIEFLYS VIR TELEKOMMUNIKASIE-DIENSTE

Kragtens die bevoegdheid hom verleen by artikel 2B (1) (e) van die Poswet, 1958 (Wet 44 van 1958), maak die Posmeester-generaal bekend dat die *Tarieflys vir Telekommunikasiedienste* afgekondig by Goewermentskennisgewing 1192 van 1 Julie 1977, soos gewysig, hierby verder gewysig word soos in die Bylae uiteengesit. Hierdie wysiging word kragtens 'n algemene magtiging van die Administrateur-generaal vir die gebied Suidwes-Afrika ook ten opsigte van daardie gebied gedoen en is in genoemde gebied van toepassing.

BYLAE

DEEL 4.—INTERNASIONALE TELEKOMMUNIKASIE-TARIEWE

Item 34.1 Operateurbeheerde oproepe

Voeg die volgende besonderhede alfabeties in:

Diens na	Grondtarief		Persoonlike-oproep-geld
	3 min	1 min	
"Maleisië . . . . .	R 10,50	R 3,50	R —

(14 March 1980)

NOTICE 195 OF 1980  
DEPARTMENT OF POSTS AND TELECOMMUNICATIONS

TARIFF FOR TELECOMMUNICATION SERVICES

By virtue of the powers vested in him by section 2B (1) (e) of the Post Office Act, 1958 (Act 44 of 1958), the Postmaster-General announces that the *Tariff for Telecommunication Services* promulgated by Government Notice 1192 of 1 July 1977, as amended, is hereby further amended as set out in the Schedule hereto. Under a general authority by the Administrator-General for the Territory of South West Africa this amendment is being effected also in respect of that Territory and applies in the said Territory.

SCHEDULE

PART 4—INTERNATIONAL TELECOMMUNICATION RATES

Item 34 1 Operator-controlled calls

Insert the following particulars alphabetically:

Service to	Basic rate		Personal-call fee
	3 min	1 min	
"Malaysia . . . . .	R 10,50	R 3,50	R —

(14 Maart 1980)

KENNISGEWING 199 VAN 1980

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Cadbury In-company Union. Besonderhede van die aansoek word in onderstaande tabel verstrek.

NOTICE 199 OF 1980

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the Cadbury In-company Union. Particulars of the application are reflected in the subjoined table.

NM 15/3/80

Paulus to  
face charges  
for 'baboons' remark

132  
136 134

JOHANNESBURG — Mr Arrie Paulus, head of the Mine Workers' Union, is to answer two charges of crimen injuria, one of them for an alleged remark that blacks are like baboons

The decision to charge Mr Paulus was confirmed yesterday by the Senior Public Prosecutor at the Johannesburg Magistrate's Court, Mr A P de Vries

Mr Paulus is to appear before a regional magistrate here on April 8.

A charge sheet containing the allegations was delivered to Mr Paulus on Thursday.

The first count deals with the alleged 'baboons' remark published in a New York newspaper.

The other count deals with a remark which it is alleged, impaired the dignity of a reporter of the Vaderland, the editorial staff of Post, Dr Nthatho Motlana, and all the black people of South Africa.

Mr Paulus on Thursday night accused the Minister of Manpower Utilisation of betraying white miners.

He did this when he said

black trade unions could be registered,' he told an Afrikaans discussion group here.

'There are 100 000 black miners compared with 18 000 white miners and they will just overwhelm us'

He would do his best to protect the interests of his own kind.

'If we go as far as to say that tomorrow we will let blacks join our union, then you will get sick of reading my name in the newspapers and seeing my face on television'

If blacks were to have unions, 'it would be them saying "We want this and we want that" and if what they want is better than what we have, then they must get it

'The principle of "when in Rome, do as the Romans do" must apply. If I emigrate to Transkei, then I will do what they tell me to do. And if a citizen of the Transkei comes here, then he must do what we tell him to do.

'We owe the black worker nothing. The black worker owes us a lot,' Mr Paulus said. (Sapa)

STAR 15/3/80  
'Register  
all trade  
unions'

134  
137  
137

The Building Industries Federation of South Africa (Bifsa) has called for compulsory registration of all trade unions — including black ones

An editorial in the latest SA Builder condemns as "totally undesirable" the failure of some black trade unions to apply for registration

It says that for many years black unions were not allowed to register. Now that they are the attitude of those which ignored the door which has been opened is "intolerable"

The editorial claims it is unfair that registered trade unions are subject to legal restrictions while unregistered unions are not

Bifsa has appointed a sub-committee to look into the question of unregistered black trade unions

The vocational service committee of the Arcadia Rotary Club has come up with a first class idea — but with a second class name!

# DD 17/3/80 Good idea; bad name!

In other words, I like the idea, not the name they've given the project.

Basically the idea is to fill in a form giving all the relevant information needed to administer an estate, as the location of wills and the like

The club calls it the 'Tidy-up Form'

I would have preferred something like 'Document Dossier' or 'Information File' — even if 'information, is something of a dirty word these post-war Muldergate days

But that's only by the way — it doesn't detract from the value of the suggestion.

What Arcadia Rotarians are advocating is that all Rotarians make use of the 'Tidy-up Form' and pass on the idea to others.

The information they set out to make the administration of estates easier includes these points.

1 Every adult should have an effective will, nominating a suitable executor and administrator

2 Advice should be sought from a competent authority (your attorney, accountant, bank or trust company) to plan your estate and prepare your will.

3 A simple record should be kept in an easily accessible place, e.g. top drawer of dressing table or inside wardrobe door, giving the information shown on the attached sheet

4 A signed note could be attached to the will stating whether cremation or burial is desired and where the burial or disposal of ashes is to take place. The religious faith (if any) in which you desire any service to be conducted could also be included

5 Wills should be reviewed periodically and advice sought when circumstances alter, e.g. an asset is sold, a beneficiary dies or where, due to an increase in one's estate, estate duty is possibly payable

6. Before donating organs or tissue, a suitable medical authority should be consulted

7 If operating in a partnership, discuss the implications of death with a competent authority mentioned in paragraph 2 above

The sheet referred to details the location of such documents as an original will, copy of will, title deeds, share certificates, leases, identity documents, receipts of safe custody from banks and the like, cheque book, savings passbooks, life and RAF assurance policies, other insurances, safe deposit box, income tax details and antenuptial contract.

The sheet also recommends that Unemployment Insurance Fund numbers, the contents of safe deposit boxes, a list of main assets, list of main liabilities, list of foreign assets, and agreements should also be listed and attached to the form

## Building visit

The visit by a top team from the Building Industries Federation (BIFSA) to East London recently marks an important change in the attitude of builders towards productivity, accidents and other disasters on building sites

It was the first of a series of whistle stops to the main centres of building activity to

measure progress through the systematic elimination of every kind of on-site loss. The visits will continue throughout the year, covering most regions of South Africa

Leading Bifsa's team was the president, Mr Bob Stevenson, who is wholeheartedly committed to "boosting worker morale as well as profits" by improving productivity and cutting out accidents

"What's more it's paying off," he said

He added that after four years of recession, safety-minded building foremen all over South Africa were cutting an average five per cent off building costs by eliminating accidents, fires, explosions, thefts, spoilt materials, damage to plant and claims from the public for injuries and damages

In the highly competitive building market during the slump that figure often made the difference between profit and loss

"Another payoff is that underwriters to the building industry have dropped accident premiums accordingly," Mr Stevenson says

Squeezed into a dwindling market by four years of falling demand, builders had to bring down costs without lowering standards. With jobs at stake, hundreds of building foremen set about reducing on-site losses

Accompanying Mr Stevenson was BIFSA's safety manager, Mr Eddie du Toit, who acts as consultant on loss control and safety to the entire building industry

Besides visiting building sites and other

operations in East London, Mr Stevenson also met leading builders for informal discussions.

## Attracting industry

Chapter 3 of the Great Industrial Debate

Readers will recall that three weeks ago I suggested East London might well follow the example of the Maritzburg City Council in attracting industry by sending out a similar brochure setting out what East London has to offer industrialists

The Mayor of East London, Mr Donald Card, replied to that article the following week

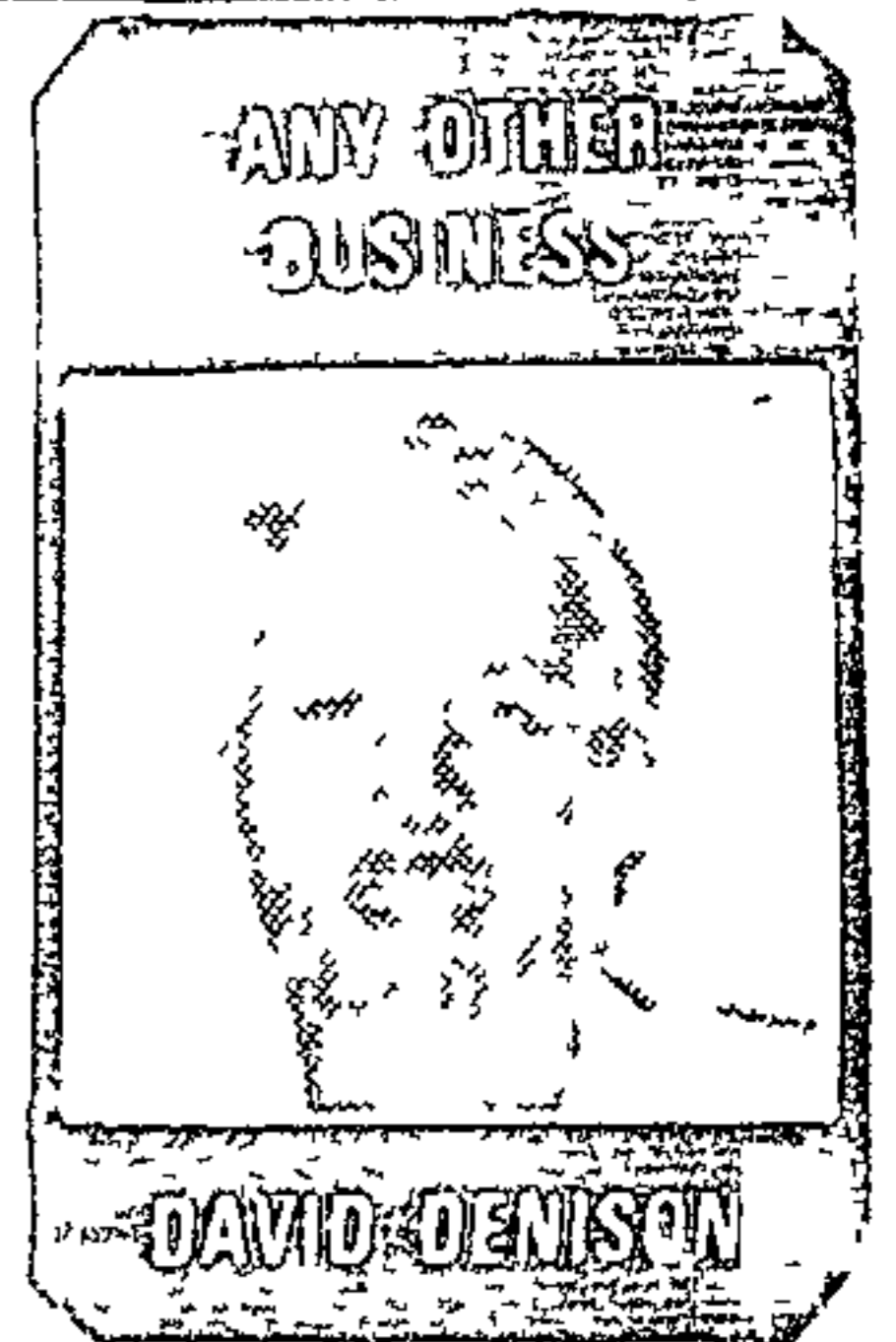
Since then, Patrick Kay, a private detective when he's not racing Formula Vee cars, has obviously done a bit of sleuthing around because he sent me a Financial Mail cutting of June 6, 1975 of a full page advertisement drawing attention to — as the ad put it — "the beauty of Pietermaritzburg for industry"

It shows Maritzburg has been wide awake for some years to the need to attract industry or, as Mr Kay said in a covering note, "The early bird catches the big industrialist"

He has just returned from Johannesburg, incidentally, where he was elected president of the South African Council of Civil Investigators at their 13th annual meeting

He is particularly excited one of the new executive members is Elliot Mdakane, the council's new secretary treasurer

Says Mr Kay of 32-year-old Mr Mdakane "He's a dynamic guy who started out in life as a costing clerk. Then he went into the investigation field and



he's now with one of the top firms in Johannesburg"

Mr Kay said he hoped Mr Mdakane's example would prompt many more blacks to join the civil investigating body

"In East London, for example, we have only two black members though many more are engaged in the investigation field," he said

## Goldfinger talk

If you've got a note in your diary to listen to an address on the marketing of Krugerrands by Don Mackay Coghill tomorrow night please note the venue has been switched to the Holiday Inn.

Time (5.30) stays the same

Mr Mackay Coghill, who has been dubbed "Mr Goldfinger," is the marketing manager of the Chamber of Mines' gold division

An acknowledged authority on Krugerrands, Mr Mackay Coghill is being brought to East London by the Border branch of the Institute of Marketing Management

Because they feel what he has to say will have general interest the IMM is throwing the meeting open to the public. The entrance fee for non IMM members is R2,50.

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# Dissatisfaction, but Council pay offer accepted

Staff Reporter

CAPE Town's black municipal workers have accepted a 12 percent wage rise offered by the City Council, but declared they would continue to press for more money

At a mass meeting yesterday about 1 500 members of the 11 000-strong Cape Town Municipal Workers' Association packed the City Hall to express their dissatisfaction with the City Council's offer. In a statement released yesterday, the CTMWA said workers had accepted the increase but only to alleviate the immediate plight of the worst-paid employees

The CTMWA said the workers would proceed with arbitration next year if negotiations over higher wages broke down. The municipal workers had originally demanded a 25 percent increase

## 'Living below the breadline'

The council had agreed to increase its contribution to the municipal pension fund and would ensure that no worker received an increase of less than 10 percent. Holiday bonuses would also be increased, as would long service allowances

The CTMWA said increased costs of clothing, food, transport and rent meant that some workers were living below the breadline. Wages had not kept pace with the cost of living

As a result of low wages, the wives and children of council workers were being driven on to the labour market to supplement family incomes. The result of this was a decline in the educational, cultural and social level of municipal workers and their families, the CTMWA said

UCT

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	AS AT	PAGE
153982X	SIRACHAN	ANDREW KENNETH	105104	LATIN I	F (39)	1	153982X
156529Q	VISSEK	VIVIEN ELIZABETH	117101	POLITICAL SCIENCE I	UP (50)	1	156529Q
153547Z	WALHE	VINCENT CHARLES	004101	PSYCHOLOGY I	ABS (26)	7	153547Z
156838R	ZACHUEL	SARINE RUTH	107101	AFRIKAANS ENGLISH I (PRE-1980)	F (44)	7	156838R
157915X	ZACKUN	TEEBER	004101	PSYCHOLOGY I	F (39)	7	157915X
			01	AFRIKAANS ENGLISH I (PRE-1980)	UP (50)	1	157915X

REGISTRAR (ACADEMIC)

EXAMINATION RESULTS IN FACULTY ARTS  
YEAR : 1

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GENERAL NEWS

# Call for world body to monitor change in SA

STAR 20/3/80

60  
133  
134

By Elizabeth Wilson  
Labour Reporter

An internationally recognised committee of experts to monitor labour change in South Africa has been proposed at a top-level labour seminar in Frankfurt, Germany.

Mr L C G Douwes Dekker, of the School of Business Administration at the University of the Witwatersrand, told the seminar that such a committee could be assembled with the assistance of interna-

tional bodies such as the International Trade Secretariats, the International Confederation of Free Trade Unions, the International Organisation of Employers, and their counterparts in South Africa.

Mr Dekker also suggested that "solidarity contracts" should be entered into.

Such contracts, he said, implied two parties with different interests, each with bargaining power, who agreed to terms regu-

lating the relationship between them. There should be terms which the parties would not infringe because of risk of sanction or retaliation.

Mr Dekker proposed that such contracts be considered between.

● Registered trade unions and black trade unions

● Employers, registered trade unions and black trade unions.

● Black trade unions and black political movements, such as Azapo — to agree on the boundaries of their respective operations.

● The South African Government and the independent states — regarding the terms and conditions by which migrant workers could be offered jobs in South Africa.

● Multinational companies and international trade secretariats — on employment practices and principles of subsidiaries operating in South Africa.

Mr Dekker said the impartiality of the committee of experts was essential.

The considerable experience gained by international agencies could be helpful in drawing up a proposal document.

He suggested the committee of experts should be asked to prepare a report, each year, evaluating progress.

EXAMINATION RESULTS IN FACULTY ARTS

YEAR : 1

STUD NO	SURNAME	FIRST NAMES	COU
160942M	FOLLETT	MARGARET JANE	1052
157568V	FRIEDLANDER	RAE DEVONA	1071
150296G	GARISCH	SONYA IRENE	1151
158290E	GARNETT	DIANNE SYBELLE	9051 9111
154026V	GEFFEN	BEVITA	1091
154362K	GIANNAKAKIS	ASPASTA	1151
153981W	GILL	CHRISTEL KAROLA	1171
155173R	GILL	JUDITH MARY	1071
159186D	GUSS	JOANNE ATHERSTONE	1151
158211U	GREEN	JANET FAY	0041
153855J	CROSSF	ARLOUIE GERDA	105
162285X	MALLI		
161662V	HANCO		
162109F	HARRI		
155641A	HART		
115954M	HARVE		
159604H	HEESE		
161491J	HEWECI		
152126E	HEWES		
155720L	HOPPEI		
152889J	HUBB		
155148P	JERVIS		

PSYCHOLOG

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JOSEPHINE ALEXANDRA

UCT

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POST

# Sullivan <sup>STAR</sup> code 27/3/80 ~~133~~ (134) (139) attacked by labour leaders

By Cheetah Haysom, The Star Bureau

NEW YORK — International experts in labour and trade unions told representatives at the United Nations that the Sullivan Principles for American companies in South Africa had helped worsen conditions for black workers

And a speaker for the World Confederation of Labour (WCL) described the recent labour reforms in South Africa as "superficial"

Speaking at a special meeting of the Anti-Apartheid Committee, Peter Bakvis of the WCL said the reforms resulting from the Wichain Commission report allowed only unions that "maintained peace and harmony" to get legal accreditation

### "EXPLOITIVE"

He said people involved in black trade union activity in South Africa were victimised by pass laws and banning

The Sullivan Principles, a voluntary code of conduct for American companies, was blamed by a speaker from the Institute of Policy Studies in Washington DC, for worsening black workers' conditions

Elizabeth Schmidt of the Institute's Africa Project condemned the principles as "an American code for business as usual in South Africa," and said American companies endorsed the code to change their "exploitive image" and mollify critics at home

By October 1979, 134 of about 350 American companies in South Africa had signed the principles

### RESTRAINTS

Among the criticisms of the application of the principles were

Some companies claiming to have desegregated facilities had actually enforced continued race separation by swapping "Whites Only" signs for "Salaried Workers" signs, and "non-Whites" signs had been replaced by "Hourly Workers" signs

strikes and lockouts by black workers' unions were subject to so many restraints they were almost impossible. The Government could revoke registration of unions that did not toe the line.

More whites were being trained for skilled jobs than blacks, although white workers already dominated the skilled labour force. The great majority of blacks being trained were for jobs such as operators, rather than as artisans or supervisors — guaranteeing that the majority of black remain in the lowest category of skilled work

Among the speakers at the hearing were Ronald Press of the banned South African Congress of Trade Unions and a representative of the World Federation of Trade Unions

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EXAMINATION RESULTS I FACULTY ARTS  
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PAR (ACADEMIC)



# 'Bosses' trade union could spark protest

By STEVEN FRIEDMAN  
Labour Reporter

A TRADE union whose critics say it has been formed by employers and is controlled by them has applied for Government registration

Another noteworthy aspect of the application is the fact that the union has apparently been granted Government permission to represent all races

The union is the Cadbury In-company Union, which represents workers at the Port Elizabeth plant of British multinational Cadbury Schweppes. The company denies that it controls the union

If the application is granted, it is likely to spark off sharp protest from a rival Fosatu-affiliated union which has been active at the plant

In-company unions are regarded with deep suspicion by trade unionists, who have la-

belled them "bosses unions". Unionists say that these unions are invariably started by employers in order to avoid dealing with representative unions

The Cadbury union has played a role in a long running labour dispute at the Cadbury plant between management and the Eastern Province Sweet Food and Allied Workers Union, a registered trade union which is affiliated to Fosatu

Management has refused to deal with the EPSFAWU over worker grievances saying that it prefers to deal with the in-company union, which it claims is more representative

The EPSFAWU has denied this and alleges that the in-company union has been set up by management and does not represent workers adequately

According to Port Elizabeth sources, worker discontent at

Cadbury sparked off by management refusal to recognize EPSFAWU nearly spilled over into unrest at the time of last year's Port Elizabeth labour trouble

A Cadbury spokesman declined to comment on the application yesterday. He referred enquiries to the in-company union, but said it would not be necessary for the "Mail" to speak to union representatives as all the details of the application are in the Government Gazette

Another controversial aspect of the application is the fact that the in-company union presents white coloured and black workers. Racially mixed unions need Government permission to register

It is understood that the permission has been granted. The decision could spark off opposition if other unions are denied non racial status

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL
153952X	SIACIAN	ANDREW KENNEDY	109104	LATIN I	F (39)
1565290	VISSER	VIVIEN ELIZABETH	117101	POLITICAL SCIENCE I	UP (50)
153547Z	MAINE	VINCENT CHARLES	004101 102101 107101	PSYCHOLOGY I AFRIKAANS ENGLISH I (PRE-1980)	ABS (28) F (24)
1564388	ZACHEL	SAHME RUTH	004101	PSYCHOLOGY I	F (39)
157915X	ZACKON	JEFFREY	102101 107101	AFRIKAANS ENGLISH I (PRE-1980)	UP (50) SNX

EXAMINATION RESULTS IN FACULTY ARTS  
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15016

REGISTRAR (ACADEMIC)

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# GENERAL NEWS

# All have union rights — Fanie

13K  
SDM  
28/3/80

DURBAN — For the first time South African blacks had the same trade union rights as other races and all South Africans irrespective of colour could now be trained as artisans, The Minister of Manpower Utilisation, Mr Fanie Botha, said yesterday

Addressing a seminar of the Natal Chamber of Industries in Durban, he said the orderly involvement of South Africa's labour relations had been started with the changes in the Industrial Conciliation Act last year

However, a lot of work still had to be done

One of the issues which needed attention was recognition of trade unions' freedom to associate

The concept implied also the freedom not to associate and the closed shop practice was still at issue

At present, at least "some obvious bottlenecks have received attention and that the structure for dealing with the remaining problems have been created"

Mr Botha said 12 black unions had applied during the past year for registration and that one had already been registered There were a few more in the process of applying

He had the right to grant permission for mixed trade unions and 19 existing trade unions, registered as either white or coloured or both, had applied for permission to enrol workers of other race groups

Eight of these applications had been approved

In terms of the powers invested in him by the Industrial Conciliation Amendment Act of 1979 he had proclaimed that all

migrants and commuters from all homelands, independent or not, were employees for the purposes of the legislation

"In practice this means that only contract workers from outside the historic borders of South Africa are excluded from trade union rights

"Thus for the first time in South African history blacks now enjoy the same trade union rights as the non-black population groups," Mr Botha said

Another important development had been the repeal of Section 77 of the Act which provided for job reservation

This was a step linked to the Government's aim of intervening as little as possible in matters which could be regulated by agreement between employees and employers themselves

The approach applied equally to desegregating certain prescribed facilities for office and factory workers

Government intervention in collective bargaining was "merely an attempt to lay down the rules of a game in a situation where two opposing groups of people come together to negotiate conditions of employment"

Although the 1944 Act controlling apprentices had not been racially based blacks had for policy reasons not been registered as apprentices in South Africa

"This situation has now changed and contracts regarding the first black apprentices were registered last year

"We can now offer all our citizens, irrespective of race or colour the opportunity to be trained as artisans," Mr Botha said — Sapa

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL
102521L	CARRUTT	PETER HARRY	603202	ROMAN LAW & JURISPRUDENCE IUP	(57)
077201P	ANDREWS	DAVID BRIAN	107301	ENGLISH III	(56)
101148U	BASKIN	MELANIE ANN	114101	RELIGIOUS STUDIES I	(54)
101875J	BRUSSE	PETER GRAHAM	004301	PSYCHOLOGY III	(52)
114694I	COOKE	JOHN GEORGE	968204	GENERAL IIA (HALF-COURSE)UP	(51)
115418E	LUPIDU	ODILE ARLENE	101202	AFRICAN LANGUAGES XHOSA II UP	(50)
114405K	GUARIS	RICHARD MARK	911201	MATHEMATICS IIA M204	(55)
100997E	FABER	LESLEY SHARON	911103	MATHEMATICS IB	(41)
098097Z	FLANK	SUSAN	004301	PSYCHOLOGY III	(57)
113612K	GAITZOURIS	EUSTRATIOS JOHN	605301	ROMAN LAW II	(63)
101853K	KLIJN	HELENA JANET	110201	AFRICAN HISTORY I	(50)
102381J	OKPAUSF	INGRID GERTLINDE	115103	ITALIAN INTENSIVE	(60)
097859U	PLEVELAN	LAURA JEAN	902201	ASTRONOMY A (HALF-CRSE)	(63)
101158F	OSTERBAAN	WILLEM DINANT	106301	ECONOMICS III	ABS
094835G	PORRILL	ANALISEE LYNETTE	116317	DATA III	UP (53)
111331M	PLUTKIN	NAIDINE REITY	107301	ENGLISH III	400
103519A	PSHUMAN	ANTHONY			

102521L  
077201P  
101148U  
101875J  
114694I  
115418E  
114405K  
100997E  
098097Z  
113612K  
101853K  
102381J  
097859U  
101158E  
094835G  
111331M  
105519W  
102719B  
102257Z  
133909H  
01164L  
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16606W

# Union for SA seamen on the drawing board

CAPE TIMES 3/4/80

(134)

BS

333

By GEORGE YOUNG  
Shipping Editor

THERE are plans to start a union for South African seamen. A union established in 1945 in an effort to force Union-Castle to employ more South Africans came unstuck soon after, and was disbanded.

But Tursa and the International Transport Workers Federation believe that South Africans must be saved from being exploited by unscrupulous foreign flag owners who are having increasing difficulty getting round international rules.

Without a Union to look after their interests, South Africans could be at a disadvantage.

## No difficulty with SA ships

There is no difficulty with the standard of service in South African registered ships, and neither Saimarine or Unicorn are suspect.

South African ships, whether they fly the national colour or flag of convenience are subject to inspection in distant ports by inspectors of the ITWF who have effectively arrested nondescript foreign ships and secured back pay for their seamen.

This has never been a problem in ships from this country, although a British ship employing Zulus was a few years ago apprehended in Sweden for paying less than agreed wages.

The end result was that the Zulus were flown home and whites replaced them at the higher rates.

The talks about establishing a Union will begin in Durban on April 19.

## Little progress made

After World War II Union-Castle put two cargo steamers, Good Hope Castle and Drakensberg Castle on the South African register but they still carried mainly British staffs. Efforts were made by a hurriedly established union to force them to take men from this country who had been unemployed since discharge by the navy. But there was little progress.

Although in terms of the mail contract Union-Castle undertook to accept up to 20 percent South Africans in their crews, provided suitable men were forthcoming, it is doubtful if there was ever more than five percent in the ships.

# Builders' association hits at unions

NM 12/4/80

(23)

(134)

(135)

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Mercury Reporter

THE director of the Master Builders' Association in Durban, Mr Pieter Rautenbach, yesterday denied allegations by the two registered unions in the building industry that many white building workers were unemployed and that the situation would be aggravated by the Government decision to allow blacks to do skilled building work.

Mr Rautenbach said while there had been a decline in the percentage of whites employed as craftsmen in the Durban area in recent years, this had been due to a combination of other factors

The percentage of white craftsmen had declined from 40 at the end of 1975 to 25 at the end of 1977 and to 20 at the end of last year

He explained that there was a general move in the white community away from blue-collar towards white-collar jobs

In addition, employers, if given the choice between an older white man and a younger coloured or Indian artisan, would plump for the latter. This had nothing to do with race

Whites also were faced with a two-year period of military service. Many did not want to commit themselves to an apprenticeship

Mr Rautenbach said the trade unions no longer had the protection of statutory job reservation legislation. The building industry was being most responsible about the situation and he appealed to the trade unions to be equally responsible

Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa (Tucsa), explained yesterday that no other legislative measure applicable to manufacturing industry had had the restrictive provisions of Sections 14 and 15 of the Black Building Workers Act

# What blacks want from the business world

30  
134  
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SUN TIMES (BUS TIMES) 10/4/80

**BLACKS prefer trade unions to the present system of Inacon committees, which they consider weak and ineffective.**

They believe trade union officials have more experience in dealing with management and are less likely to be intimidated

This is among the findings of a major new survey of the needs, attitudes and aspirations of black South Africans carried out jointly by BP Southern Africa, the University of Cape Town's Graduate School of Business, and the advertising agency Bates Wells Rostron

Results are based on a total of 17 group discussions held among urban blacks, largely middle income, and all aged 18 to 40

Researchers, who include the GSB's director, Professor John Simpson, find that while scholars and females know little about trade unions, working

By ANDREW McNULTY

males are fairly knowledgeable about them

They consider trade unions a good idea, believing that they will protect the workers interests, especially when it comes to job security and will provide a means for expressing grievances

But opinion is divided on whether unions should be integrated or separated

Working blacks in Johannesburg and Springs, for example, prefer black trade unions which they feel would concentrate more on furthering black interests. They distrust white involvement, fearing leakage of any strike plans they might have

Johannesburg scholars and most blacks in Durban and Pretoria, on the other hand, favour integrated trade unions feeling there would be common problems and that continued separation of black and white would amount to going along with

apartheid, while some also feel that blacks would gain from white experience in running trade unions

Those aware of the Wiehahn and Riekert Commissions welcome their findings, but have little faith in their eventual outcome

The minority who are aware of the EEC and Sullivan Codes, consider them ineffective and believe many companies bound by the Codes do not comply or find ways around them

Among a wide range of answers on topics relating to the urban black and the business community as well as advertising and consumerism were

• **Employment:** Most are dissatisfied with their jobs, citing low salaries, poor prospects for advancement, and a lack of scope for using initiative

• **On black businessmen** On the one hand, high prices, poor service, badly run shops, obnoxious attitude to customers,

exploitation of "illegal employees" and a lack of community spirit. On the other hand sympathy for black businessmen, whom respondents would hate to see pushed out of business by whites

The idea of allowing whites to trade in the townships was strongly opposed

• **Advertising:** This is liked and considered useful and important, but has to stand up to close scrutiny

Advertisements showing white models only were generally felt to be directed at whites, those with black models only at blacks and those with both whites and blacks at everyone.

The safest approach seems to be to show individuals of different colours each reacting to the product rather than interacting with each other.

However, those preferring to see black models only, identify more easily with "black only" advertisements as they feel this goes further than multiracial advertising in recognising their importance

A relatively stable business will have less risk in providing such assurance. A firm that makes a larger variety of products with higher probability of offsetting fluctuations in the demand for its various products can give more employment security by transferring employees from one product line to another.

Governments and some nonprofit enterprises which respectively derive incomes from taxes or investments rather than from customer sales.

less of the firm's fortunes. They agree to more assured employment at an assured (but slightly lower than otherwise) return. The employer then bears more of the risks of the future transient fluctuations in the net value of the products, not of the relatively constant, assured costs of those inputs. The employer maintains the wages and employment by using fluctuation-smoothing buffer inventories of goods and borrowed funds. When demand for products of the firm fall temporarily (the owner hopes), he retains those employees

... 7. 14/4/80

# Building trade, open

BLACKS and whites may now perform building work of any nature in any area in South Africa according to a notice published in the Government Gazette yesterday

In the notice the Minister of Manpower Utilization, M. Fanie Botha, said he had given his consent to all employers in the building industry in the Republic to

• Employ blacks on skilled work, also in urban areas outside black areas, and employ whites other than as supervisors or instructors on buildings in black areas

The notice grants exemption from Section 15 (1) of the Act to the effect that blacks may perform skilled work in urban areas outside black areas, with immediate effect

In spite of the nature of the exemption, it has emerged that blacks will not become building artisans for some time

The Director of the Building Industries Federation of South Africa (BIFSA) Mr Lew Davies said earlier this week that employers would consult unions - which have strongly opposed the exemptions - before introducing changes

Blacks would gradually learn more until they had full artisan skills, which could take from three to 10 years

BY (Chicago, 1975)

Distribution (Gray)

Fairness and env

Organization in Indiana UP, 1973)

Compared, (Blackwell,

Self-Management, in 1975) Introduction.

Year, 1978) Chap. 3. Notice-Hall 1967),

Class II: Buchanan J.M.: II

Class I: HIR Chap. 18

The limits of liberty. Lecture 20

Johnson H.G.: The

Class II: N&M 27, 32

Class I: HIR Chap. 15 & 17

The market and income distr Lecture 19

Introduction.

Communist and Capital

Pryor, F.L.: Proper for some time

Wiles, P.J.D.: Econ 1977), Chap. 3.

Vanek. Ellerman, D. Capital

Vanek J.: Self-Man. (b) more detailed read

or Grossman G.: Econ Chap 2, 4, 6, 7

Gill R.T.: Econom

(a) basic reading:

(11) Comparative property rights

or Roberts P.C. and Stephenson M.A.: Marx's Theory of Exchange

or Fine B.: Marx's 'Capital' (Macmillan, 1975), sections 3, 4

A & B

or Freedman R. (ed.): Marx on Economics (Pelican, 1961) parts II

Hunt & Sherman; Ch. 16

(11) Marxian economic theory

Traditional and Radical Views (3rd ed. Harper & Row 1978), Ch. 4-6

Hunt E.K. & Sherman H.J.: Economics. an Introduction to

(1) Background reading

Alternative property arrangements - a critique of the exchange economy

Lectures 17 & 18

Class I: BAI 12, Hayek F.A. "The use of knowledge in society" AER 35 (1945), p. 519-30

Information, uncertainty and futures markets.

Lecture 16

# Seifsa guidelines on unions set for change

By RIAAN DE VILLIERS  
Labour Correspondent

THE controversial guidelines on black unions issued by the Steel and Engineering Industries Federation of South Africa (Seifsa) may be changed as a result of industrial council negotiations with registered metal unions this year

This is likely to include a relaxation of the existing bar on stop-order facilities for unregistered unions contained in the current industrial council agreement

This emerged yesterday following a meeting of the industrial council's executive committee

The guidelines were discussed following representations to Seifsa by the Confeder-

ation of Metal and Building Unions (CMBU) — which represents the bulk of registered unions in the industry — earlier this year

Seifsa's director, Dr Errol Drummond, confirmed the guidelines had been discussed and said employer representatives had proposed "certain modifications" which would be the subject of formal industrial council bargaining next month

CMBU's director, Mr Ben Nicholson, also confirmed that the guidelines had become a subject for industrial council negotiations

"If agreement is reached over the employer proposals before the council, it will entail amendments to the guidelines," he said

Both spokesmen declined to

comment on the proposals as they were now sub judice in terms of industrial council rules

However, it is believed the present bar on stop-order facilities for unregistered unions is likely to be a major issue

In its guidelines on the unionisation of blacks issued to member companies last year, Seifsa pointed out that the current agreement prohibited firms from granting stop-order facilities for the deduction of dues to members of unregistered trade unions

This has been one of the major objections of registered unions involved in organising blacks, who have claimed that the restriction would make it difficult to get black unions off the ground

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# Unions face crucial test

STAR 16/4/80

## over racial differences

By Sieg Hannig

South Africa's most widely representative body of trade unions today faces a crucial test which could provoke a racial split or overcome deep divisions.

Emotive issues will be discussed at a meeting this afternoon of the South African Co-ordinating Council of the International Metalworkers' Federation (IMF) in the presence of the assistant general secretary of the 14-million-strong organisation, Dr Werner Thoennessen.

The South African council's 11 trade unions, representing close to 100 000 workers of all races, has to overcome two controversies which could split it along mainly racial lines

- Member unions are in conflict over the organising of "parallel" unions for blacks in companies where so-called independent unions are also recruiting blacks

- Some member unions disagree strongly with the decision of most white and coloured member unions to debar blacks from apprenticeships unless they declare themselves prepared to do military service.

The council came close to total collapse more than a year ago over dissension which arose from the Eveready strike in Port Elizabeth. This strike led to an IMF-backed call for world-wide boycotts against Eveready.

But hopes are held out that the presence of the Geneva-based assistant general secretary will help to restore harmony in the council's ranks.

Dr Thoennessen is the man who helped to found the council in the face of serious obstacles in 1974.

In some countries (Mexico, for example) some farmers (called *ejidos* in Mexico) cannot sell the land they farm and occupy. They can use it and sell the crop, but they cannot sell or borrow against the land. (If they could borrow against the land, they could borrow and then default, letting the lender take the land—circumventing the ban on sale of the land.) They have only usufruct rights. These restricted rights to resources do not permit as much discretionary risk-sharing and re-allocation. Furthermore, the incentive to improve or invest in the farmland is weakened, since the prospects of value increases cannot be transferred to those most optimistic or willing to bear them. These *ejidos* invest in more children as a source of future income—not a surprising substitute!

Attitudes toward property rights and their exchangeability by contracts are, in part, based on how the rights and contracts permit *distribution* of risky consequences—profits and losses. Since profits and losses occur regardless of the form of property rights, the issue is whether one is for or against a given system of: (a) distributing the risks of profits and losses (and the profits and losses themselves) over various people, and of (b) stimulating the uses of resources that create their value. The bearing losses could be assigned by the one's political power. Because so

more of the risks of first two arrangements at a lower, but is necessarily as a wage rate is not inged, or (2) instant changes in wage demands in demand services. Transient, are resources) face (it) at agreed wages. yeas make longer-

ces are more likely to (ard) capitalized value



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# Race split in metal workers

**By Sleg Hannig**  
 South Africa's most widely representative body of trade union opinion, the local Co-ordinating Council of the International Metalworkers' Federation (IMF), has ceased to function

This was confirmed last night by the man who founded it in 1974, Dr Werner Thoennessen, assistant general secretary of the 14-million-strong IMF

Dr Thoennessen described the crisis in the 85 000 strong council as serious, damaging and very painful to the IMF

The council's split, along mainly racial lines, became apparent yesterday when the predominantly black

metal unions of the Fosatu group stayed away without explanation from a council meeting held in Dr Thoennessen's presence

Only the predominantly white and coloured unions belonging to the Confederation of Metal and Building Unions were present

One of the Fosatu unionists, Mr Bernie Fanaroff, attended the meeting as secretary of the council but not as a representative of his union.

At a Press conference after the meeting, Dr Thoennessen said he was meeting the Fosatu faction separately in Port Elizabeth today.

"The council will not function as long as both groups are not sitting

around the same table," he said

But he stressed that yesterday's meeting was unanimous in its attitude that the council should survive.

Co-operation across the colour line was particularly necessary in the present "challenging" situation for South African workers. He would retain his mediating role, but could not "push" the factions together.

Dr Thoennessen described recent labour reforms as an important step forward but said it would be some time before the consequences could be seen in full.

ing enough (or the boon of catching more than enough) fish to pay for the day's rent and have at least four fish. If the boat owner hires the fishermen, he (the employer) bears the risk for the day on which he has guaranteed the fishermen at least four fish. Why do we emphasize men at least four fish again at the rental case? The rent set the following day for use of the boat will be adjusted to match the expected net catch. If the rent is set per day, the fishermen lose only one day's error in estimated catch. But the boat owner will suffer or enjoy the entire future projected changes in catch, as profits or losses in the value of his boat. The boat owner cannot escape projected future change—not even by selling off his ownership, because the new buyer will adjust his offer price to take all that into account. By making short-term rental arrangements, the renters who use the boat avoid being stuck with an unexpectedly bad future. As employees, on the other hand, they are always guaranteed four fish, which they could always catch from shore, regardless of the fortunes on the ocean deep. You can probably conjecture that if the boat were for sale it would be bought only by a person who was more optimistic about the potential catch, or who thought he knew better than anyone else how to use the boat so as to get the largest catch—or maybe the best kind of fish

Public, Communal Property

Scene Three of our saga opens with the public enviously confiscating the boat owner's rights. The boat is declared public property for public personal profit.

is used, that is, how many are allowed on board, and (2) he is allowed to charge a price for access to the boat. A private property owner in those conditions. Private ownership of the boat is dominant in most non-socialist countries and will be examined in more detail later.

English version of the text

It is said that the boat could be described differently. That is, by saying fishermen rent the boat, we could say, the boat owner hires the fishermen. In the latter case, he must pay them four plus a sandwich or fish, each to fish on his boat which he keeps the total catch, minus those wages. Of a total catch of 20 fish with two people, each is paid four fish, a total wages bill of 20 fish, leaving him 16 fish. There is no difference in this example between fishermen renting the boat or the boat owner hiring fishermen as employees!

is there, then, no difference between Macy's hiring clerks as employees or the clerks renting Macy's building and facilities and paying rent (and inventory-use costs) to the owners out of the total daily sales—leaving the clerks with the same income in either case? No difference, if there is certainly about the output performance. But someone must bear the consequences of mistaken estimates of the catch, and that does make a difference. For the moment, the important point is the identity between the two payment methods, renting and hiring—assuming certainly about performance.

Uncertainty about the prospective catch introduces a major difference between the two methods.

College puzzles  
Escom Workers  
18/4/80

Labour Reporter

TRADE unions with members at Escóm were puzzled yesterday by the announcement that it is to build a R40-million training college

According to a Press statement released by Escom on Wednesday, the college will include artisan training among its courses

But unionists said yesterday that Escom already runs an artisan training centre. Although the unions had suggested that an additional hostel be built at this centre, they doubted the need for new facilities at a second centre

The director of the Confederation of Metal and Building Unions, Mr Ben Nicholson, expressed surprise yesterday at the fact that Escom was announcing plans for a new centre before the Wiehahn Commission's report on training had been released.

The report would spell out a new training dispensation for South Africa and it was premature to plan a new college before these had emerged

Meanwhile, it is not yet clear whether artisan training at the new centre will be racially integrated

According to Escom's Wednesday statement, training would be open to black staff "within the framework of the law"

• Unionists confirmed yesterday that negotiations aimed at permitting greater black job advancement were under way between Escom management and unions which have members there.

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independent (i.e., that none of them could be expressed as a linear combination of the others). We shall call this a regime of Complete Contingent Markets. From (1.12) each agent has the same marginal rate of substitution between every pair of state claims, hence in equilibrium the trades result in a Pareto-efficient allocation.

Consider instead a "stock market economy". This will be defined as a situation where there are F distinct types of tradable assets, each consisting of some total vector of state claims  $w^f = (w^f_1, \dots, w^f_S)$ . Individual f has an untradable endowment  $w^f = (w^f_1, \dots, w^f_S)$  = (w<sub>1</sub><sup>f</sup>, ..., w<sub>S</sub><sup>f</sup>)

134 (177)  
 'Shopfloor bars  
 must drop to  
 RDM 24/4/80.  
 preserve peace'

THE ASSEMBLY — The chief Opposition spokesman on manpower, Dr Alex Boraine, yesterday urged the Government to accept multi-racial trade unions to promote and preserve industrial peace

Government policy was already moving towards the acceptance of mixed unions in accordance with the Wichahn Commission's recommendation on freedom of association, Dr Boraine said. There was a need to accept these recommendations

'It seems clear to me that the fairly general use of ministerial exemption indicates that the Government policy is moving towards the acceptance of mixed unions'

The acid test would be the application of black unions for full multiracial status, including the right to have racially mixed branches and a mixed executive

The Government should move ahead 'not merely by exemption, but to enshrine in the laws of our land the concept of freedom of association'

Competing but racially separated unions operating in the same enterprises would damage the prospect of industrial peace

Industrial conflict, if it came would emerge on the shopfloors

'We must give far greater attention to shopfloor mechanisms, Dr Boraine said'

White trade unions had not

been strong on the shopfloors as they had enjoyed many other advantages. 'But all this is going to change for all workers and we must be ready for it'

South Africa also had to recognise that the days of the passive black worker were over

Dr Boraine suggested

- The beefing-up of works committees at local level,
- The incorporation of the Industrial Court into the judicial system under a Supreme Court judge,
- The strengthening of black trade unions and
- The acceptance of freedom of association

He associated himself with a finding of the Wichahn Commission in its first report, that 'further economic development is dependent on the adequate education and training of the workforce'

The private sector had to share part of the blame as it often hid behind the Government or the white trade unions

Some employers took the attitude that in boom periods there was simply no time to train workers while in slack periods they excused themselves by saying they could not afford training programmes

The Government had made it clear that it had no objection to the training and placement of blacks in white areas, but many firms complained that red tape was strangling their attempts to set up training schemes — Sapa

# Teachers to discuss a trade union

STAR  
26/4/80

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By Sheryl Raine

The largest and most powerful teachers' association in the country, the Transvaalse Onderwysersvereniging is to consider becoming a trade union to deal with teachers' service conditions.

This follows the impasse resulting since the Federal Council of Teachers' Associations broke off negotiations with the Government and cancelled a meeting with Mr Janson, the Minister of National Education.

In a Press statement, Mr Neil Paterson, chairman of the Federal Council, said that until the Minister officially repudiated data given to the SABC and the Press by an official "Government source," the Federal Council would not resume negotiations.

Interviewed at Jan Smuts Airport today, Mr Janson said:

"I have no knowledge of the contents in the document leaked this week, but it is clear that it did not come from my department."

Mr Janson said he hoped that talks would resume soon and that he hoped to make friends with the council.

The information included claims that the Federal Council requested an increase of R107-million for teachers last year and had received R122-million this

year, the majority of teachers had received actual salary improvements of 26,4 percent and in terms of real money the increases for the profession generally amounted to 19,5 percent, the vacancy situation for white teachers was 0,9 percent for the whole country.

"In view of developments, Federal Council cancelled a meeting with Mr Janson which was to have been held at Jan Smuts Airport this morning," said Mr Paterson. The council's standing committee would meet to discuss further action.

Professor H O Maree, chairman of the TO, called for an early emergency meeting of the general membership of the TO to discuss turning it into a trade union.

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- (d) All the plant needed for Southampton has been owned for some years. £1,600 is the year's depreciation (straight-line) in the financial accounts. If the Hull job is taken, less plant will be required, and the surplus items will be hired out for the year on similar work at a rental of £750. Interest is based on a memorandum entry, at 5% of original cost, in the cost records.
- (f) Office and general expenses amount to about £1,800 every year.

# Teachers' Unions a Logical Step

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Both English and Afrikaans-speaking teachers and their associations are seriously considering turning the negotiations for better salaries back into the limbo of the past.

In the Transvaal, the Transvaal Onderwysersvereniging met today to convene an extraordinary meeting of all its members. One of the matters it will discuss will be whether the TO

should become a trade union and whether its members would benefit from such a move.

To date South African teachers have preferred to stick to the 'professional' image of their work in the classroom but spell out their educationalist and in some cases feel is growing that the Government's recent and previous handling of education matters and especially teachers' salaries, may precipitate the birth of teachers' trade unions.

It would be the start of a sad chapter in South African education if trade unions came about," said Mr Peter Mundell, president of the TTA.

Another educationalist did not find the TO's wish to discuss trade unions unexpected.

"Until recently there was a strong political liaison between Afrikaans teachers associations and the Government. There was a sense of 'Volksebondedery's' Minister of education could be

trusted to do their best for teachers and education. Then matters changed, promises were broken, and everything became a matter of economic survival.

Teachers negotiating powers seemed to lose some of the strength they had previously had. The consideration of converting to full trade union status is a logical step," he said.

Among the advantages of a united trade union would be

- Better bargaining power and, almost certainly, improved salaries and other conditions of service.
- Greater control over members in the event of an impasse with the Government.
- More militant action if teachers' pay demands were not met.
- The thought of greater strength appeals to many teachers but senior educationists side with Mr Mundell and set out the following disadvantages of the trade union system.
- It would alter the professional character of teaching.
- A trade union could be controlled by a small but firmly entrenched clique who would not represent the majority of members.
- A strong teachers union could have a harmful effect on children's education in the event of a strike or go slow and could alienate public sympathy.

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INDUS. REL. - Workers' Orgs. - General

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Bosses want them out of homes

# THREAT TO EJECT US — WORKERS

Handed 3/5/80  
Cup

134

**WORKERS** striking for better pay at Grabouw's Kromrivier Apple Co-op claim that their bosses are threatening to kick them out of their homes if they don't go back to work.

Contract workers living at a company-owned hostel nearby Bot River say they were told on Monday night that they would have to get out. Others living in houses on farms which are members of the Co-op say that farmers have warned them to return to work or find somewhere else to stay.

week, it is believed — about 600 to 700 of the total workforce of 1000 have stayed out.

He added, "They also wanted details of our membership — names and so on — which we don't normally give to employers."

### POLICE

After police had been called in on Friday afternoon a number of people were arrested and, on Monday, 18 were convicted of public violence. Charges against eight others were withdrawn, and one person was acquitted.

A further 15 will have to appear at the Grabouw Magistrate's Court on May 22 on similar charges.

According to the general manager of the Co-op, Mr Jannie Engelbrecht, stone-throwing last Friday caused R1500 damage to property.

### LETTER

The Secretary of the Food and Canning Workers' Union (representing about 500 of the workers), Mr Jan Theron, said that the Union had sent a letter to the firm last week asking to meet them.

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ONE of the striking workers at Table Bay Cold Storage in Paarden Eiland was beaten and stabbed by fellow workers when he tried to return to work today Here he is roughly handled in the brief outbreak of violence.

8/05/80  
**Violence in**  
 ARGUMENTS  
**wake of**  
 city strike

Labour Reporter

**VIOLENCE** broke out today among striking workers of the Table Bay Cold Storage Company when one allegedly tried to return to his job.

He was severely beaten by fellow-workers near the factory gate, and stabbed in the left shoulder.

About 80 workers reported to the factory at 7.45 am after downing tools yesterday in protest at management's alleged

refusal to recognise the elected workers' committee

They again refused to work until their demand for recognition was met.

According to a worker, the manager said he did not want anything to do with a 'union committee'. He wanted a 'Labour Department liaison committee'.

Workers said that when they insisted they did not want a liaison committee, they were told to collect their wages and return to Transkei

**REFUSED**

en masse about 8 am. They were within 100 m of the gate when the fight started

After being frequently knocked to the ground, the injured man left with the others.

He was later taken to hospital.

The Western Province General Workers' Union, to which the men belong, deplored the incident.

**INDICATION**

It said it indicated, however, the strength of the men's commitment to their demand for recognition.

The demand is a perfectly reasonable one, and we hold the management and the Department of Manpower Utilisation responsible for generating the labour unrest at the factory, a spokesman said.

He said the vast majority of workers in the Cape Town meat industry were members of the union

Committees similar to that demanded by the Table Bay workers were recognised by all the other major meat firms.

The manager of Table Bay Cold Storage, who refused to give his name, said he had no comment.



# Meet unions, (134) bosses told RDM 8/5/80.

PORT ELIZABETH — South African businessmen were urged yesterday by Professor Nic Wiehahn, president of the recently-established Industrial Court, not to regard trade unions and other worker organisations with enmity.

Opening the sectoral commerce congress of the Afrikaanse Handelsinstituut in Port Elizabeth, Prof Wiehahn warned that a negative response from businessmen to worker organisations in the 1980s would draw a counter-reaction that would only lead to trouble in industrial relations.

Trade unions were a fact of the industrial community, and attempts to ignore them or

attack them, were just not possible any longer.

"Such attempts are counter-productive, short-sighted and, indeed, stupid. Trade unions are a fact of South African industrial life since the previous century and, in the case of black trade unions, since 1917.

"Businessmen and employers' still holding the battle-axe in their hands against trade unions are fighting a losing battle."

With the initiative in the labour field started recently by the Government, "a great ball had landed in the court of the employers".

STAR 10/5/80  
**Peace in  
labour (134)  
predicted**

The Minister of Manpower Utilisation, Mr S P Botha, yesterday told students at the Rand Afrikaans University that South Africa was on the way to labour peace.

The foundations had been laid for all races to play a part in the future labour force and changes to legislation provided an improved mechanism for the advancement and protection of all

One of the immediate priorities was for training of people to meet the demands of the economy.

There were enormous shortages of skilled people and the only way to overcome this was through a massive involvement in training as soon as possible

Five years ago it had not been possible to foresee the tremendous manpower demands the country was facing today

South Africa was needing people to fill highly sophisticated posts

The Minister outlined to students the provisions made for black trade unions

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# Union for Black miners on way

By **BARNEY  
MTHOMBOTHI**

**PLANS** are afoot to launch a trade union to give Black miners a voice for the first time since the African Mine Worker's Union failed after the 1946 mine strikes.

A constitution for the Black Mineworkers' Union (BMU) has already been drawn up.

The BMU could provide a strong bargaining platform for the half-million Black miners ignored by Arrie Paulus' all-White Mine Workers' Union.

Mr Paulus, asked if he would oppose the BMU, replied curtly "No comment"

Mr Chillian Motha, the man behind the move, says his union seeks to organise and unite all workers connected with the mining industry, including surface and clerical workers

The union wants economic and social justice for miners but also aims to make them aware of the significance and power of their jobs

"The mines are the backbone of the country's economy," Mr Motha said. "The future of mining in South Africa is in the hands of the Black man."

"Foreign investors are attracted to this country because of what the mines have to offer so it is only fair that the Black miner be told of his rights and be afforded proper protection.

"The Black miner should not remain the perpetual labourer. He should be helped to acquire



● Chillian Motha  
... burning wish

the necessary skills that will put him in line for promotion to better jobs and better pay"

Mr Motha, one-time organiser for the Black Allied Workers' Union (BAWU) and the SA Workers' Union (SAWU), said Black mineworkers had been neglected by trade unions and had borne the full brunt of discrimination and exploitation.

Mr Motha said he had had a "burning wish" to better the lot of Black miners

... he saw police open fire on striking miners during the days of the African Mineworkers' Union in the Forties. Both his father and uncle were mineworkers.

Since the demise of the AMU, which the Government accused of being communist-inspired, African mineworkers have been without a voice to articulate their grievances.

The White Mine Workers' Union is vehemently against any job advancement for Blacks. Last year Mr Paulus called his men out to protest the promotion of two Coloured men to jobs previously done by Whites.

The MWU is one of many White unions in the mining industry, most of which have accepted the recommendations of the Wiehahn Report

Mr Motha says they will strive for 150 000 members before registering the union. A mineworker will become a member of the union upon payment of R1 joining fee

"We only need funds to establish ourselves. We will be in a position to look after ourselves once we get off the ground.

"Registration is necessary so that we can participate in industrial councils and wage boards."

A spokesman for the Legal Resources Centre said there was no legal block to the formation of a Black mineworkers' union

# Trade union to see firm over racial remarks

144 Dip 13/5/80

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EAST LONDON — The South African Allied Worker's Union is to complain to the managing director of a local wholesale merchant about the behaviour of a senior employee when he met two union representatives last week

Three hundred members of the unregistered trade union decided at a meeting in Duncan Village at the weekend that the acting organiser of SAAWU, Mr B P Norushe, should send a letter of complaint to Milling and Trading (East London) Ltd

Mr Norushe said one of the company's managers, Mr I Hempel, had insulted him and his secretary when they visited Milling and Trading last week, and used derogatory language

"Mr Hempel referred to his workers as 'kaffirs' and said they were too lazy to do any hard work," Mr Norushe said

"My secretary and I had

to stand near the door as he refused to offer us a seat, and he was very abrupt

"Mr Hempel boasted that he could speak the 'kaffir' language, as he put it, and told us he had no time for trade unions

"He threatened to fire his workers if they went on strike, and even went as far as to say he would beat up any worker who came to see us "

Mr Norushe's secretary, Miss Zodwa Mapela, said they had left without putting their case, as Mr Hempel was "impossible" to talk to "

Mr Hempel, who is manager of the Mcadow Feeds factory at Milling and Trading, refused to comment on Mr Norushe's allegations

"I wanted nothing to do with this guy," he said

"He came to me when I was busy and there was no time to sit and talk "

Asked whether he could confirm or deny that he referred to his employees as "kaffirs" during his conversation with Mr Norushe, he replied "I have no comment to make Mr Norushe can say what he likes "

He said his workers were 'well-treated' and did not need a trade union

The managing director of Milling and Trading, Mr Gordon Minkley, is tour-

ing the Northern Cape on business at the moment and was unavailable for comment "

A management official, Mr Colin Kretzmann, said Mr Minkley would be back at work on Friday

After being fully briefed on the trade union's allegations, Mr Kretzmann said he would speak to Mr Hempel

Interviewed afterwards, he said Mr Hempel told him the claims were 'exaggerated', but Mr Kretzmann said he would prefer not to comment any further

The two trade union representatives said they visited Milling and Trading as part of a campaign to introduce local firms to the union's views and aspirations

Mr Norushe said he had received a "favourable reception" from a number of other firms he visited last week

The union, which claims to have more than 15 000 members in East London, also claims to have support from 90 per cent of the black staff at Milling and Trading

Mr Norushe has stated previously that the union would not register as a trade union until a number of discriminatory laws were repealed, such as the Group Areas Act, the influx control regulations and the pass laws — DDR

# Trade unions next step, teachers told

STAR 14/5/80 ~~7/2~~ (134)

By Sheryl Raine

White teachers will have little alternative but to form trade unions if the Government fails to deal with their grievances effectively, a teachers' leader says.

A branch of the Transvaalse Onderwysersvereniging was told this in Johannesburg yesterday by Mr Koos Steyn, general secretary of the TO.

The meeting of about 150 teachers from 27 English and Afrikaans medium schools in Johannesburg's northern suburbs was attended by many members of the Transvaal Teachers Association.

It was held on the eve of renewed negotiations in Cape Town between the Minister of National Education, Mr Janson, and the Federal Council of Teachers' Associations (FCTA).

A spokesman for the English-speaking teachers said it was the first time members of the TTA had been officially invited to attend such a meeting of the TO.

Matters raised included a rejection of the Government's latest pay increases, a motion of support for the FCTA in negotiations with the Government a call for a general commission of inquiry into education in South Africa and a resolution to adopt a programme of independent action if negotiations with Mr Janson fail to produce early and effective results.

There was much optimism today that a commission of inquiry would be set up to investigate education in general. Mr Janson is expected to relay to the Federal Council today the effect of his

meeting earlier this week with the four provincial administrators.

But concern is growing, especially in the Transvaal, about the increase in the number of teachers' resignations. It is estimated there are about 400 vacant posts in the province's junior and senior schools and more than 100 000 children are directly affected.

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# Minkley settles row with union

EAST LONDON — A misunderstanding between the South African Allied Workers' Union (SAAWU) and KSM Milling Company Ltd over remarks by an employee of the company was settled yesterday

The managing director of the company, Mr G. A. (Gordon) Minkley, who was away when the misunderstanding occurred early this week, yesterday saw the acting organiser of SAAWU, Mr B. P. Norushe, and agreed that the man who had allegedly referred to workers affiliated to the union "kafirs", should make a public apology to the union

In a statement issued after talking to Mr

Norushe, Mr Minkley said: "It was explained that the sentiments expressed by this employee were his personal views and not those of the company.

"I expressed my regret and dissatisfaction that such distasteful remarks had been associated with our company as they are contrary to our policy," Mr Minkley said

He said a personal written apology would be forthcoming from Mr I Hempel, a section manager in the company

Mr Norushe confirmed the discussions he had with Mr Minkley — organised by Mr Minkley — had been cordial and amicable — DDR

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19/05/80  
**Meat** ARYUS  
**strike**

Labour Reporter 134

MANY factories in the Cape Town meat industry were today hit by a walk-out of workers in support of 75 striking workers of the Table Bay Cold Storage Company.

Up to 450 workers could be involved in the widespread action.

Work at the Matland abattoirs stopped temporarily when more than 250 workers left their factories.

The Meat Board, the wholesalers and the offal factory were among those worst affected, said the director of the abattoirs, Dr J A Louw.

The walkout occurred after a committee representing Table Bay Cold Storage workers was turned away by the management when members tried to discuss the dispute today.

In accordance with a decision at a mass meeting of meat workers on Saturday, representatives of workers at 12 other factories waited outside

(Continued on Page 3, col 8)

19/05/80 ARYUS  
**Meatmen**

(Continued from Page 1)

the Table Bay offices for the outcome

After the committee members reported that the management would not see them, the representatives returned to their factories. At most of them, workers had not started work when they reported this morning.

The Table Bay workers are demanding recognition for their committee.

#### CONTRACTS

The management has refused to discuss the matter on the grounds that the workers broke their contracts and are no longer employees.

The spokesman for the Western Province General Workers' Union said workers at the other factories had decided to stop work for a day in protest at the Table Bay management's stand and the support given to them by the other meat bosses.

'Irresponsible provocation' by employers was responsible for today's action, he said.

'It's time the meat employers realised their workers are determined to secure the right of representation of their own choice, he said.

# '10 000 blacks in white railway jobs'

## Pretoria Bureau

MORE than 10 000 blacks have "smoothly and harmoniously" advanced into jobs previously reserved for whites on the South African Railways, the chairman of the Federal Consultative Council of Railway Staff Associations, Mr Jimmy Zurich, said yesterday

And he emphasised that the process was continuing and would probably increase because of the acute shortage of white skilled workers

Mr Zurich was speaking after recent talks with management on the success of the system

Because of the shortage of suitable white staff over the past 15 years, blacks, coloureds and Indians had been allowed to advance into jobs such as train drivers' assistants and shunters

They had also been allowed to penetrate into semi-skilled areas in his own union, the Artisan Staff Association, said Mr Zurich

During the past 15 years there had been no friction or resentment because "non-

whites" were being allowed to do white work

This was because the system was based on full consultation between management and the staff associations, he said

Another reason for the success of the scheme was the narrowing of the wage gap

Mr Zurich said every move to advance blacks was done after discussions between the unions and a special committee with the Railways' Assistant General Manager (Manpower)

"If the unions say no, then it's no. The unions are also assured that if a stage is reached where whites become available for jobs now held by blacks, then blacks would have to go"

However, Mr Zurich said, this had happened only once in his own area. Soon after whites were re-appointed, a shortage again developed and blacks were allowed into the job

He added that other unions need not fear the advancement of blacks in their industries if they had the same organisation and control which had worked for the railway unions

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# Fosatu asks for clarification

CAP & Times  
10/6/80

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Staff Reporter

THE executive committee of the Federation of South African Trade Unions (Fosatu) has condemned a prohibition on fund-raising, published in the Government Gazette on Friday, as an attempt to "effectively destroy" it

In a statement released yesterday Fosatu called on the Minister of Manpower Utilization, Mr S P Botha, to clarify the government's stand on the matter regarding the continued existence of the association

Collection of funds for Fosatu was prohibited by Mr Botha under Section 29 of the Fund-Raising Act of 1979 whereby he may do so if he "deems it to be in the public interest"

The statement questioned the "credibility of the so-called labour reforms" and listed three points which, it said, "raise serious doubts regarding the government's intentions"

The statement said that the prohibition was a "fundamental violation" of the charter of the International Labour Organization, as it cut off the possibility of the association receiving international financial support



# Fosatu funds: Ban to stay — official

CAPE TIMES

11/6/80

Own Correspondent

official

134

JOHANNESBURG — In spite of a growing chorus of protest, the Department of Health, Welfare and Pensions is not considering withdrawing its notice prohibiting the collection of funds by the Federation of South African Trade Unions (Fosatu)

This was said by a department spokesman yesterday as confusion and controversy mounted about the effect of the notice which will severely cripple Fosatu's operations and may even put it out of existence

The notice cuts off all foreign funds to Fosatu and also prohibits it from collecting funds from outside individuals and organizations inside South Africa. But labour lawyers insist that it also prohibits Fosatu from receiving funds from its affiliates — which will put it out of business

Spokesmen for the Department of Health, Welfare and Pensions refused to respond to this claim yesterday

STAR 11/6/80  
**Dismay over ban on funds**

By Sieg Hannig

There will be a "definite increase" in international pressure on South Africa as a result of the Government's ban on fundraising by the Federation of South African Trade Unions, says a union leader

The president of the non-racial Trade Union Council of South Africa, Mr Andre Malherbe, pointed out today that the International Labour Conference is in session in Geneva at the moment and will debate South Africa's labour legislation and reforms.

"Tucsa is seeking legal

opinion on the implications of the Fundraising Act," Mr Malherbe said

"Our major objection is that another department is interfering in labour affairs

"If the Government has any objection to any labour organisation, surely the Department of Manpower Utilisation should be handling it in terms of labour legislation."

The Fosatu ban has been imposed by the Department of Social Welfare and Pensions.

Mr Malherbe said the gravity of the ban hinged on whether it covered membership subscriptions.

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# Fanie Botha did not ban union income

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STAR 12/6/80

**Own Correspondent**  
CAPE TOWN — The Minister of Manpower Utilisation, Mr S P Botha, insisted yesterday that his department had not been consulted on the decision to prevent the Federation of South African Trade Unions (Fosatu) receiving money from overseas.

Mr Botha was answering questions at a Press conference on the second part of the Wiehahn Commission of Inquiry report on labour legislation, and the Government White Paper on the report.

He was asked whether the Government's commitment to the principle of freedom of association could be reconciled with the decision to prevent Fosatu accepting funds.

Mr Botha pointed out that the prohibition was made by the Minister of Health, Social Welfare and Pensions under the Fund Raising Act. He disagreed that he should have been consulted.

"Can Fosatu operate only if it is funded from outside?" Mr Botha asked. "What do they need

funds for? To facilitate strikes? I know of no country that will have strikes funded from outside."

On industrial training, Mr Botha said South Africa would have to progress much faster than it had in the past.

The private sector should assume greater responsibility for creating training facilities and seeing they were fully used.

The rate at which blacks were applying to be indentured as apprentices was "very slow," but this was in the hands of managements and unions — not the State.

Asked whether technical colleges would be opened to all races, Mr Botha said they fell under the Department of National Education.

He said an important recommendation of the Wiehahn Commission, accepted by the Government, was that the scope of the National Apprenticeship Board should be widened into that of a national training board.

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CONTAINS A MASTERLY DISCUSSION OF ZULU WORDS AND  
MARIANHILL, 248P.  
CAIROLIC ZULU TERMINOLOGY.  
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# White 78. 134 unions COM may 12/6/80 lose out

Labour Reporter

THE Wiehahn report has recommended an investigation which could significantly reduce the power of trade unions on Apprenticeship Committees and could spark angry reaction from white unions.

The committees make recommendations to the Government on applications by apprentices to be indentured and white unions have been accused of "blocking" black applications.

The Minister of Manpower Utilisation, Mr Fanie Botha, recently warned artisan unions that he would take action against them if they continued to block these applications.

The report recommends that the proposed National Training Board give attention to "the question of representativeness on apprenticeship committees" with a view to making recommendations to the Minister.

Significantly, this is the only specific proposal in the report which elicited a minority opinion.

Mr Tom Neethling, general-secretary of the Amalgamated Engineering Union, and the former president of the SA Confederation of Labour, Mr Attie Nieuwoudt, dissented "since they consider the present system satisfactory in all respects".

The report also recommends that the Minister lay down "broad guidelines" on principles to be followed by Apprenticeship Committees when they consider applications for apprenticeships. These are:

- Consultation "with all parties" before a decision is taken.
- No race or sex discrimination.
- Full reasons must be given to an applicant when an application for apprenticeship is refused, and
- The committees should have the right to ask the Industrial Court for an advisory opinion in order to enable it to reach a final decision.

Both these proposals could reduce white union representation and power on these committees.



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12/16/80  
C. Trinis

# Botha agrees with ban

## Political Staff

THE Minister of Manpower Utilization, Mr Fanie Botha, yesterday indicated he agreed with the government's ban on overseas funds for the Federation of South African Trade Unions (Fosatu)

Mr Botha was addressing a press conference on the second Wiehahn Commission report and accompanying government white paper but was closely questioned on the clampdown on fundraising by Fosatu in terms of the Fundraising Act last week

Asked how the ban could be reconciled with the principle of freedom of association by unions as expressed by the Wiehahn Commission, Mr Botha said Fosatu was not debarred from fund-raising in terms of legislation administered by his department

Mr Botha said "If there is going to be promotion of trade unionism here, what concern is this to people overseas? Why not leave us to promote trade unionism ourselves?"

He said he was "happy" with a situation where unions operated with the co-operation of local people, "without outside interference"

He added "Should overseas funds come into the country to facilitate strikes?"

"All I can say is I know of no overseas country which would allow strikes to be funded from outside The USA would not allow strikes to be funded by Russia"

Both Mr Botha and Mr Jaap Cilliers, Director-General of Manpower Utilization, denied that they had been consulted on the issue by the Department of Health, Welfare and Pensions, which gazetted the prohibition last week

# Stay-away: Hard line on absentees

By GORDON KLING

Industrial Reporter

**WESTERN CAPE employers have adopted a hard line towards the planned stay-away from work, which is intended to keep the region's workers from their jobs on Monday and Tuesday.**

Estimates of the effectiveness of the two-day work boycott, called to commemorate the unrest which began in Soweto on June 16, 1976, yesterday ranged from 80 percent to less than 20 percent. Many businesses were making last minute preparations to assist their employees to reach their jobs. Black firms are likely to close, but elsewhere it will be business as usual — staff permitting.

A spokesman for the Cape Chamber of Industries said employers had a legal responsibility to provide employment for their workers and both days would be treated like any other working day. Employees who did not report for work would normally not be paid but individual circumstances would be taken into consideration.

## Operate as usual

Most industrial firms expected to operate as usual.

The director of the Cape Town Chamber of Commerce, Mr Brian MacLeod, said member firms regarded Monday and Tuesday as normal working days. Absences without leave would be treated as such.

Hopefully it won't be too bad but employers have no choice but to be strict and dock pay from those who don't work without good reason, he said.

The assurance by the Minister of Police, Mr Louis le Grange, that workers would be protected from intimidators would make it easier for employees to come to work, Mr MacLeod added.

Usually reliable business sources yesterday maintained that white employer attitudes were hardening in the face of continual disruptions in the work place.

"The government has not moved fast enough on many grievances," said one source who did not wish to be identified, "but the boycotters have made their displeasure known and they should now allow time for reaction rather than drag

things out to everybody's detriment."

## Inevitable

The chairman of the Industrial Council for the Building Industry in the Western Cape, Mr D Allan, believed it was inevitable that some workers would stay away.

"We can only hope that it's not too serious, because those who don't work won't be paid. I understand this applies even to firms which have advised their workers to stay at home behind closed doors if they think it unsafe. We don't want to see anybody get hurt, but we can't undertake to pay absentees for obvious reasons. Hopefully it will rain like hell, because we don't work in this industry then anyway."

The secretary of the Garment Workers' Union, Mr Louis Petersen, urged members to remain as calm and resolute as possible in the knowledge that we are on the up-and-up in our industry and have nothing to gain from disruptive action."

## No mass buying

No mass buying of supplies was noted at Cape Town supermarkets yesterday and the chain managers said stores would be manned for the public as usual. Problems were foreseen, however, with newspaper, milk, bread and other deliveries. A sign at the dispatch counter of one major hardware dealer in the southern suburbs read "No deliveries on Monday 16th, Tuesday 17th, and Wednesday 18th on account of riots."

The stay-away campaign is confined largely to the Western Cape and the Peninsula in particular. There is no concerted move to stop work on the Reef, but there were calls for attendance at a memorial service in Soweto on Monday. The service is expected to be attended mainly by students, but many shops in the black townships on the Reef will close for at least the afternoon.

# Unions will oppose separate artisan training

By KEVIN STOCKS

**SOUTH AFRICA'S** trade unions and industrialists will fight Government attempts to segregate training facilities for black and white apprentices

The segregation of theoretical training recommended in the second Wehahn Report, is seen as politically unacceptable to

● Overseas companies which cannot be seen to condone apartheid

● Many white trade unionists who fear a type of second-class black artisan who would undercut white wages.

● Local industrialists trying

to maintain overseas links and gain credibility with blacks

Ironically, according to the personnel director of the local subsidiary of a large overseas company, there could be logical reasons for segregated facilities, but his company cannot afford such segregation

He agreed that the educational disadvantages of many blacks and their lack of technical background could disrupt training courses, with better prepared white apprentices progressing at a faster pace.

A spokesman for the Siemens organisation, however, said that in training technicians, his

company had allowed for this difficulty and gave black technicians up to a year's "pre-training", both in classrooms and on factory floors before enrolling them in the technical training courses

"Where apprentices are concerned, we have not encountered a problem, probably because we have recruited our black apprentices from within the company — those who are familiar with the basics of the work they will be doing," the spokesman said

"So far we had excellent results from them."

Trade unions, fearful of "cut-

price, second-class black artisans" from segregated facilities undercutting standards and taking their members' jobs, are insisting on a single training scheme to maintain standards.

This week, the powerful Confederation of Metal and Building Unions met representatives of the Steel and Engineering Industries Federation and the Industrial Council for the Metal Industry and urged that all apprenticeship training be done through a single system and not through the so-called "in-service" schemes

The confederation added that in-service schemes, where

blacks would receive theoretical training at black in-service training centres, should only be used with the approval of the industrial councils — where the unions have a strong voice

Mr Alec Erwin, general secretary of the Federation of South African Trade Unions has totally rejected the idea of segregated training and predicted it would not be acceptable to anyone concerned

"I cannot see any reason why training should remain segregated," Mr Erwin said

"The skills are identical, so why not train blacks and whites at the same institutions"

PERSVERKLARING DEUR MNR E A CILLIERS, DIREKTEUR-GENERAAL:  
MANNEKRAGBENUTTING OOR DIE REGISTRASIE VAN VEELVOLKIGE VAK-  
BONDE

17/6/80

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SPERTYD: VIR ONMIDDELLIKE VRYSTELLING

Na aanleiding van navrae en om enige onduidelikheid uit die weg te ruim maak mnr E A Cilliers, Direkteur-generaal: Mannekragsbenutting bekend dat die Minister van Mannekragsbenutting so pas beginselgoedkeuring verleen het aan 6 ongeregistreerde vakbonde wat by die Federation of South African Trade Unions (FOSATU) geaffilieer is om op 'n veelvolkige grondslag om registrasie ingevolge die Wet op Nywerheidsversoening, 1956, aansoek te doen. 'n Soortgelyke vergunning is aan nog twee ander nuutgestigte vakbonde verleen.

Die betrokke vakbonde se aansoeke sal nou op die gewone wyse ooreenkomstig die bepalinge van die Wet behandel en soos deur die Wet vereis in die Staatskoerant vir besware afgekondig word.

Verder word daar vir algemene inligting ook bekend gemaak dat sedert die inwerkingtreding op 1 Oktober verlede jaar van die Wysigingswet op Nywerheidsversoening, 1979, wat vir die erkenning van Swart vakbonde voorsiening maak, daar reeds 14 aansoeke om registrasie van Swart vakbonde ontvang is. Tot dusver is aan twee van hierdie aansoekers finale registrasie verleen, aan een voorlopige registrasie en elf aansoeke is nog onder oorweging.

Van die bestaande geregistreerde vakbonde het 29 aansoek gedoen om persone van 'n ander bevolkingsgroep as dié waarvoor hulle oorspronklik geregistreer is as lede te werf. Van hierdie aansoeke is 21 tot dusver goedgekeur en die ander is nog onder oorweging.

UITGEREIK DEUR DIE DEPARTEMENT VAN BUITELANDSE SAKE EN INLIGTING  
OP VERDOEK VAN DIE DEPARTEMENT VAN MANNEKRAGBENUTTING

KAAPSTAD

17 JUNIE 1980

CAPE TIMES  
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# New black trade unions

FINAL registration had been accorded to two black trade unions, provisional registration to one, while 11 applications were still under consideration, the director-general of the Department of Manpower Utilisation, Mr E A Cilliers, said in a statement yesterday.

They were the 14 black trade unions which had applied for registration since the Industrial Conciliation Amendment Act, which provided for the recognition of black trade unions, came into operation.

Mr Cilliers said that the minister had granted approval in principle to six unregistered trade unions affiliated to the Federation of South African Trade Unions (Fosatu) to apply for registration in terms of the Industrial Conciliation Act on a multinational basis.

"A similar concession has been made in the case of two other newly-established trade unions," he said.

"The applications of the trade unions concerned will now be dealt with in accordance with the Act and will be published in the Government Gazette for objections."

After saying that 14 black trade unions had applied for registration, Mr Cilliers said that 29 existing registered trade unions had applied for permission to admit members of population groups other than that in respect of which they originally obtained registration.

"Of these applications, 21 have thus far been approved and the rest are still under consideration," he said. —

Sapa

S. TAG 19/6/80  
**Union man  
 Wolfson dies**

Mr Israel Wolfson, better known as Jess Wolfson, ex secretary of the Bespoke Tailoring Workers' Union, died yesterday

Mr Wolfson, who was banned in 1952 under the Suppression of Communism Act, was a leading trade unionist in South Africa

Until his banning, he had for many years been involved in trade unions. Thereafter he lost contact with the trade union movement and even after his banning order was lifted, he never resumed his work in trade unions.

He was an active member of the executive committee of the Old Trades and Labour Council, the forerunner of the Trade Union Council of South Africa

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1190 CONTINUE
1120 CALL HGR (NM, N, IS1, IS2, FM1, NR, AI, IERR)
1121 WRITE (LP, 73)
1122 FORMAT ('CHGR EXECUTED')
1123 IERR = 0) GO TO 999
1124 MTEST = 0
1125 DO SELECT (I) = 0, FALSE
1126 SELECT (I) = 0, FALSE
1127 IF (AI(I)) = 0, 0, 0) MTEST = MTEST + 1
1128 WRITE (LP, 79) MTEST
1129 FORMAT ('NUMBER OF REAL EIGENVALUES IS ', I3)
1130 XMAX = 0
1131 MULT = 1
1132 IF (XMAX = 0)
1133 IF (AI(I)) = 0, 0, 0) GO TO 330
1134 IF (AI(I)) = 0, 0, 0) GO TO 330
1135 IF (AI(I)) = 0, 0, 0) GO TO 330
1136 IF (AI(I)) = 0, 0, 0) GO TO 330
1137 IF (AI(I)) = 0, 0, 0) GO TO 330
1138 SELECT (IMAX) = 0, FALSE
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1159 CALL ELP (NM, N, IS1, IS2, FM1, NR, AI, IERR)
1160 WRITE (LP, 75)
1161 FORMAT ('CELEBRATE EXECUTED')
1162 CALL BALBAR (NM, N, IS1, IS2, FM1, NR, Z)
1163 WRITE (LP, 76)
1164 FORMAT ('BALBAR EXECUTED')
1165 WRITE (LF, 12)
1166 FORMAT ('LIST OF REAL AND COMPLEX EIGENVALUES')
1167 WRITE (LP, 13)
1168 DO 14 I = 1, 34
1169 WRITE (LP, 15) AR(4*I-3), AI(4*I-2), AF(4*I-1),
1170 WRITE (LP, 15) AR(4*I), AI(4*I),
1171 WRITE (LP, 15) G(4X, E12.5))
1172 WRITE (LP, 16)
1173 FORMAT ('GREATEST REAL EIGENVECTOR')
1174 WRITE (LP, 20) IMAX
1175 FORMAT ('EIGENVECTOR NO. ', I3)
1176 WRITE (LP, 15) (Z(J, I), J = 1, I36)
1177 GO TO 998
1178 WRITE (LP, 24) IERR
1179 FORMAT ('ERROR TERMINATION, IERR = ', I5)
1180 GO TO 998
  
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# They're also thinking of forming a trade union

STAR 19/6/80

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*[Handwritten signature]*

The Transvaal Teachers' Association has been called on by some of its members to investigate the possibility of forming a teachers' trade union.

The Transtaalse Onderwysvereniging, which has about 28 000 Afrikaans speaking members, announced earlier this year that it would investigate the possibility of becoming a trade union.

Transvaal Teachers' Association members told The Star that certain groups in the organisation were seriously thinking about the pros and cons of a union.

"The practicalities of converting a teachers' association into a union must be given serious consideration before any steps can be taken towards trade unionism," said one. "But many teachers feel that their options for negotiation have been limited and that a trade union could increase negotiating strength to the benefit of the profession."

## INVESTIGATE

Mr Peter Mundell, president of the TTA, said teachers were more concerned with the idea than they had been in the past.

"The TTA is opposed to the principle of trade unions for teachers, but if our members give the executive committee instructions to investigate the possibility, we will do so," he said.

"Teachers in South Africa adhere to one of the oldest and most traditional forms of teacher negotiations and associations. Most countries have trade unions. I believe that a teachers' trade union would cut across the professional standing of teachers, but it is one of the more extreme measures left to us."

Teachers were organised into many different education departments and associations. "To organise a strong trade union would be difficult. Minority groups would be justifiably afraid of losing their identity and negotiating strength."



**UNIVERSITY OF CAPE TOWN  
EXAMINATION ANSWER BOOK**

**EVERY CANDIDATE MUST** enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

All answer books must be numbered

Number of books handed in	2
Number of this book	2

	Internal	External
(1)	(2)	(3)
6	59	

# Parties welcome Govt decision on non-racial trade unions

Political Reporter

N. L. R., 20/6/80  
the year

134 ~~134~~

SPOKESMEN for the Labour Party, the PFP and the NRP yesterday welcomed the Government decision to grant trade unions permission to register as non-racial unions, but called for new legislation to end State intervention in union affairs

Dr Alex Boraine, PFP spokesman on labour matters, said new legislation allowing trade unions free membership should be introduced as a matter of urgency next year

Sen Anna Scheepers, NRP labour spokesman in the Senate, said she believed new legislation was only possible in two years because all the labour statutes would have to be redrawn and it appeared the Wiehahn Commission would only complete its reports by the end of

Mr David Curry, national chairman of the Labour Party, said he agreed in principle with the concept of multiracial trade unions, but believed membership should be voluntary 'with no strings' attached

Sen Scheepers, who is also chairman of the Garment Workers' Union, said the Government had given the union permission to hold mixed executive, general and shop-steward meetings. This led her to believe the Government intended making wholesale changes to existing labour legislation

'Workers should have freedom of choice. No one should be forced to do anything against their will. The one thing I fear is that some officials will consider their jobs first and the interests of the unions and the workers second.'

**NOTE CAREFULLY**

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
- 4 Do not write in the left hand margin

**WARNING**

- 1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed
- 2 Candidates are not to communicate with other candidates or with any person except the invigilator
- 3 No part of an answer book is to be torn out
- 4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination

**Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University**



KDM 20/4/80

# 'Meeting ban action'

By STEVEN FRIEDMAN  
Labour Reporter

A BAN on a union meeting over the weekend triggered off "long-standing frustrations over wages" and led to the strike wave in Uitenhage, a key East Cape unionist said yesterday.

In an interview yesterday, Mr Fred Sauls, general secretary of the National Union of Motor Assembly and Rubber Workers, said wages in the area were "not enough to live on — even if they do conform with poverty datum levels."

He also rejected suggestions that political organisations were behind the strike wave

Mr Sauls, an advisor to the United Auto Workers Union, which has members in most of the strike-hit plants, has been trying to negotiate a settlement.

Most minimum wage levels in the area are above the various poverty datum lines drawn up by researchers and this has led some observers to suggest that wage grievances are not behind the strikes.

Mr Sauls said yesterday that some local

employers did not pay above these levels. But he added: "Many employers regard the pdls as some sort of bible. Their magic figure is R1 an hour and if they're above that they think they're paying very well"

He said that the ban on a union report-back meeting over the weekend "set off the chain reaction we are seeing" Workers in the area worked near each other and they all lived in the same townships Frustration at Volkswagen spread to other workers

"I am 90% sure there would have been no strikes if the meeting had not been banned Workers simply lost patience with negotiation after this happened and the Volkswagen action convinced others to do the same," he said

Mr Sauls confirmed that at least nine factories were out on strike and negotiations at most factories were being conducted by worker committees

These committees, he said, were all attached to the United Auto Workers Union or other Fosatu-affiliated unions in the area

# Fund ban will force unions into cutbacks

STAR 21/6/80

By Sieg Hannig

All except about three of the 13 predominantly black trade unions in the Federation of South African Trade Unions (Fosatu) will have to cut back on their present operations.

This was revealed yesterday by Mr Alec Erwin, Fosatu's general secretary.

He said most of the Fosatu unions relied heavily on Fosatu's financial support. This was now being cut off by the Government's ban on Fosatu fundraising.

Only about three of the unions could cover their costs without Fosatu's financial support, he said. "What is more, the Fundraising Act effec-

tively cuts them off from all contributions other than membership subscriptions," Mr Erwin said.

"Even if money going to Fosatu were rechannelled to the unions, they would contravene the law by receiving it."

Mr Erwin said the blanket prohibition on fundraising, imposed by the Fundraising Act, had prompted Fosatu to seek permission from the authorities to receive funds.

Instead of simply turning down the application, the authorities had gone further and left Fosatu with no room for appeal.

The Minister responsible, Dr L A P A Munnik, had said Fosatu could still receive affiliation fees from its unions and Fosatu was checking this out.

# Trade union for teachers is inevitable, says leader

STAR 25/6/80  
(134) (2/2)

Own Correspondent

A trade-union structure in the teaching profession seems inevitable, said the president of the Transvaal Teachers' Association today

Although stressing that he was personally against it, Mr Peter Mundell said the situation had reached such a stage of mistrust that this type of apparent militancy was being forced on teachers

"Because of the authorities' intransigence, the traditional bonds between teachers and the authorities are being broken down. A year ago any suggestion that teachers form a trade union would have been met with ridicule," said Mr Mundell

### "SHOCKING"

He described as "shocking" the figure confirmed by the Transvaal Education Department of 1092 permanent teachers who have resigned their posts since the beginning of the year

Mr Mundell said he had received a call from a teacher in a school board area on the Rand who told him there were more than 150 vacancies in his area — posts not even filled by substitute or temporary teachers — which meant the daily programme for many pupils consisted of merely being supervised and not being taught at all

"Pretoria for example has always had a good reservoir of temporary teachers to take over posts, but now, because of the salary question, it is almost impossible to get the same response as a year ago," said Mr Mundell.

### SAMPLE

He quoted the results of a sample which the TTA had made from January to May this year which showed a resignation rate of 25 percent among permanent teachers

"It is increasingly difficult to advocate forbearance, patience and understanding among teachers

"The real problem is that teachers are becoming radical. Some principals are becoming old before their time. They are sick with worry wondering if their temporary teachers will stay," said Mr Mundell

Many temporary teachers are on 24-hour notice

Teaching is a fragile profession and when the loyalty of teachers is called into question, as is being done by some authorities at the moment

# Record on trade

NATAL  
MORNING  
26/6/80

## union rights

## put straight

765  
786  
134

SIR, — I refer to the second leading article which appeared in your newspaper on June 6, 1980 under the heading 'Was this necessary?' and wish to draw your attention to certain inaccuracies contained in the article.

In paragraph three, referring to the role of the Government, you state 'Last year it did not see its way clear to implement the Wiehahn Commission's recommendation that trade union rights be granted to all workers, instead, it limited the eligibility of blacks to permanent residents of South Africa'

It should be pointed out that the Industrial Conciliation Act, 1956, as amended, empowers the Minister of Manpower Utilisation to extend the definition of 'employee', and the Minister duly exercised these powers by bringing in, in terms of Government Notice No R2167 dated 28 September 1979, any person who complies with the requirements of sub-paragraph (1) of paragraph (a) of the definition of 'employee' in section 1 of the Act, and who

(a) is or was a South African citizen, or

(b) is a citizen of a State the territory of which, or a part of which, formerly formed part of the Republic

If one examines the amended Act, in conjunction with the Gazetted notice mentioned above, it is

clear, therefore, that the only persons excluded from trade union membership are those who enter the Republic for the purpose of carrying out a contract of service within the Republic, if upon the termination thereof the employer is required by law or by the contract of service or by any other agreement or undertaking to repatriate that person, or that person is so required to leave the Republic.

It is evident therefore that your quoted statement, especially when read with your further comment in paragraph five of the article, viz 'The Industrial Conciliation Amendment Act denies membership to the vast majority of black workers living in the greater Durban area' does not convey a clear picture of the facts. It should be obvious from what I have said, that with the exception of certain contract workers, all employees working in the greater Durban area are in fact eligible for trade union membership.

In the light of the foregoing, your remarks in paragraph six of the article, where you state that

certain parties 'objected strongly to the exclusion of migrant workers from the amending legislation, warning that this would wipe out most of the existing unions and lead to industrial unrest and illegal strikes — and this is precisely what happened at New Germany' would appear to be unfounded.

D P LIEBENBERG  
Divisional Inspector  
Dept of Manpower  
Utilisation

Masonic Grove  
Durban

FOOTNOTE — Unfortunately we were not aware that the Minister of Manpower Utilisation had exercised the power vested in him by the 1956 amended Industrial Conciliation Act, to extend the definition of the word 'employee'. Our argument that the eligibility of blacks to trade union membership was limited to permanent residents of South Africa is therefore invalidated, and it is now clear that virtually all employee working in the Greater Durban area are eligible for membership. The error is regrettable.  
— Editor

# Employers urged to accept unions

134 132  
RDM 27/6/80

Labour Reporter

TWO industrial relations consultants yesterday urged employers to accept the existence of representative trade unions and to deal with them.

Mr Dennis Keenan-Smith, group personnel consultant for the Plate Glass Group, and Mr Andrew Levy, managing director of Andrew Levy Associates, were addressing yesterday's NDMF seminar in Johannesburg.

Mr Levy has been advising Cape Town meat employers in their dispute with meat workers which has now entered its sixth week.

Mr Keenan-Smith said it was a union's responsibility to organise labour. He advised employers not to introduce practices which hinder the natural development of responsible employee representative bodies.

Certain managements preferred "non-existent or weak unions — regarding unions in general as troublesome and at best of nuisance value".

However, "enlightened management will voice a preference for well-organised

(strong) unions with reasonable, rational and responsible leadership".

The principle of freedom to associate in unions should be recognised as well as the freedom not to associate, which was contradicted by the existence of closed shops.

A major bone of contention between unions and employers was the question of union structures and shopfloor committees.

Unions, for example, had shown considerable opposition to "the very existence" of plant-level bargaining committees and "few unions accept the notion that these committees must be seen to be complementary and not competing with the external union structure".

The optimum system for employers was one in which "all supervised employees are adequately represented within a single industry" — the "industrial union".

It was necessary, however for employer organisations and unions to jointly develop an appropriate union structure for their industries.

Mr Levy argued that trade unionism in its broadest form — a "collectivity of workers bargaining with employers" — was necessary and inevitable in South Africa, although it might be possible to "mimic" the traditional concept of unionism.

Managements who believed they could do without unionism were looking for "a collective worker boot in management's backside".

Some managers drew comfort from the decline of unionism in America, but ignored the fact that where unions had declined, management was "as constrained as it has ever been, if not more so".

Some managers expressed a preference for responsible unionism, but this invariably meant "unions which behave in the way management feel they should". However, "a union which loses touch with its membership is doomed to extinction".

Employers should thus accept the inevitability of collective bargaining by worker representatives and decide "how we can deal with this constructively".

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# Workers need better deal than industrial councils

By STEVEN FRIEDMAN  
Labour Reporter

THE industrial council system, at present supported by most businessmen and registered trade unionists, will not be able to prevent conflict in labour relations and will have to be drastically revised.

This view was expressed yesterday by Mr Loet Douwes-Dekker, a former trade unionist who now lectures at Wits University's Graduate Business School. He was addressing a National Development and Management Foundation seminar in Johannesburg.

He said industrial councils were not appropriate to the needs of black workers and would have to be altered to prevent shopfloor unrest.

He argued that the present

system of resolving grievances through the councils and their agents was too lengthy and cumbersome and "contains the danger that the relationship between management and labour will slip back into mutual antagonism".

Black unions were demanding a voice in decision-making in the plant and this was not provided for by the industrial council system.

The system did not provide a way of institutionalising report backs by trade-union leaders to their members on the content of industrial agreements.

Trade-union leaders would, in the future, have to consult their membership on draft industrial agreements before signing

them to avoid rejection of these agreements by union members. Mr Douwes-Dekker asked what the implications would be once 2-million black workers demanded "to express the rights which are now being legally entrenched as a result of Government acceptance of the major recommendations of the Wiehahn report".

Established employer associations and trade unions were seeking to incorporate black unions into the pattern "which had served them well during the past decade".

However, black workers formed the majority of the labour force and had different problems and needs to those of members of registered unions.

"Drastic changes in established practices as well as revolutionary reforms are necessary to bring established unions, employer associations as well as unionism among black workers into an entirely new system."

To prevent confrontation between employers and workers, South Africa needed independent trade unions which were not interfered with by the Government or employers.

Employers would have to recognise the role of the union in the work place and spell out the role of in-plant consultative committees so that these were not seen as interfering with the trade union's right of collective bargaining.

## US may alter tin stance

LONDON — The US is willing to review its attitude towards the International Tin Agreement because of the breakdown in discussions on a new pact in Geneva in May, according to officials from the US Trade Representative Office in Washington.

The Geneva negotiations on a new Tin Agreement to replace the pact that expires in June next year broke down mainly because of US insistence that export quotas should be scrapped and a bigger buffer stock be set up.

Mr Peter Lal, executive chairman of the International Tin Council, who has been holding talks with the US State department on the negotiations, was told about the planned review by the US which could take at least a month.

It was stressed that the review did not necessarily mean a change in the US position, but it was hoped that a new negotiating session on the Tin Agreement would be convened later this year.

The start of the US tin stockpiling sales programme is to go ahead, as scheduled, on July 1 when the first offering of 500 tons will be made. Similar amounts will then be offered for sale each fortnight, with a target of selling 10 000 tons a year over the next three years.

— Financial Times

# Factory floor 'fun' a short fuse to racial unrest, say Blacks

Sunday Express 29/6/80

HORSEPLAY and racial jokes on the factory floor may seem like innocent fun to Whites but they form part of the issues that are at stake in the current trade union battle for Black support.

Such jokes are often deeply resented by Black workers, a trade union spokesman told the Sunday Express this week. The horseplay could spark serious unrest.

"Black trade unionists consider such incidents degrading and insulting," said Mr Taffy Adler, Transvaal regional secretary of the Federation of South African Trade Unions.

As the struggle between Fosatu and the Trades Union Council of South Africa to win Black support grew increasingly heated this week with charges and counter-charges flying between top union leaders, the Sunday Express investigated the root differences between the two bodies.

The basic distinction is in their on-the-spot methods of settling grievances on the factory floor. Tucsa goes for committees representing workers and management, while Fosatu favours union representation by

## JEAN LE MAY PROBES THE TRADE UNION BATTLE FOR BLACK SUPPORT

shop stewards

Fosatu's senior officials tend to be young academics while Tucsa's are middle-aged former factory-workers — and proud of it.

Tucsa, which has existed since 1916, operates from well-equipped offices and does not appear to be short of staff. Fosatu is run from chilly, makeshift premises and is badly understaffed.

Tucsa says it is never flush with cash, but boasts "We get along without a cent from outside SA." But Fosatu got most of its funds from overseas — R300 000 last year alone — until it was prohibited from doing so recently, general secretary Alec Erwin told the Sunday Express.

The Tucsa-Fosatu battle started last year when, following the report of the Wiehahn Commission, the law was changed to allow Black trade

unions to register under the Industrial Conciliation Act.

The battle sometimes descends to mud-slinging, as it did this week when that doyen of trade unionists, Mrs Lucy Mvubelo of the Tucsa-affiliated National Union of Clothing Workers, accused Fosatu of being un-South African. She said the union had been initiated by the International Confederation of Free Trade Unions of Brussels and had the same principles as the exiled SA Congress of Trade Unions.

Mr Erwin denied the charges and described Mrs Mvubelo as "ill-informed and irresponsible."

Fosatu wants non-racial unions operating at factory-floor level through shop stewards, whom it says Black workers consider vital.

It claims to encourage factory-based agreements of which Black workers are kept fully informed. But Tucsa favours the long-established and more conservative approach of parallel, segregated unions formed under the wing of White "mother" unions.

Tucsa agreements are usually negotiated on an industry basis instead of at factory-level. Grievances are dealt with by committees on which both Tucsa and workers are represented or by Tucsa representatives.

Critics of the Tucsa system say that — apart from the segregation of races which is unacceptable to many Black workers — it is effective only in dealing with the problems of the industry as a whole at national level, such as wages and working conditions.

"A parallel union is almost powerless to solve on-the-spot problems

"It has no mandate from the workers," said a critic.

Fosatu claims some managements encourage the formation of parallel unions and alleges that organisers of parallel unions are allowed access to factories while the independent unions are kept out, and that management representatives help organise Tucsa-affiliated parallel unions.

There are documented allegations of intimidation by Black personnel officers and of benefits being allowed to members of parallel unions but not to others.

"For a variety of reasons," claims Fosatu, "it suits both managements and the present registered (White) unions to form an alliance. The unions are being used by the managements."

"Some feel they will gain favour by organising African workers and that, through rapid growth in their memberships, they will be able to use the new labour laws against Fosatu and the independent unions."

However, a Tucsa spokesman denied that the parallel unions — some of which were formed in the 1950s — were ineffective in dealing with on-the-spot grievances.

"What earthly difference does it make if a grievance is dealt with by a shop steward on the factory floor, or by a Tucsa official over the telephone?" he said.

"Some Tucsa-affiliated parallel unions, of which there are nine, have recognised shop stewards anyway."

He admitted that most Tucsa-negotiated agreements were at industry level but said that individual agreements had by no means been ruled out. ● Mr W M Rogers, managing director of Kellogg SA, told the Sunday Express the company had found Fosatu "constructive."

"We don't agree with everything it says, but on the whole it has been helpful and constructive and acted in the best interests of the workers," he said.

# Recognise black unions, bishop tells investors

STAR 30/6/80

60

139

134

NEW YORK — Foreign firms investing in South Africa should apply stringent conditions aimed at recognising black trade unions and weakening the migratory labour system, says Bishop Desmond Tutu, head of the South African Council of Churches.

In an interview published in the current issue of Newsweek magazine,

Bishop Tutu said: "If people want to invest in South Africa I would like to see them apply certain very stringent conditions. They should insist that workers are housed in family-type accommodation near their place of work. This would weaken the migratory labour system immediately"

Newsweek interviewed

the bishop in Johannesburg where he is awaiting trial for protesting against the recent police crackdown on political demonstrators.

Black trade unions should be recognised, the bishop said. If there were real trade unionism the worker would be free to sell his labour wherever he wished and influx control would have to go.

He added: "If companies want to invest in South Africa they should also be required to invest massively in black education and training."

Asked if he favoured economic sanctions against South Africa, Bishop Tutu was quoted as saying: "The West should apply diplomatic, political and economic pressure. But you must decide for yourselves whether economic pressure should include sanctions."

The bishop said that American firms had been trying to improve, rather than change, the situation.

Of South Africa's Prime Minister, Mr P W Botha, the bishop said: "I have commended Mr Botha on his courage. He certainly has a better grasp of reality than any of his predecessors."

Bishop Tutu concluded: "On the whole we have had a great deal of rhetoric, important rhetoric because it is not the sort you expect to hear from a National Party Prime Minister. But very little of that has been translated into action" — Sapa-Reuter.



# Order on PE Tramways to stop dismissals

Argus Bureau

PORT ELIZABETH. — The Grahamstown Supreme Court has granted an interim interdict stopping Port Elizabeth Tramways from dismissing workers for refusing to join the recently established in-company Bay Bus Workers' Union.

The order — granted by Mr Justice Smallberger yesterday as an urgent application — has been described as 'historic' by legal experts and likely to raise important principles relating to the free association of labour as contained in the Industrial Conciliation Act.

Applications in the case were the unregistered Black Transport and Allied Workers' Union, a member of urban training projects, which began organising at PE Tramways several months ago and now claims 300 members out of the black staff at Tramways.

In papers before the court six Tramways employees, also members of Transport and Allied, alleged that tramways general-manager, Mr Carl Coetzer, had told workers that those who refused to join his in-plant union would be fired.

#### AFFIDAVITS

Six employees filed affidavits claiming they had been given notice of dismissal after refusing to sign application forms for the in-company union and claimed that the only inference possible was that they were being dismissed for refusing to join the union.

Other allegations were that PE Tramways had set up Bay Bus Workers' Union in an attempt to introduce a closed shop situation and effectively exercise control of its employees' labour organisation through its own private union.

Transport and Allied claimed that PE Tramways was in fact financing Bay Bus Workers' Union and that it had no real separate autonomy from the company itself.

The return date is August 5.

ARGUS  
4/7/80  
134  
134

DAILY DISP 5/7/80. (23) (14) (134)

# Court stops bus firm from retiring workers

GRAHAMSTOWN — An interim interdict stopping the dismissal of six Port Elizabeth Tramways employees who refused to join the in-company Bay Busworkers' Union (BBU) was granted late on Thursday night, hours before the workers were due to be "retired"

The order by Mr Justice Smalberger in the Supreme Court here followed an urgent application by the Transport and Allied Workers Union (TAWU) and six Tramways workers

The general manager of PE Tramways, Mr Carl Coetzer, allegedly told workers at a meeting held on May 21 that if they did not join the in-company union, they would be fired

A rule nisi issued calls on PE Tramways to show cause why the dismissal of the six workers or any

employee on the grounds of their membership of the TAWU, or because of their refusal to join the newly-formed in company union, is valid

The return date has been set for August 5

In an affidavit, Mr Michael Mohatla, general secretary of the TAWU, alleged that the BBU was set up in an attempt to produce a closed shop situation in which PE Tramways could effectively exercise control over its employees' labour organisations through its own private union

Mr Mohatla claimed further that PE Tramways financed the BBU and that it had no real autonomy

All present and prospective employees were being coerced into applying for membership of the BBU and were reluctant to provide supporting affidavits for fear of vic-

timisation, Mr Mohatla said

Letters included in the court papers and addressed from management to the six applicants on June 26 read

"Please be advised that as you have reached the age of retirement, it has been decided to terminate your employment with this company. Your last working day will be on Friday, July 4, 1980"

Mr Mohatla said the age of the workers had little to do with the termination of their services and that the terminations were effective from the date on which the BBU was apparently to become effective

He said Mr V V Dweni, Mr W Donster, Mr W Ngwenda, Mr Madikane, Mr J Shawala and Mr J Ngubo were in good physical health and able to perform their duties — DDC

Sun POST 6/7/80

# Bosses invite union to help

SUNDAY POST Reporter

THE management of Natal Cane By-Products has invited the Chemical and Allied Union (CAU) to help solve the grievances of their black workers.

Mr S K B Kikine, general secretary of the Durban-based South African Allied Workers' Union, told SUNDAY POST that talks were held on Wednesday between their affiliation (CAU) and the directors of the factory.

Most of the 100 black workers at the factory are CAU members. Last week they met and decided to approach management for more pay and better working conditions. Mr Kikine participated in the negotiations.

He said the management asked his union to make a written statement of all the demands and to forward it to the Durban branch of Natal Cane By-Products. "We were promised an answer on Monday."

The directors could not be contacted for comment.

DAILY DISP  
11/7/80  
197 329  
134 151

# Union man quizzed

EAST LONDON — A man employed at a textile factory in Arnoldton, here, Mr September Tom Mpakati, said yesterday he had been detained by the security police at Cambridge, from 8 pm on Wednesday to 3 pm yesterday

Mr Mpakati said he had been involved in recruiting workers for the South African Allied Workers' Union (SAAWU) at the factory and was picked up by the police near the factory

He said he was questioned extensively on his trade union work and told there was nothing wrong with trade unions as long as they were registered

He said he was also threatened with detention should there be any disturbance at his place of employment

The head of the security police here, Col A. P. van der Merwe, said he did not know of Mr Mpakati's detention — DDR

Cape Times 12/7/80

## Amendment approved

JOHANNESBURG — The Industrial Registrar has approved the South African Technical Officials' Association's application to amend its constitution in order to accept coloured and Asian membership, the association's general secretary, Mr Harry Mallet-Veale, said here yesterday

Announcing the approval, which brings to an end the association's 56 years of exclusive white membership, Mr Mallet-Veale said "This is the happiest moment of my life. We have been battling for this permission for the past three

years (134) (126) (127)  
'Our entire membership is very pleased about the move to accept coloureds and Asians. What is more important is the fact that our coloured and Asian colleagues now have proper representation."

Satoa caters for technicians in the mining industry and has a registered membership of more than 3 000 — Sapa

Political comment by A H Heard, G E Shaw, R A Norval, J V Scott, M P Acott and W P Harris, headlines and sub-editing by A J Moth and V Alhadeft, cartoons by A Grogan, all of 77 Burg Street, Cape Town

DAILY JISS 12/7/80

# 126 charged under Riotous Assembly Act

EAST LONDON — A total of 125 men and a 17-year-old youth appeared briefly in a special magistrate's court at Cambridge police station here yesterday charged under the Riotous Assemblies Act

The men and the youth, who were arrested near a factory on the West Bank, appeared before Mr N. R. Oosthuizen.

They were charged with attending a gathering of more than ten people which has been prohibited in terms of a government notice of June 27, published in a Government Gazette issued on June 30, 1980

No evidence was led. They were not asked to plead and were remanded

in custody to appear in court on Wednesday, July 18

All the men are believed to be employees of National Converter Industries who were refused entry to the company's premises this week following a dispute over the operation of a trade union committee on the premises

They are Mr Bentsent Goda, 60, Mr Mhndeli Reuben Siselana, 22, Mr Zola Richmond Nyaniso, 22, Mr William Makeleni, 26, Mr Petrus Salman, 24, Mr Albert Mazomba, 22, Mr Martin Kupiso, 22, Mr Wilson Jwili, 20, Mr Mzingisi Norman Maku Makuzeni, 23, Mr Andile Augustine Notshati, 22, Mr Ashton Kill, 25

Mr Mongezi Sityo, 25, Mr Luvuyo Somtsewu, 25, Mr Welcome Dikana, 31, Mr Sonwabo Mbekeni, 27, Mr Welile Ngxonono, 29, Mr Samuel Geswind, 29, Mr Cyril Cakata, 62, Mr Nqekeza Bom, 32, Mr Michael Siko, 37, Mr Cameron Ngudie, 29

Mr Herbert-Jadi, 40, Mr Lungstine Ngcwangu, 24, Mr Bloem Mjilana, 33, Mr Tennyson Ndungane, 45, Mr Ernest Dunjwa, 26, Mr Headman Mayekiso, 45, Mr Bonakele Mazwayi, 21, Mr Samuel Ntsakana, 20, Mr Mzwanele Futshani, 23, Mr Lawrence Nguukana, 26, Mr Howard Mlindi Qoboza, 66

Mr Alfred Bambelo, 23, Mr Edward Yapi, 46, Mr Jacob Hewu, 20, Mr Nkenke Dukisa, 36, Mr Mitchell Salman, 27, Mr Sophitsho Rani, 29, Mr Ndyabo Ketelo, 21, Mr Lawrence Luka, 21, Mr Promise Diko, 29, Mr Leonard Goniwo, 27, Mr Manduleli Ngaka, 24, Mr Sidwell Gijana, 24, Mr Benjamin Mnyute, 34, Mr Mlandeli Matonise, 21, Mr Eric Yose, 42

Mr Thami Banjwa, 40, Mr

Merriman Nohai, 28, Mr Mzimasi Xobongo, 23, Mr Alphus Gwadana, 35, Mr Matthews Suntele, 33, Mr Mthunzi Sikhaka, 30, Mr Mpumelelo Kupiso, 27, Mr Mhlangani Gxekilali, 25, Mr Mota Katse, 32, Mr Walter Kase, 20, Mr Thembinkosi Qongq, 25, Mr David Ntshoza, 24

Mr Richard Gijana, 40, Mr Michael Ngoma, Mr Sandisile Vika, 25, Mr Alfred Gqweta, 40, Mr Desmond Hanabe, 42, Mr Wellington Rafani, 26, Mr Sithembe Mabula, 23, Mr Michael Mbutuma, 26, Mr Ndzonozolo Kwelmfene, 44, Mr Christopher Misali, 46, Mr Sonwabo Mbangi, 30, Mr Nkululeko Mlunguza, 22, Mr Joseph Non zinyana, 26, Mr Terry Damenti, 21, Mr Lunga Mahlanyana, 21

Mr Nkosi Nkohla, 39, Mr Stoto Kilani, 22, Mr Mvuka Gcaza, 19, Mr Lazarus Matsila, 24, Mr Willie Jwili, 62, Mr Gilbert Mayekiso, 25, Mr Willie Matyolweni, 23, Mr Richard Boshula, 23, Mr Boy Msongelwa, 52, Mr Wilson Nguta, 48, Mr Makapula Tora, 29, Mr Ntsikelelo Ngoloba, 50, Mr Freeman Mcaaka, 24

Mr Madoda Qelo, 34, Mr Ndoda Daniso, 38, Mr Lindela Jadezwani, 27, Mr Mgoso Diko, 38, Mr Ephriam Sekhelo, 38, Mr Meshack Nduliso, 21, Mr Hamilton Fikizolo, 38, Mr Isaac Gqirana, 38, Mr Maxixoy Best, 40, Mr Matthew Plantjie, 47, Mr Robben Mofodi, 42, Mr Daniel Kombela, 26, Mr Otto Tokwe, 26

Mr Kholisile Ndloleni, 29, Mr Banele Godlo, 23, Mr Mongezi Makoa, 24, Mr Bernard Ketelo, 35, Mr Johnson Mbembe, 34, Mr Elliot Sintame, 36, Mr Hamilton Dikana, 34, Mr Zolile Kilana, 42, Mr Stanley Sofute, 22, Mr Maxwell Duma, 24, Mr Sampu Dunjwa, 29, Mr Alfred Daniso, 26, Mr Temba Dukisa, 30

Mr Mninimzi Gxwail, 33, Mr Darrington Matowane, 29, Mr Preston Nyila, 24, Mr Maxwell Mzini, 39, Mr Trayitshite Tsewu, 32, Mr Leonard Makala, 42, Mr Fumanekule Tona, 25, Mr Melvin Gotyana, 24, Mr Albert Magadla, 23, Mr Clerington Hoho, 36, Mr Mntuwasekhaya Ngcaba, 52, and Mr Sydney Mbuyazwe, 49 — DDR

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# Fund-raising ban endangers Fosatu

By Elizabeth Wilson

The Government ban on the collection of funds by the 20 000-strong Federation of South African Trade Unions (Fosatu) has begun to have a

crushing effect

The Metal and Allied Workers' Union and the Chemical Workers' Industrial Union have already had to retrench staff, and other unions within the

Federation are examining their financial position

Fosatu's general secretary, Mr Alec Erwin, says the situation of paid officials in the organisation is to be assessed in the next

few weeks and a decision taken as to whether people will be put on payment

He says that unless there is a change in the recommendation by the Department of Social Welfare to persons, an organisation which has recently reported burgeoning membership could be destroyed in a few months

The only chance for survival under present conditions, he says, would be if affiliates established self-sufficiency and thereafter made con-

Mr Erwin says a closure of Fosatu will leave many workers with "no real alternative to Tucsa as a national body"

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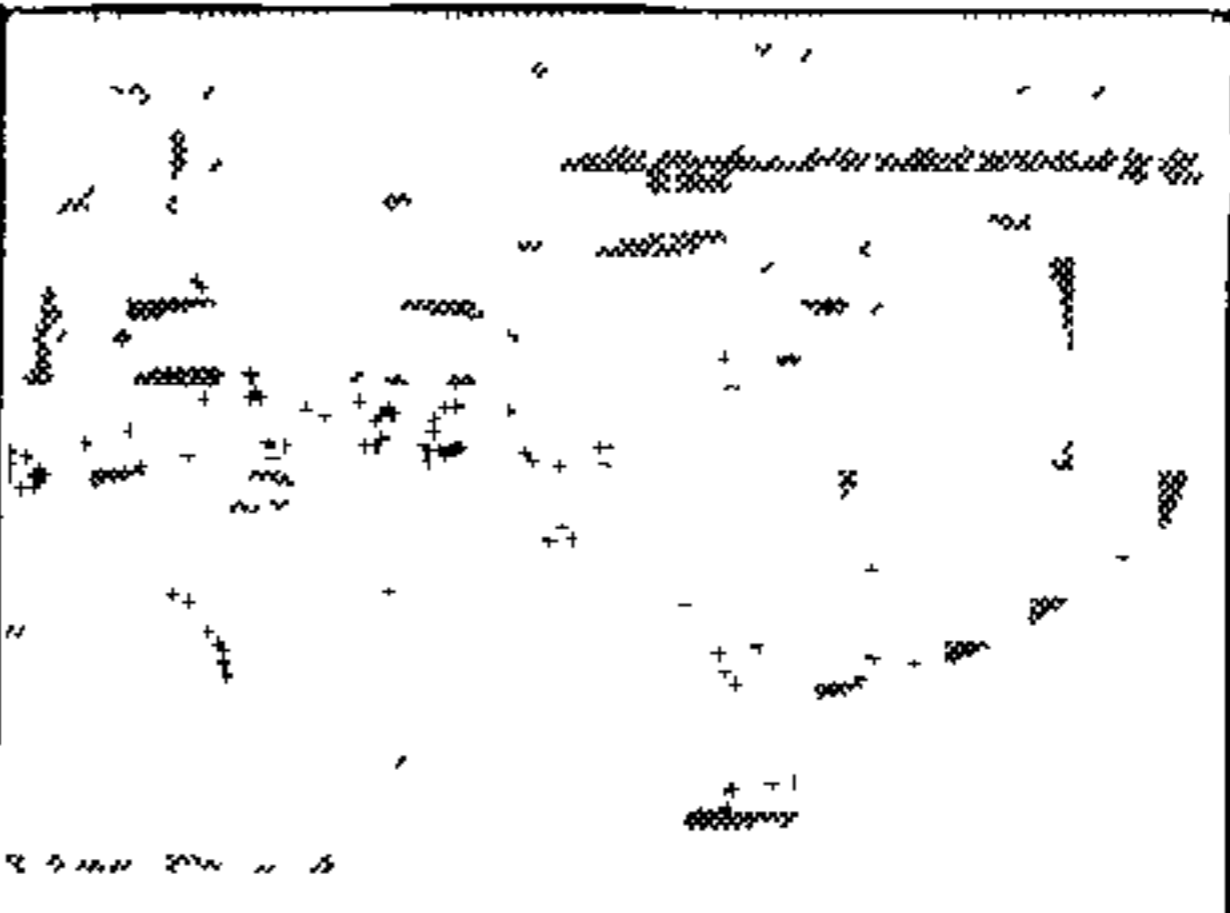
# Labour fightroppe

TRADE unionism has not had a happy history in South Africa. The ideal of workers actively participating in critical decisions which effect their conditions at work and at home was sacrificed — particularly for blacks — for the sake of protecting one small segment of workers against competition from others.

It has been a three-tiered struggle with three separate groups fighting to gain the upper hand. In the centre were the white workers — struggling to keep their jobs and higher pay against competition from a vast pool of job hungry blacks, Indians and coloureds against the interests of business trying desperately to keep labour costs down and profits high.

The legislative, military and police machinery of the state has traditionally lent its support to mining and industry. It was used initially against the workers as a whole but later, to maintain power, the National Party supported the vested interests of the white working class against competition from other races.

A loss of the votes of the white working class, it has been argued, would mean a loss of grass roots support for the Nationalist Government and lead to the crumbling of the structure of apartheid, which has its roots in the shop floors of factories and the labyrinth of underground mining tunnels.



'A trade union is a continuing permanent organization created by workers to protect themselves at their work, to improve conditions of their work through collective bargaining, to seek to better the conditions of their lives and to provide a means of expression for the workers' views on matters of society', a recent definition by the International Confederation of Free Trade Unions. EVELYN HOLTZHAUSEN traces the historical background of the trade union movement in South Africa over the past 80 years.

white workers who were being driven from the land by, among other things, the rinderpest epidemic, the South African War and poll taxation. The first unions formed were among skilled workers such as engineers, carpenters, engine drivers.

With the price of gold pegged at \$35 an ounce, profits were inversely dependent on the costs of labour. The dilution of skilled labour involving the use of one skilled artisan supervising a number of unskilled workers at skilled tasks like drilling or blasting, led to the first outbreaks of friction between the employers and skilled workers.

In 1907 over 4 000 miners went on strike over the 'Blasting Certificate' Job Dilution Possession of the Certificate — available

only to white skilled workers — ensured access to a wide range of skilled jobs and was jealously guarded by miners. The companies tried to cut down on costs by using one certificated worker to supervise lower paid unskilled workers at skilled work. The skilled workers revolted, fearing the security of their jobs. Troops were called in and skilled workers were sacked and replaced by unskilled workers.

To defend themselves against unemployment and competition from blacks the predominantly Afrikaans-speaking unskilled white workers, with the help of the British miners, fought for the restriction of certain unskilled jobs at higher rates of pay than for blacks.

In 1911 the Mines and Works Act was passed enforcing job colour bars in mining regulations, reserving certain jobs to people with white skins. This led to further conflict between mine owners, who wanted to use the cheapest forms of labour, and the miners' unions.

Because the economy of the country depended on profitable and stable private enterprise, the police, military and legislative machinery of the state was constantly brought to bear against the unsettled work force. Workers were always defeated in their struggles against the mining companies. Dissatisfied miners were sacked and replaced by unskilled workers at lower rates of pay.

However, strikes continued and in 1913 public law was declared, public gatherings were banned

and troops and police were used to break up meetings. In answer to a call for a general strike by the white unions in 1914, labour leaders were deported and the Riotous Assemblies Act was passed to control mobs of striking workers and prevent them from organising themselves into a coherent force.

After World War I white workers returned to the mines to find their jobs taken by unskilled, semi-skilled workers and by blacks at extremely low wages. Mining companies were struggling to maintain profits and refused to give in to the demands of the returning white workers. Their frustration led to the infamous 'Rand Revolt' where over 153 people were killed and more than 500 wounded.

In the next election the government, under General Smuts who represented mining capital, was defeated. He was replaced in 1924 by a Nationalist coalition government under Hertzog and Cresswell which passed the Industrial Conciliation Act enforcing colour bars and taking the sting out of trade unionism.

The act represented the first direct state legislative intervention in the labour question and was to dictate working conditions from then on.

During World War II, because of Smuts's commitment to the war effort, mine owners were dependent on the co-operation of blacks and they had to make their effort to improve their conditions.

placed by black labourers at lower costs. After a wave of unrest in 1942 was crushed, legislation was introduced banning blacks from striking.

This led to the involvement of political activists including the communist party and the African National Congress in the union movement. The black workers' struggle was seen as inalienable from the struggle for all the oppressed in the country.

The goal was to achieve a democratic South Africa and a share of its wealth for all its people. The movement highlighted the growing debate of the future of labour control and in a way was the black equivalent of the white frustration which led to the 1922 Rand Revolt.

Accession to the black workers' demands would cause mining profits to decline and also put pressure on wage demands in the manufacturing section. The bargaining strength of the government recognised (white) trade unions could be undermined by the increasing number of blacks in industries whose unions were not recognised. The blacks

South African Trade Union Council (now the Trade Union Council of South Africa, TUSCA) was formed. It represented a broad cross-section of union membership and has traditionally remained in the centre of the movement, fighting for various forms of legal unions for all workers.

By 1958 unions were broadly split into two camps. The Trade Union Council with white, mixed and black 'parallel' unregistered unions as members and the Confederation of Labour, representing only white unions, government.

The Confederation of Labour unions felt that by seeking to improve the lot of the white worker, black standards would automatically rise and it was therefore not necessary for blacks to have their own unions.

The Trade Union Council fluctuated in its support of blacks, accepting membership from 'parallel' unregistered black unions at times and negotiating on their behalf and later disaffiliating them to try to win influence with the government.

Implementations of the commission's recommendations would be the start of a social revolution in South Africa. The government, which traditionally put its faith in the law rather than the marketplace, would have to abandon the law for profits.

The government reacted to the Welham report and amended the Industrial Conciliation Act to accept black trade unions. At first it denied membership to migrant labourers — including those from the 'homelands' — then changed to granting union membership rights to all within South Africa's borders.

The reform measures introduced by the government conformed to the minority view of the commission's report and gave recognition of the fact that if the state did not exercise some form of control over unions, they could set their own

own rules.

own rules.

own rules.

had been by the world, Soviet



ers to undermine the standard of living and status of the other races

Durban were closed early in 1973 when black workers demanded higher pay

**'The policy of the government is that there should be no intermingling of Europeans and non-Europeans in trade unions. There must be appropriate safeguards to ensure that one group may not be used to damage the interests of other groups': Mr Ben Schoeman, Minister of Labour, March 13, 1953.**

Meanwhile, Afrikaans politicians and businessmen were stirring up feelings of patriotism and national pride among the white workers. Returning from World War 11, they saw the erosion of their job security in the acceptance of black workers into the jealously guarded 'white' jobs. Their grievances were ignored and strikes were again ruthlessly crushed by the state.

After being promised support from the National Party in alleviating their grievances, the white workers rejected Smuts and his government who had again supported the mining companies. He was ousted and the National Party came into power in 1948 on the strength of the votes they secured from the dissatisfied whites. The Nationalists guaranteed white job security and entrenched a place for the white worker in society.

Trade unionism continued to play its part but worked predominantly for whites. With growing militarism, the blacks united under the South African Council of Trade Unions, who were not allowed union registration. Only unions registered with the Department of Labour were legally entitled to negotiate for employees. Black unions were barred from registration. Whites were largely happy with the laws of the country which were in their favour. Blacks, because of the political overtones of their struggle, were left leaderless by bannings and imprisonment.

In 1953 the state launched an assault on multi-racial liberal and leftist trade unions. The promulgation of the Suppression of Communism Act had, in 1950, led to the disruption of some multi-racial unions whose leaders were communist. Further attacks on the multi-racial unions were launched by the promulgation of the Native Labour Settlement of Disputes Act of 1953 which withheld recognition from black trade unions, prohibited black workers from striking and provided wage fixing.

The government also introduced the Criminal Laws Amendment Act which gave authorities sweeping arbitrary powers to suspend the normal process of law and rule by proclamation.

The result was that the trade union movement was left weak and divided. The following year the

and better working conditions. The state was forced to realise that black workers could not be as cruelly dealt with as in the past.

The result of the strikes was that real wages rose significantly. The Bantu Laws Amendment Act was passed to diffuse trade union power and set up instead liaison committees to negotiate on behalf of black workers. But they had no real power to enforce decisions.

The nationwide riots four years later in 1976 introduced a new element into black working class politics. Overseas pressure was exerted on the state to reform its labour legislation.

This included the Code of the European Economic Community regarding trade unions and relations with South Africa and the Sullivan Manifesto, signed by 36 American companies with subsidiaries in South Africa, who demanded a move towards equality in opportunity, wages and working conditions for black workers.

Investment capital from overseas began to decline and in June 1977 the state appointed the Wehahn Commission to look into labour legislation and the trade union question and the Riekert Commission to examine the migratory movement of labour in South Africa.

The strict policy of job reservation had, since the 50s, not been strictly ad-

black trade unions would be allowed to register with the Department of Labour although it would mean that they would have to abide by legislation they had no say in formulating.

This threw the black union movement into a dilemma. An unqualified acceptance of registration would weaken them by restricting them to act within the framework of unfair laws and an outright rejection would open the way for the formation of 'parallel' unions which would squeeze independent unions out.

The Federation of South African Trade Unions (FOSATA) — a non-racial union formed in April 1979 — issued a statement saying they would register only if the government allowed unions to be completely non-racial in membership control and did not introduce additional controls over unions.

It also demanded that existing unions be recognised and not weakened by fragmentation. Workers should be free to join the union of their own choice. There should be absolute freedom of association.

The white unions under the Confederation of Labour reacted with shock to the government's reform legislation. The Confederation of Labour accused the government of 'giving in to pressure from within South Africa and abroad'. The secretary of the powerful Mineworkers' Union, Mr Arrie Paulus, said the new labour dispensation was, 'the biggest act of treason ever committed against white workers'.

Disagreement among the unions in the Confederation about the new labour legislation caused a rift among white workers that may never close. The Confederation could disintegrate and shake the

**'South Africa should actively promote economic freedom of competition within the labour system. This implies that the existing system will have to be modified in such a way that legal restrictions do not stand in the way of the individual's freedom to participate and compete in accordance with his abilities': Recommendation by the Wehahn Commission, May 1, 1979.**

hered to in mining and manufacturing industries.

In many instances 'reserved' jobs had been diluted out of necessity and coloureds and Indians held skilled and semi-skilled jobs. Skilled jobs were still strictly controlled by job reservation despite a shortage of skilled workers.

The first Wehahn Report appeared in May 1979 suggesting the granting of full trade union rights to all workers, the removal of racial distinctions in the Unemployment Act and the removal of laws enforcing segregation in

structure of the Nationalist government as it loses dissatisfied voters turning to the right-wing Herstigte Party to safeguard their exclusive interests.

Some unions within the Confederation see the need for reform and are prepared to follow the government's lead. Others refuse to conform.

Whatever happens, labour relations will play a fundamental role in the future of South Africa. The stage has been set and the immediate future is of vital importance not only to trade unionism but to the whole of society in South Africa.

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**WIDESPREAD** ignorance and misconceptions about trade unions and the role they play seem to be the greatest stumbling blocks to the success of the movement in South Africa. For the first time ever most workers in the country have, in their favour, the powers of collective bargaining sanctioned by law.

They also have a degree of freedom of association to join the trade union of their choice.

Mixed trade unions are barred from registering except by exemption from the Minister of Manpower Utilisation and workers therefore do not have the right to bargain collectively in the true sense of the word.

It has been argued that the separation of workers into racially segregated unions undermines their solidarity and therefore their power to negotiate.

Experts in labour relations all predict a greater role for the trade union movement but some have warned that labour relations will be characterised by unrest until employers and employees familiarise themselves with the changes in legislation.

Black union leaders especially will have to educate workers to a fuller understanding of the principles of trade unionism and form a well-informed



**The third and final article on trade unionism, by EVELYN HOLTZHAUSEN**

and capable leadership

However, it is essential that enterprise and trade unions form a relationship with each other based on mutual respect. Trade unions must not be seen as a third party interfering in disputes between management and workers.

Rather, they must become an essential part of the machinery of negotiation concerned with the best interests of workers and the continuing success of the business, mine or factory.

Since the beginning of this year more than 20 000 workers have been involved in 63 strikes and thousands more in some

form of dispute with employers

Six people actively involved in the union movement are in detention and many others have been detained and released or charged in the past six months.

Often workers reject committees set up by management to settle disputes because committee members are seen as 'stooges' who act only in the interests of the company.

Workers, frustrated because they feel they have no way of solving their problems, then resort to strikes in an effort to draw management's attention to their grievances.

**Quote**

**'WHAT is needed is a change in emphasis away from the politics of protest towards the politics of power.' — Harry Oppenheimer, chairman of Anglo American Corporation, July 1979.**

**Quote**

**'NOW that our legal framework endorses the principle of trade unions for all, let society assist the practice of those rights.' — Loet Douwes Dekker, lecturer in industrial relations at Wits.**

# Labour and the future

tion to their grievances

The right to strike, which is the ultimate weapon of organised labour, is not illegal in South Africa.

Labour relations are governed mainly by the Industrial Conciliation Act of 1956 and the Black Labour Relations Act of 1953.

Procedures which workers must follow before a legal strike can be declared are cumbersome under both Acts and the right to strike is severely circumscribed — including a provision in the Industrial Conciliation Act requiring a 30-day 'cooling-off' period after three consecutive meetings of the Industrial Council.

The right to strike is also undermined by the prohibition of picketing and the lack of protection for workers on strike against dismissal and arrest under various laws.

Strikers could face prosecution under various Acts in spite of the fact that they have followed the legal procedures for striking.

A police spokesman said the police acted in indus-

trial disputes only when they were called in to protect property or maintain the law.

But, according to Mr Alec Erwin, secretary of the Federation of South African Trade Unions, 'Management refusal to negotiate only lends legitimacy to police presence.

'The overall effect is to transform an industrial dispute into a wider, more national political issue.

'In this environment union officials are all too often seen as subversive agitators,' said Mr Erwin. 'As a result the union's ability to create an orderly negotiating situation where compromise becomes possible is neutralised.

'All the parties find themselves in an emotionally charged situation where violence is a continuing possibility and often a reality,' he said.

'The actions of management in the weeks and months ahead will be critical factors in shaping the future.

'A commitment by management to serious negotiation with workers and

their unions could play a vital role in building stable labour relations.

A continuing failure to negotiate, together with police interference, detentions and arrests are not going to build anything, said Mr Erwin.

According to Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa, it is important that employers, unions and the State do not over-react to labour unrest.

He said that a sound and democratic trade union movement encompassing the largest portion of the workforce would emerge in South Africa.

'The present confused situation whereby certain groups appear to be at loggerheads with their fellows will disappear in the course of time, particularly when it is recognised that the interests of the workers are indivisible.

'By the same token employers will recognise that organised labour has come to stay and that formulas for co-existence will have to be found,' said Mr Grobbelaar.

Conflicts between workers and management would have more chance of being resolved when the teething problems of the new legislation were overcome.

According to Mrs Ruth Inrre, author of a book on the Trade Union Council of South Africa, it will be essential to prevent the black people of South Africa from falling victim to marxist and socialist doctrines which preach that economic and other imbalances can only be corrected through State ownership of the economy.

'The days of talk — which is relatively easy, and also relatively cheap — are over.

'(Trade unions) must embark on a campaign to bring the black workforce as rapidly as possible into a situation in which the black man starts participating more fully in the economic system of the country,' she said.

Mr Wessel Bornman, secretary of the Confederation of Labour, predicted that trade unions would play a greater role than in the past.

'Economic growth will

depend on the degree of militancy displaced by organised labour,' he said.

If the Government is going to continue to allow unregistered unions to function unhindered outside the machinery of the Industrial Conciliation Act, then I can see the beginning of the end of economic prosperity in South Africa.

If, on the other hand, labour unions can be forced to register and function in terms of the laws, then labour unions can contribute a greatly to growth, industrial stability and peace,' said Mr Bornman.

A great deal of suspicion exists about trade union action, including

ing crippling strike action in Britain, has not enhanced the image of trade unionism in the eyes of management and the general public.

The fact that most of the British strikes involve only 10 percent of all unions in that country is not emphasised.

And, all too often, only the negative aspects of union action receive publicity.

Unions need to improve their image to receive greater acceptance among a broader cross-section of people.

According to Dr Alex Borane, PFP spokesman on labour, trade unionism is going to play a larger role in the future than

ever before.

'It is highly desirable in an industrial situation for there to be two poles within enterprise management and the general public.

There should be strong management and strong labour. It is out of these two, held in tension, that the best results to both are forthcoming,' he said.

Dr Borane said the State faced a dilemma because blacks could use their economic clout, as unions grew in strength and experience, to make political gains.

'The Government would therefore be well advised to ensure that with the economic and labour reform there should be political reform.'

FRED FERREIRA

# Labour in the Eighties

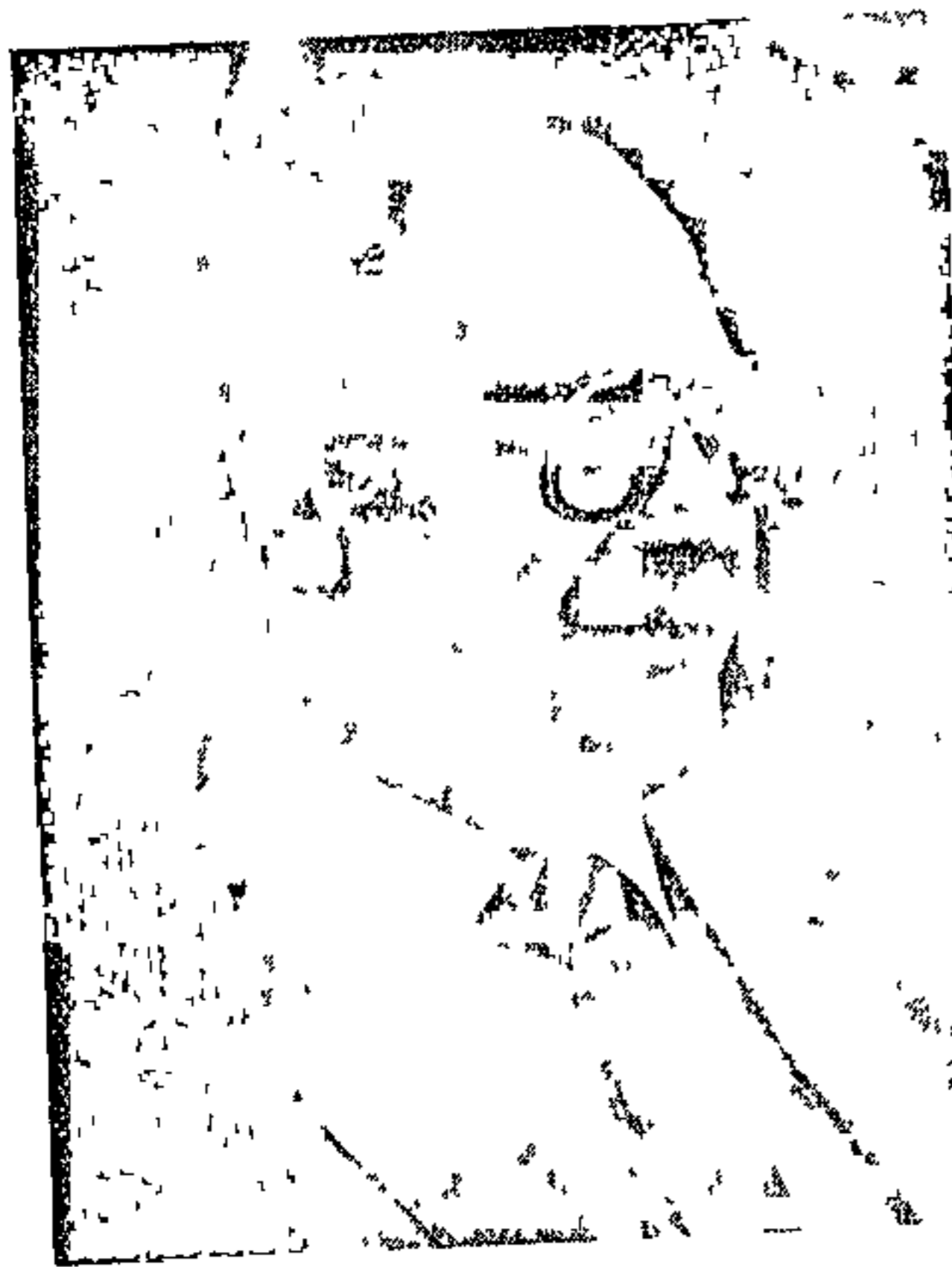
Fred Ferreira, the industrial relations director of Ford, speaks to the FM.

**Will spontaneous strike action be a characteristic in future? If so, why?**

Yes. The reason is that people find they have been short changed, and on top of this, they are articulating underlying aspirations — particularly concerning wages and union recognition. These factors will continue to precipitate wildcat strikes.

**What steps does management have to take if such strikes are to be avoided?**

I doubt whether they can be avoided. But incidents can be diminished through greater willingness by management to discuss worker grievances, show a greater degree of flexibility and shed old prejudices. If management accepts that the



dispensation for black workers is unacceptable and has to be improved, this will automatically lead to greater stability.

**Are there too many controls on strike action?**

Yes, there are — and too many controls will result in a negation of the law.

There must, however, be some form of control because we're dealing with people who have been denied this right. But in the same light, there is a volatility of worker feeling that needs to be accommodated within the structure.

**Can unions operate as a force for stability?**

Yes. If there is a groundswell towards establishing a union, management should recognise it. Employers should not be forced into creating a union either by employers or by an outside group. Unions can help stability, provided they are allowed to develop naturally.

is enough being done to facilitate the organisation of SA's black labour?

I would say yes — with a few reservations. The machinery for its development has been created. The questions are whether black unions are prepared to move into governmental acceptance and apply for registration with all the red tape involved — a major deterrent — or whether, in fact, too much suspicion has already been aroused for the present system to be acceptable to black workers.

**Do the restrictions imposed by government on the movement of black labour impair the peaceful development of industrial relations in SA?**

No. But I have to concede that in certain situations the law does create problems for black workers. Where migrant workers are involved, their repatriation breaks down the natural sequence of union development. Workers who have been removed could have formed the backbone of a legitimate workforce and formed a representative union.

**Has government played too large a role in crushing or attempting to settle industrial disputes?**

Yes — where the police force is involved. But I must qualify this.

The role of the police should be seen as the maintenance of civil law, ie, the protection of property, etc. But in the event of a strike their presence could be inferred as an intrusion and be resented. It has been said before they appear to be creating an "unholy alliance with the agencies of government".

I feel this should be deprecated.

**What should be government's role, if any, in industrial disputes?**

It should facilitate machinery to resolve disputes between the parties involved. For the rest, it should maintain an aloof stance. It should only implement the broad framework of legislation — a settlement should be between employers and employees.

In the event of civil unrest, government interference through the police is obviously necessary.

**Did government play too large a role in putting an end to the Johannesburg municipality strike?**

I am too removed to answer this specifically, but I feel the need to question the necessity of the municipality allegedly not showing preparedness to negotiate with people who appear to represent a significant number of workers. I also question the necessity for it to invite government intervention.

**As a spokesman for management do you feel confident in the present industrial**

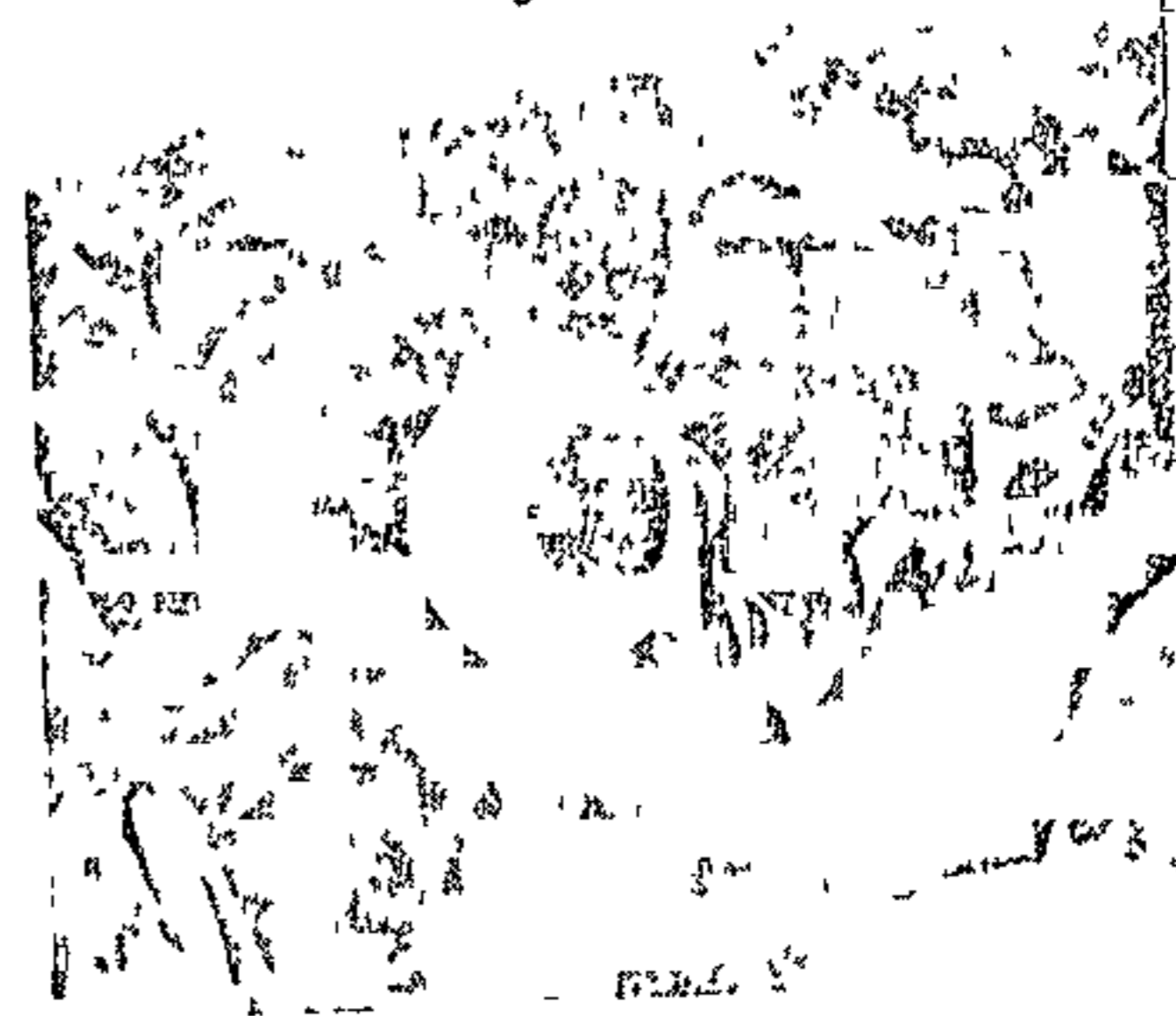
institutions established by the government? Do you think workers feel confident in the system?

I feel fairly confident. However, I feel the details of an industrial relations system ought to be allowed to develop within the broader concept of what Wicahah recommended.

The mass of black workers in SA have never participated in any labour system and I feel we need a developmental and educational approach if the system is to be one in which workers and employers can develop a confidence as time goes by.

**How important do you rate union representation on the factory floor?**

Very highly. In my experience in my own company, this has proved absolutely essential and has shown it is the place



unions ought to be. It is a structure that assures quick negotiations between union leaders and their members.

The advantage to management is that in a dispute it has the assurance that it is negotiating with an organisation that is effectively representative of its workforce.

**Why did Ford introduce full-time shop stewards?**

We did this to strengthen the union structure. It ensures a continual flow of information from members to their union and then ultimately to management.

**Did Ford's multinational status and its adherence to the Sullivan code bring pressure to bear on management to reach an agreement?**

I don't think its multinational status did, but I can't say it had no influence at all. It definitely created a consciousness on the part of management to resolve the dispute.

As far as the Sullivan codes are concerned — yes. A company cannot adhere to the theory alone, and when the crunch comes, not implement the principles it has been expounding.

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## Coloured union open to blacks

PORT ELIZABETH — The Port Elizabeth Coloured Municipal Workers' Union has opened its doors to blacks

The secretary of the union, Mr Philip Smith, said this move was a step closer to the ideal of having one union for municipal workers of all races

The union is the first in Port Elizabeth to take this step, with the approval of the Minister of Manpower Development, Mr Fanie Botha. Its name would be changed to the

Port Elizabeth Union for Municipal Workers, and it was hoped that it would be opened to whites too, Mr Smith said

The union, formed 11 years ago, had 550 coloured members. After opening it to blacks, it could gain a further 3 400 members, making it more powerful at the negotiating table

The local secretary of the white Municipal Workers' Association, Mr O M Kritzinger, said the question of amalgamation with other race groups had never arisen — Sapa

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FM 22/8/80  
**LABOUR RELATIONS**  
**Botched framework**

~~Is the~~ <sup>(131)</sup> brave new era of labour relations, ushered in by Professor Nic Wiehahn, worth much more than the white papers on which it is enshrined'

registered before it will deal with them. It is a red herring. It delays constructive negotiation as very often the registered union is not the representative union."

This call to ignore registration procedures (at least initially) also arises from the difficulty unions experience in becoming registered. Says Douwes Dekker: "The process is not only lengthy, but the Minister and Registrar have considerable discretionary powers which range from granting non-racial status, withholding registration, providing provisional instead of full registration and withdrawing registration."

Labour observers point to the Johannesburg City Council strike as an example. The union which grew from the council's liaison committee, the Union of Johannesburg Municipality Workers, was granted registration "hastily" while the opposing union under the leadership of Joseph Mavi still waits, three months on, for registration.

Douwes Dekker says this tendency to favour parallel or company unions above independents is an attempt by management to avoid the emphasis on plant-based

union activity — a development that Ford's Ferreira has acknowledged as absolutely essential for satisfactory labour relations.

On the second point, companies such as Fattis and Monis, Goodyear Tyres and Putco have learnt — through bitter experience — that workers or liaison committees, established by management, cannot effectively deal with worker grievances.

"Management still wants to tell us what's best for us. The old paternalistic phrases of 'we give our boys the very best,' 'we've set up a liaison committee — what more do they want?' indicate the way in which management views workers. These attitudes will have to go," warned a striking Putco driver.

And a labour observer adds: "As industry becomes more sophisticated, it's impossible for even the most enlightened management to know what its workers' feelings are. A representative grievance procedure is of primary importance."

On the issue of strikes, Ferreira predicts that wildcat strike action will be a characteristic of the Eighties, and he adds: "Management should consider the

Labour observers feel it is not, and their advice to workers and management is to take the initiative and stop this reliance on government.

Says Loet Douwes Dekker of the Wits Graduate School of Business: "The private sector must take greater responsibility if change, which will deflect large scale and militant worker action, is to be affected."

This call for a new initiative comes in the wake of Wiehahn's announcement that he will be leaving the public service in order to become more active. But informed opinion has it that he has been "made redundant and squeezed out."

**Back-tracking**

Labour observers fear that this is an indication that the Department of Manpower Utilisation is back-tracking on reform and that it is once more adopting a *kragdadige* stance — all of which bodes ill for industrial relations in SA (*Current Affairs* last week).

Fred Ferreira of Ford feels that the time has come for management to ignore some of the perceived limitations imposed on it and move ahead, regardless to facilitate worker needs.

- The areas where this is possible are:
- Recognising unions which are representative, rather than hiding behind registration credentials.
  - Allowing representative worker bodies to emerge at the expense of the liaison or workers committees, and
  - Dealing with strikes on merit and not merely as illegal action.

On the first point, Alec Erwin of the Federation of SA Trade Unions says: "Management still insists on throwing out the old excuse that unions have to be

grievances rather than resort to dismissals or police intervention.

Union leaders support this view and say that, because SA's industrial legislation places severe restrictions on workers' right to withhold their labour, management should consider the problems first, before resorting to legal action. Removing the workers does not remove the problem.

Finally, Douwes Dekker says: "If organised management and labour can jointly agree on the basic framework, then the State will not be able to take the initiative but will primarily confirm what the two parties agree to."



## One more time — last chance to escape 'the road to hell'

"Give us six months . . ."

24/8/80 SON TIM (BVF)  
Former Prime Minister John Vorster addressing an American audience in the early seventies on the scrapping of discrimination in SA

134 WA  
"The greatest challenge in the eighties is to produce tangible results and maintain credibility in labour reform . . ."

Professor P J van der Merwe, member of the Wiehahn Commission and deputy chairman of the Manpower Commission, talking to the SA Institute of International Affairs this week

EVERY South African should read what the professor said. Correctly, he made no bones about the fact that if the economy is going to be crippled by socio-political action, it will come through mismanagement of labour relations (see Page 36).

He pointed out that Wiehahn, Riekert and men at Cabinet level were well aware not only that drastic measures were necessary to liberalise the labour and industrial relations areas. They realised they also had to tackle the prickly pears associated with matters like freedom of association at all levels and the equalisation of living conditions.

He enunciated in impressive detail what was being done by way of new recommendations from the Manpower Commission and others, and how work was progressing on legislative machinery and new enabling legislation.

He recognised, above all, the pressing need for haste while patiently articulating the political hurdles and time problems inseparable from the processes of bureaucratic and legislative procedure for reform.

He was brave enough to confront head on the central danger of black trade unions — their politicisation.

Not least, he was crystal clear about the three major challenges facing "the labour order of the eighties."

These he listed as:

- The provision of sufficient employment opportunities. (Nothing new in that, but it was encouraging to hear that both the PM's Economic Ad-

visory Council and the Special Advisory Council were working hard on new ideas . . .)

- The need to DO something more about training. (Again, not new in itself but the fresh studies and recommendations he said were being prepared were heartening).

- In industrial relations generally, the need to ACT instead of merely researching, planning and reforming policies and the law.

There lies the rub. Whether or not one supports the ruling Party, there is no escaping the fact that we have had enough talk, enough policy reform, to go a long way towards doing what must be done to avoid calamity.

The priority now is not policy — whatever may remain to be done in this area.

The problem is not plans — whatever may remain to be done in this field.

The problem is inertia.

The problem is antiquated enabling machinery.

The problem is the hardliners to Right and Left.

The problem is education as opposed to training; business economics and industrial relations should be taught equally in all high schools as well as beyond.

Above all, the problem, as ever, is time.

This is where Pretoria and the private sector need to act. As Professor Van der Merwe courageously confessed, he had no ready answer to the ugly question of the politicisation of trades unions.

What he could presumably not admit was that the answer does not lie in sackings, arrests, detentions and the like.

It lies in bulldozing through reforms far faster than the usual enabling procedures and machinery can ever allow.

The Industrial Court, the opening of registration for unions to resident and commuter blacks, the National Manpower Commission itself — all remain subject to Ministerial decree.

The same power of decree must now be applied to determinedly accelerate the introduction of business and labour education in schools, and in adult education.

The same power must be used to expedite the registration of black unions and the workings of the Industrial Court.

The same power must be used to decide about closed shops and mixed unions.

As for the private sector, it must be exposed, for the moment, to the impact of strikes, legal or not.

It must not be protected — not in a free market economy. It must be forced by the labour market to realise that its very survival depends on responsible and soundly-based industrial relations.

Naturally the relevant, existing legislation will be imperfect. Naturally it will need to be adjusted, revised and re-constituted as circumstances dictate.

But this will all need to be done faster than possible under the existing machinery.

All practical men realise that the time for more deeds and fewer words has arrived.

But the deeds will always come too slowly as long as these are subject to today's procedural and inertial restraints.

# Heunis to face rail unions

Pretoria Bureau

THE seven railway unions will tell the Minister of Transport, Mr Chris Heunis, at a series of meetings starting next month, that they expect to be fully compensated for the inflation rate when pay increases are announced next April.

Railway union leaders claim that this year's increases at just over 12% fell short of fully compensating workers for the rise in living costs during the previous 12 months.

Some claim that the backlog which has built up during the past 10 years amounts to at least 30%.

The president of the Artisan Staff Association, Mr Jimmy Zurich, said the expectation was that the inflation rate for the 12 months to the end of April next year would be 16%.

'And this is the kind of compensation we expect,' he added.

prevailing between them, e.g. one might say that he is superior to the other while the other one would say that they are peers (that both of them report to the same superior). Two members of the organization might, likewise, disagree as to the informal relationship existing between them, e.g. when one of the two says that he maintains a close working relationship with the other, while the other fails to mention the first one as one of those with whom he maintains close working relationships. Thus we find, in fact many inconsistencies in both the formal and informal structures.

The only formal structure which is clear-cut, in spite of relying on perception, is that structure usually referred to as an "organization chart". This chart is nothing but the formal structure as perceived by one member of the organization, usually to be found at the top of the chart. The organization chart being the perception of one man only, one cannot expect to find any inconsistencies in it.

The study of the relationship structure is based on data received from members of the organization, which is followed by the processing of these data, comparing the perceptions of the different members of the organization, namely establishing whether they mutually agree as to the relationships existing among them, or whether not. The processing of these data is carried out in most cases, nowadays, by means of data-processing equipment, either conventional equipment or computers.

Every person in the organization has formal relationships which are either congruent or incongruent with his informal relationships. It turns out that in order to enable a reasonable operation of the organization a fair amount of the formal relationships has to be "covered" by informal relationships. We should not, however, dive at too much formalization, namely, we should not aspire to reach a situation where all the formal relationships will be "covered" by informal relationships — because people like to have a certain amount of freedom of choice as to the interactions they maintain with each other in the organization. The study of the relationships structure includes, therefore, among others, a comparison between the formal structure and the

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of resistance to changes and especially when they involve a change in the relationship structure. In order to get over this resistance to change and ascertain the introduction of the necessary changes, we should go back and

(c) Watch the informal relationship structure and ask ourselves

What is the best relationship pattern through which we can introduce the changes? And

What special difficulties could be anticipated during the change introduction process?

The study of relationships structure is usually carried out along with the study of the attitudes of the organizational members, so as to establish what are the attitudes of the people towards the formal and informal structure. This is essential before one can decide what are the necessary changes and how they should be introduced.

## STUDYING THE ATTITUDES OF MEMBERS OF THE ORGANIZATION

The feelings, the atmosphere and the amount of satisfaction of people in the organization are enormously important, not only to every one of

# ENCOURAGE STRONG UNIONS, BOSSES TOLD

EMPLOYERS should encourage rather than resist a strong, unified trade union movement, says Professor Roux van der Merwe, who will become head of South Africa's first academic chair of industrial relations in January.

The chair was sponsored this week by Volkswagen SA at the University of Port Elizabeth

The unions should also recognise the advantages of solidarity in the labour movement, Dr van der Merwe said in Johannesburg this week

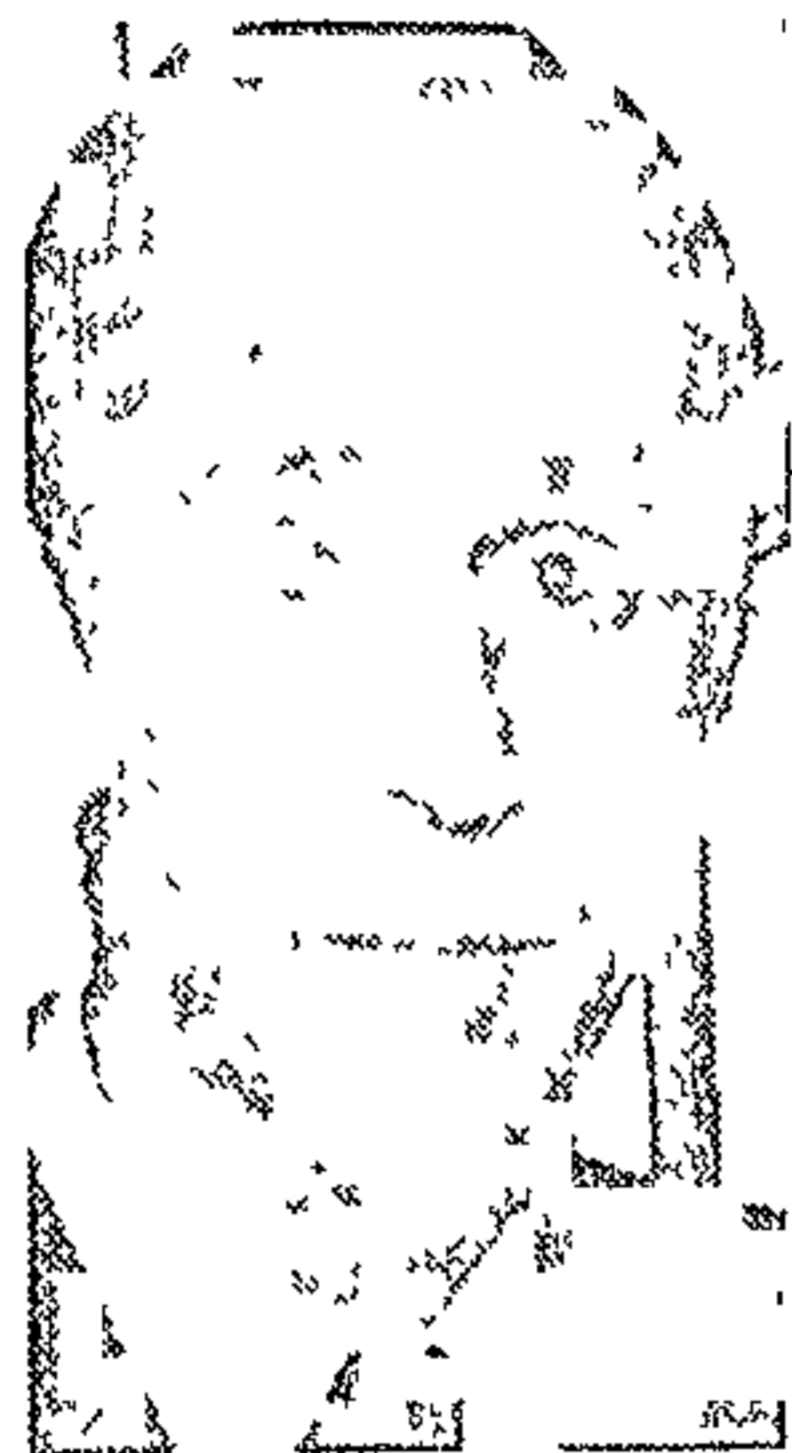
Collective bargaining could be successful only if both parties operated from a power base. The in-house committee or its counterpart, the company union, were so fragmented that they had no real power

Only a strong, independent trade union base could provide the circumstances for really meaningful and effective negotiation on major issues

## Agreements

'The worst trade union is a weak trade union because it is unlikely to control its members or to abide by any agreements.

'Divide and rule has become a very dangerous strategy in present-day labour relations because



Professor Roux van der Merwe

our need is to channel an existing power base into constructive channels

'We no longer have the option of preventing that base from forming'

## From strength

Employers in the motor industry needed a strong central organisation and should realise, as other industries had already, that it paid to combine from a position of strength while they had the initiative rather than to have it forced on them by weakness

The industry was in a dangerously divided position and large individual companies, some with high international visibility, were a sitting target for an enterprising trade union with its eye on the ball

'Ford was the first to be picked off, Volkswagen

second, and one wonders who will be next. It could be anyone and it may not be comfortably distant in the Eastern Cape'

## Bargaining

Employers and workers should beware of yielding to pressure to replace collective bargaining by wage determination through outside parties

'Such a process may start with plausible and innocuous-looking agencies who satisfy neither of the parties, and end up with the State stepping in and taking over the setting of pay levels by a system of imposed wage orders

Recent moves towards the determination of a minimum living wage should be approached with caution and both employers and employees needed to be aware of the dangers

## Motivation

'By concentrating on the minimum only, a mockery has been made out of wage differentials, insidiously eating into one of the mainsprings of motivation of free enterprise, namely reward for greater effort and responsibilities

'Do we want to move to a situation where a sweeper and a welder earn the same?'

BY TOM HOOD

The faint-hearted could be forgiven if they felt that recent Government and other initiatives on the labour front had opened a Pandora's box that produced ever more fearsome monsters as the lid was lifted higher

## Proven strategy

There were 'illegal' strikes, parties refusing to negotiate, workers being dismissed and talk of 'agitators' and 'intimidation'

Collective bargaining however, was a proven and ongoing strategy for handling changes in the

## UNIT TRUSTS

	Buy	Sell	Yield
Old Mull	395.42	369.70	3.34
	(394.87)	(369.05)	(3.35)
NGF	242.55	226.55	3.79
	(243.06)	(226.84)	(3.79)
Site	423.16	392.43	4.23
	(424.03)	(393.25)	(4.22)
UAL	(422.78)	(392.32)	(4.06)
Sats	181.18	168.96	4.47
	(181.54)	(169.11)	(4.47)
Santam	381.26	355.86	4.04
	(382.11)	(356.63)	(4.03)
Trust	131.94	113.74	4.76
	(122.56)	(114.13)	(4.74)
Santam	172.13	160.67	4.01
	(172.58)	(161.09)	(4.00)
Interpro	(123.65)	(117.00)	(4.92)
Gidbink	471.96	350.15	3.95
	(573.86)	(351.00)	(3.94)
Orand	256.98	243.84	5.86
	(257.14)	(244.00)	(5.86)
S d Inc	700.65	68.01	9.82
	(100.60)	(97.97)	(9.82)

134 (M) Bus. Argus 30/5/80  
pattern of labour relations

'The new game we shall be playing will be a rough one. But as South Africans we should be able to cope with rough games provided we are prepared and recognise that the game will be political and that we are dealing with power issues that are not going to go away

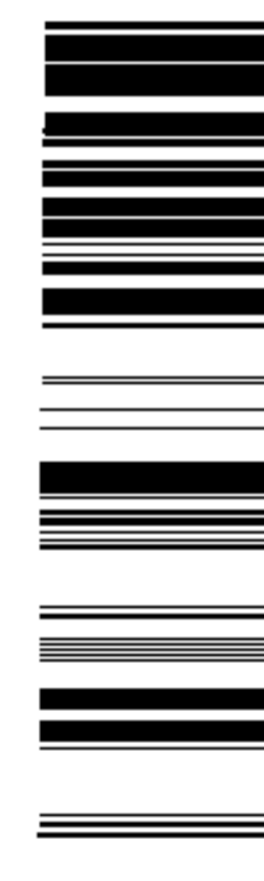
'If our first reaction is to refuse to negotiate, to dismiss so-called agitators and to lock up worker leaders, we are heading for a situation where the

black man will come to recognise that it doesn't pay to negotiate

'And then our remaining options are few

'We should not see collective bargaining with strong trade unions as a state of war but rather as a means of negotiating the best compromise among divergent interests.

'It is a means by which our society can balance conflicting interests and modify its norms, and in this way help to assure its continued existence under conditions of change'





UNION MATTERS . FM 5/9/80  
**Ford in gear**

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In an unprecedented step, Ford SA has introduced full-time shop stewards — a move hailed as a major breakthrough for trade unionism in SA.

The agreement, signed last week, is between the company, the United Automobile Rubber and Allied Workers, the National Union of Motor Assembly Workers, and the SA Iron, Steel and Allied Industries Union. It allows for the introduction of full and part-time shop stewards on the factory floor.

The move has sparked interest among all SA trade unionists. Says a labour observer: "This represents a watershed in SA industrial relations. The system of shop stewards has never been fully utilised before — not even among white unions. This marks a clear move towards the belief in solving problems on the factory floor."

Fred Ferreira, Ford's industrial relations manager, adds: "For the first time shop stewards have been accepted as legitimate representatives — not just functionaries working on a flexible, part-time basis."

The agreement states that each trade union recognised by the company will be entitled to nominate

- One full-time shop steward for every 750 hourly employees, or major fraction thereof, who are eligible for membership of that union, and

- One part-time shop steward for every 250 hourly employees

There will be as many as 20 part-time and six full-time shop stewards. Those working full-time are under the direct authority of their respective unions but are being paid by the company at the rate they were earning when elected.

**Best possible**

Alec Erwin, national organiser for the Federation of South African Trade Unions (Fosatu), says this proportion offers the "best of both worlds". Fred Sauls of the National Union of Motor Assembly and Rubber Workers adds: "The part-time shop stewards can communicate with workers on a daily basis. Those working full-time will ensure a continual flow of information between the unions and their workers and will co-ordinate the various part-time shop stewards in the area."

Their responsibilities are restricted to handling "legitimate" grievances or other "legitimate trade union representation functions."

The agreement defines a legitimate grievance as "a dispute or difference of opinion on wages or any condition of



Sauls . . . "a move in the right direction"

employment provisions regulating conditions of employment, training, health and safety administration of benefit programmes and disciplinary action regardless of the infraction and penalty."

However, shop stewards may not "negotiate or represent on the shop floor matters involving company policy" or make representations on "non-work related issues."

The agreement, the first of its kind to be drawn up between a company and trade unions, comes into effect immediately. Shop stewards are being trained by the unions and have taken office.

Factory floor representation is a contentious issue in SA. White unions have tended to rely on union representatives and the industrial council system to resolve disputes and answer worker grievances — a system which has been criticised as time consuming and unsatisfactory, particularly for black workers.

Says Erwin: "Management and registered unions have relied on the industrial council system for their industrial relations. This may have been satisfactory for artisans, who enjoy greater mobility, but it cannot suffice for the great mass of semi-skilled and unskilled workers now being unionised."

Ford's initiative may also introduce a new trend in the white labour movement where white unions have been slow in utilising full-time shop stewards, preferring union representatives, worker elected committees, and ultimately the industrial council.

Says Ferreira: "Grievances should be resolved quickly and on the shop floor. The agreement is a step towards that objective."

Adds Sauls: "The agreement is a move in the right direction for SA industrial relations and should show the way for other companies. We hope it will help workers in their demand for better representation on the factory floor."

In summary, therefore, the author's definition of project

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# All-white unions are now in the minority

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By STEVEN FRIEDMAN  
Labour Reporter

EIGHT black trade unions have been registered since the Government's new labour dispensation came into effect last October, the Director General of Manpower Utilisation Mr Jaap Cilliers, said yesterday.

In addition, there are now 40 mixed trade unions -- many of whom are believed to have received permission to enrol black members.

Approached for figures on the composition of the registered union movement, Mr Cilliers said 182 trade unions were now registered.

Of these 80 represented white workers only, 54 coloured workers only, and eight black workers only. Another 40 were mixed, either for white, coloured and Asian workers, or for all four races.

This meant, he said, that the all-white unions were now in the minority.

There are no figures available on the number of black or predominantly black unions in the country at present, but it is believed that at least 20 are still unregistered.

None of the black or predominantly black unions affiliated to the two major black union co-ordinating bodies, the Federation of SA Trade Unions and the Consultative Committee of Black Trade Unions, have been granted registration.

Labour observers regard the Government's reaction to their registration applications as a key test for the new dispensation.

Thus far, only "parallel" unions -- those with close links to their non-black counterparts -- or black 'company unions'

have been registered.

Recently several Fosatu-affiliated unions were granted permission by the Minister of Manpower Utilisation, Mr Fanie Botha, to apply for registration on a non-racial basis.

Some labour observers have criticised the fact that most of the 'independent' unions -- those not closely associated to registered non-black unions -- have not yet been registered despite the fact that they applied several months ago.

However, supporters of the policy reply that many registration applications took up to a year to process before black workers were allowed to join registered unions.

Several black or non-racial unions have decided not to seek registration, arguing that do so would be to submit to increased Government control.

# Major coup for motor workers

FOR the first time in South African labour history, two companies will pay workers representatives to do full-time trade union work at their manufacturing plants

The two companies, Ford and Volkswagen, have agreed in principle to pay full-time shop stewards appointed by three motor industry trade unions to represent the motor industry's labour force.

Ford has already put its signature to such an agreement.

And details are presently being thrashed out between Volkswagen and the three unions — a rightwing white union, a coloured union and a black unregistered union.

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 Car plant  
 to employ

stewards

PORT ELIZABETH — Five fulltime union shop stewards and 15 part-time shop stewards will be employed by the Ford company here next week in what has been described as a breakthrough in industrial relations in the country

Mr Fred Ferreira, director of industrial relations at Ford, said yesterday the stewards would be employed as a result of negotiations between the company and the unions representing the 4 000 workers

"Their employment will, we hope, go a long way to resolving any labour problems that might arise," he said

According to Mr Alec Erwin, secretary of the Federation of South African Trade Unions, (Fosatu) the employment of the stewards is a breakthrough in industrial relations in South Africa

The shop stewards — who will take up their positions next week — will have direct links with workers and be able to negotiate on their behalf

They will be paid at the rate for the job they were doing before they were elected to their new positions — DID

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Re: Term 5: The riskiness of this flow is likely to be equal

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Re: Term 4: The riskiness of this flow is likely to be equal to

to get the cash flow. because the lessee requires to have a taxable income This stream is riskier than the stream in Term 2 a comparable loan should be used for this term.

Re: Term 3: Here it is suggested that a discount factor equal to (or slightly higher than) the interest rate on

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# Car plant workers get new powers

10/9/80  
134

8/9/80  
STAR

By Sieg Hannig, Labour Editor

The strike-battered motor assembly plants of the Eastern Cape are sweeping away all barriers to full co-operation with trade unions, in an effort to avoid further confrontations with labour.

To attain the maximum commitment of trade unions and to perfect machinery for the airing and solving of grievances, the Ford Motor Company has negotiated agreements to:

- Pay workers to do union work at its plants as full-time shop-stewards.

- Involve full-time and part-time shop stewards in the grievance procedures from the lowest level on the shop floor and upwards.

- Allow workers trade union representation at all formal disciplinary hearings.

The agreements involve the black, coloured and rightwing white trade unions of the industry, all of whom were directly involved in the negotiations which led up to the agreements.

## Not end

Volkswagen is now engaged in the negotiation of similar provisions, leaving General Motors to follow suit.

An informed source said it would be naïve to think that this would be the end to all strikes.

But it was felt that the new deal would come as close as possible to a solution to the unrest, which the provisions of the much-vaunted Industrial Conciliation Act were unable to provide.

The Eastern Cape motor assemblies were at the heart of two "new era" strikes which shattered hopes that the extension of existing trade union rights to blacks would

eliminate the wildcat strikes of mainly black workers.

The first was the Ford strike late last year, where the initiative was taken by the black Port Elizabeth Civic Organisation and the unions were left out in the cold.

## Stewards

The second was the recent Volkswagen strike in Uitenhage where workers held out for a doubling of their minimum wage.

The Star was told that Ford introduced the first three full-time shop stewards on the company's payroll at the beginning of this month.

The eventual target is six full-time shop stewards and 18 part-time shop stewards.

The full-time shop stewards will be paid at the rates of pay they received before their appointments. They will qualify for all general pay increases and normal benefits.

# Motor firms' bid to avoid strikes

9/7/82  
 135  
 136  
 137

THE strike-battered motor assemblies in the Eastern Cape are liberating trade unionism "to the limit" in efforts to counter repetitions of some of the worst strikes of the post-Wiehahn era.

To attain the maximum commitment of trade unions and to perfect machinery for the airing and solving of grievances, the Ford Motor Company has negotiated agree-

- ments to:
- Pay full-time trade union officials to do union work at its plants as "full-time shop stewards"
  - Involve full-time and part-time shop stewards in the grievance procedures from the lowest level on the shop floor and upwards
  - Allow workers trade union representation at all formal disciplinary hearings

The agreements involve

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left out in the cold

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POST is informed that Ford introduced the first three full-time shop stewards on the company's payroll at the beginning of this month.

The eventual target is six full-time shop stewards and 18 part-time shop stewards at all of Ford plants

The full-time shop stewards will be paid at the rates of pay they received before their appointments. They will qualify for all general pay increases and normal benefits

## DEAL

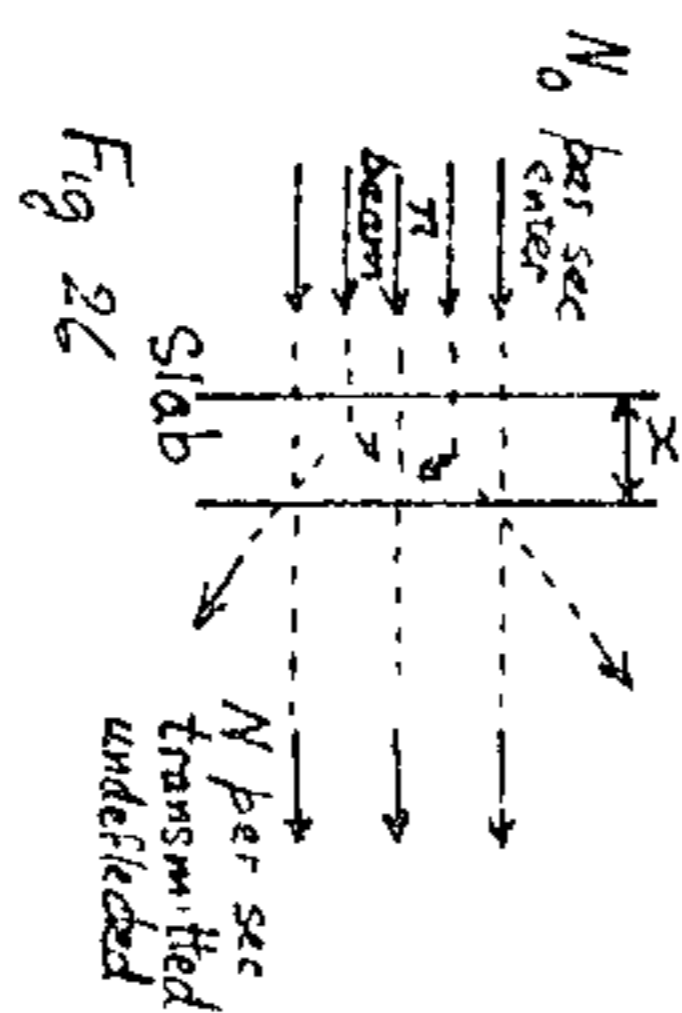
But it was felt that the new deal would come as close as was possible to a solution to the unrest which the provisions of the much vaunted Industrial Conciliation Act were unable to provide.

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 the secondary particles  
 in matter are often  
 interact with the  
 such as wax,  
 because a neutron  
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single elastic collision with a proton. The maximum nuclear recoil energy  $F_{max}$  resulting from elastic scattering of neutrons (of mass  $m_n$  and energy  $E$ ) on a nucleus of mass  $M$  is given by

$$F_{max} = \frac{2m_n M E}{(m_n + M)^2} \dots (34)$$

Thus  $F_{max}$  is much smaller for heavy nuclei than for hydrogen.

The three most important effects in the interaction of gamma rays with matter are the photoelectric effect (described in section 2.1), the Compton effect (section 2.1, p. 5) and pair production (section 2.3, p. 8). Energy is transferred in the incident gamma photon to a photoelectron, a positron or an electron-positron pair respectively. The charged secondary particles then interact with the matter as described in (a). As in the case of neutrons, the interaction of gammas with matter is a statistical process governed by an exponential absorption law of the form  $I = I_0 e^{-\mu x}$  (33) but with  $\mu$  representing the gamma ray absorption coefficient. This coefficient can, in turn be considered as the sum of components  $\mu_{pe}$ ,  $\mu_c$  and  $\mu_{pp}$  corresponding to the photo-, Compton and pair effects. Thus

$$\mu = \mu_{pe} + \mu_c + \mu_{pp} \dots (35)$$

The absorption coefficients are largest for the heaviest elements (e.g. lead) and  $\mu_{pe}$  usually dominates for gamma energies below 0.5 MeV,  $\mu_{pp}$  for energies above 1.0 MeV and  $\mu_c$  for energies around 1 MeV.

A convenient measure for gamma interaction calculations is the half-thickness, analogous to the half-life in radioactivity. This is defined as the thickness  $x_{1/2}$  of the particular medium required to reduce the fraction  $I/I_0$  (eq (33)) to one half for a particular gamma energy.

$$\text{Thus } I/I_0 = \frac{1}{2} = \exp(-\mu x_{1/2}) \dots (36)$$

Some values of  $x_{1/2}$  are given below (in mm)

Energy	Lead	Concrete
1 MeV	9.0	47.0
5 MeV	14.5	100.0

Labour Reporter  
TWO recently registered  
black unions have gained  
admission to the indus-  
trial council for the  
engineering industry

Mr Archie Poole,  
general secretary of the  
National Union of  
Engineering, Industrial  
and Allied Workers

(NUEIAW), and Mr Ben  
Nicholson, of the Elec-  
trical and Allied Workers'  
Union of South Africa  
(EAWU), said it was the  
first time black unions

19/9/80  
Areas

## Black unions in council breakthrough

had gained direct rep-  
resentation on an indus-  
trial council.

The unions were ad-  
mitted to the Industrial  
Council for the Iron,

Steel, Engineering and  
Metallurgical Industries in  
Johannesburg yesterday.

'At the next round of  
negotiations for wage in-  
creases, they will partici-

pate on an equal basis to  
all other unions on the  
council,' Mr Poole said.

The NUEIAW has a  
paid up membership of  
1500 and the EAWU  
about 2000.

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# HINTS WORRY UNIONISTS

CHIEF TUNTS 10/13/56

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## Own Correspondent

OHANNESBURG — Fears of a new government crackdown on unregistered black and non-racial trade unions have grown after a speech by the Minister of Manpower Utilization Mr Fanie Botha in which he hinted strongly at action against these unions.

Action against unregistered unions could eventually mean that only government-approved unions would be allowed to exist.

There are at least 20 unregistered black and non-racial unions in the country at present and they make up the bulk of the black union movement.

There has been speculation for some time that the government was planning to move against unregistered unions. This has been fuelled again by Mr Botha's speech to the Public Relations Institute of South Africa late last week.

## Leading role

In it he referred to the recent strike wave in which, he said, certain unregistered trade unions played a leading role. He added: "One cannot

say that their role in the strikes was always responsible."

Mr Botha then went on to hint at future government action against these unions. "You can rest assured that the government is keeping a close watch on the situation and that adjustments in our system for the regulation of labour relations will be made if necessary," he said.

Observers believe this could herald new legislation in the next session of parliament to control or ban these unions.

Trade unionists allege that the government instructed employers not to deal with unregistered unions during the recent strike wave and they see Mr Botha's remarks as evidence of growing government hostility to these unions.

"I'm convinced they're preparing to get at us. We're not surprised at the minister's speech, we've seen it coming for ages," an unregistered unionist said yesterday.

The director-general of manpower

utilization, Mr Jaap Cilliers yesterday refused to comment on the possibility of legislation against unregistered unions.

"We are introducing a lot of legislation now" he said in order to implement the Wiehahn commission recommendations and I am not prepared to discuss details of this legislation," he said.

The issue of union registration hit the headlines recently when the Johannesburg City Council refused to deal with the Black Municipality Workers Union because it was not registered.

However, unregistered unions are not illegal and a small, but growing number of employers have signed recognition agreements which bind them to negotiate with these unions.

## Compulsory registration?

For some time however, there has been talk in official circles of moves to 'put unregistered unions out of business'.

Two ways of doing this have been discussed. The first is to make registration

compulsory, as it was before 1956. This would make it an offence for any trade union to exist unless it was approved by the government and received registration.

According to some sources however this idea is no longer in favour.

The other is to implement a recommendation of the Wiehahn Commission and make it illegal for any employer to sign a recognition agreement with an unregistered union.

This would make it impossible for these unions to win bargaining rights from employers and would make it impossible for them to fulfill the main function of trade unions.

The commission also recommended making it illegal for employers to deduct union dues on behalf of unregistered unions, a move which would rob them of financial stability.

This has been partially implemented but the government could decide to toughen up a ban on these 'stop order' deductions.



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# 8 black trade unions *Cape Times 10/9/30* (MA) (AM) (AM) (21) have been registered

## Own Correspondent

JOHANNESBURG — Eight black trade unions have been registered since the government's new labour dispensation came into effect last October, the Director General of Manpower Utilisation, Mr Jaap Cilliers, said yesterday.

In addition, there are now 40 mixed trade unions — many of whom are believed to have received permission to enrol black members.

Approached for figures on the composition of the registered union movement, Mr Cilliers said yesterday that 182 trade unions were now registered.

Of these, 80 represented white workers only, 54 coloured workers only and eight black workers. Another 40 were mixed, either for white, coloured and Asian workers or for all four races.

This meant, he said, that the

all-white unions were now in the minority.

There are no figures available on the number of black or predominantly black unions in the country at present, but it is believed that at least 20 are still unregistered.

None of the black or predominantly black unions affiliated to the two major black union co-ordinating bodies, the Federation of SA Trade Unions and the Consultative Committee of Black Trade Unions, have been granted registration.

Labour observers regard the government's reaction to their registration applications as a key test for the new dispensation.

Thus far, only "parallel" unions — those with close links to their non-black counterparts — or black "company unions"

have been registered.

Recently, several Fosatu-affiliated unions were granted permission by the Minister of Manpower Utilisation, Mr Fanie Botha, to apply for registration on a non-racial basis.

Some labour observers have criticized the fact that most of the "independent" unions — those not closely associated to registered non-black unions — have not yet been registered despite the fact that they applied several months ago.

However, its supporters reply that many registration applications took up to a year to process before black workers were allowed to join registered unions.

Several black or non-racial unions have decided not to seek registration, arguing that to do so would be to submit to increased government control.

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Argus Correspondent

JOHANNESBURG. — A new breakthrough for workers' rights has been achieved by the industrial court in its first hearing of an alleged unfair labour practice.

The case has shown that the industrial court has straddled the band of the workers' lawyer said at an out-of-court

12/9/80

ARGUS

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# Industrial court win for union

Settlement won by a black contract worker and his registered trade union.

In terms of the settlement, Precision Tools of Johannesburg is to pay the Natal and Allied Workers' Union R4000. The firm also committed itself

to a recognition agreement that provides for the

Acceptance of the union's shop stewards,

Shop order facilities for union dues,

Union access to the factory once a week during lunch-time.

Shop steward representation for workers in

grievance procedures

provides for arbitration in the event of a

deadlock. The union failed to achieve the reinstatement of Mr Stephen Mponya, who

was allegedly victimised for his union membership by the firm's failure to renew his immigrant contract.

But Mr Mponya got a new job this week and is to receive about R1000 from the R1000 being paid to the union — as compensation for losses suffered during the period he was not working.

Cape Times 12/9/80

# Union body planned

Own Correspondent

JOHANNESBURG. — A new federation of black trade unions, which hopes to expand throughout the country, will be officially launched here at the weekend.

The unions involved in the move hope it will prompt a new expansion of the growing black trade union movement.

The new body will be known as the Council of Unions of South Africa (Cusa) and will initially comprise nine unions, representing some 30 000 black workers, according to Mr Skakes Sikhakhane, a spokesman for the new organization.

Cusa will become the fourth national federation of unions in the country and the second to represent independent black trade unions.

The other national body to represent a substantial part of the black trade union movement is the Federation of SA Trade Unions (Fosatu), which is non-racial.

Unions affiliated to Cusa are, however, wary of non-racial unionism, arguing that black unions should be black-run, at least in the short-term.

Its formation raises the possibility of fierce competition

between Cusa and Fosatu unions. However, Mr Sikhakhane said yesterday that Cusa "has left open the possibility" of co-operation with other union federations.

The new body will replace the Reef-based Consultative Committee of Black Trade Unions, of which Mr Sikhakhane is chairman.

The committee was the first black union grouping to be formed when black trade unionism was revived in the early 1970s.

It was, however, only a loose grouping of unions and Cusa unions hope that by forming a national federation with a full-time staff, they will be able to expand their activities nationally and build up their organizing strength.

Although it has been generally known for some time that the consultative unions intended to form a new national federation, a meeting on Sunday will mark the official launch of Cusa.

Mr Sikhakhane said yesterday that the seven unions affiliated to the committee had all decided to join Cusa. In addition, two motor unions — one based in Durban, the other

Pretoria, would also join on Sunday.

He said he also expected unions, such as the Black Municipality Workers' Union, which shot to prominence in the Johannesburg Municipal Workers strike, and the Writers Association of South Africa, to join Cusa.

The new organization planned to begin actively recruiting members in Durban, the Eastern Cape and the Orange Free State.

Although black trade unionism has not spread to the Free State in recent years, Mr Sikhakhane said a number of Cusa unions already had members in that province.

He said Sunday's meeting would ratify a constitution for the new organization and elect office-bearers.

(2)

(1)

The ROI equation which capital is the input is the capital

of power and the utility  
 This relationship has many applications in industry and has been used  
 as a measure of effectiveness in the conversion of energy, the transfer  
 .....(1.1)

$$\text{Efficiency} = \frac{\text{Output}}{\text{Input}}$$

efficiency equation:  
 According to DeGarmo,<sup>2</sup> the basis of the ROI concept is the general

## 1.2 RETURN ON INVESTMENT (ROI) DEFINED

these investigations, recommendations will be made for the practical  
 implementation of this technique within the construction environment.

LABOUR

# A signal from Ford FM 12/9/80

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A worker in a factory feels he has been underpaid. He raises the issue with his union leaders, who seek redress from management. As happens all too often there is a "communications breakdown". Victimisation might be involved, personalities intrude — the result could be a spreading wildcat strike.

That scenario is familiar enough. The question is: how to defuse a problematic situation before it reaches the crunch?

In what has been hailed as a major breakthrough in SA labour relations, Ford last week formally instituted a system of shop stewards in its Port Elizabeth plants (*Current Affairs* September 5). In so doing, it has fallen in line with a grievance-solving procedure which has gained widespread acceptance throughout most of

the industrialised world. Other firms might very well have to come to terms with the system in the near future. Volkswagen and GM are in the process of doing so.

## Shop stewards

The Seventies saw a massive spurt in black worker unionisation. Indeed, government was forced to legitimise these aspirations through acceptance of many of the recommendations of Professor Nic Wiehahn — a step which some regard as too much others as nugatory. But by common consensus, black worker power is here to stay. What is new at Ford is the installation of the shop steward as the primary vehicle of factory conciliation. Labour observers are already drawing comparisons

with overseas experience.

What then, is a shop steward? What advantages, and what dangers are implicit in the system?

In most foreign industries with a fair degree of trade union organisation, union members generally choose a representative spokesman at plant level. In the British printing industry, as in SA, the post is held by a "chapel father". The western European nations have equivalent posts though many smaller industries prefer to work through committees made up of shop floor representatives.

Whatever the title, the principle is common — hassles are dealt with at plant level, not on an industry wide basis. Legitimate grievances are dealt with at their source by the union-appointed (and often,

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as at Ford, company-paid) stewards. The threat of wider strike action is, in theory, averted.

The system developed, and flourished, overseas because union officials found negotiating for a large number of workers with employer associations unsatisfactory. The union leaders could deal only with broad issues, while individual members were faced with a variety of specific complaints. To obviate the wastage of man-hours that resulted, shop stewards were introduced.

They are therefore, essentially grassroots bargainers. Their duties fall into two broad categories: industrial relations, and trade union affairs.

As unionists they can negotiate on a wide variety of issues such as wages, hours of work, dismissals, manning of machines, and pace and quality of work.

But, wedged between labour and management, they are not purely unionists — though the system can only work fruitfully if they enjoy the trust of both "sides". This happy situation is not always the case. Unions often regard the shop stewards with a degree of ambivalence. Some even feel that shop stewards can, and do, undermine the authority of the union, after all, their power is frequently unregulated, and some are prone to external influences often more radical than their unions. The arrogant shop steward has become a stereotyped figure in popular imagination.

In the UK this situational conflict has expressed itself in wildcat strikes instigated

by shop stewards, disregarding the unions' wishes. Witness the disruptions at Leyland last year.

Conflict can best be avoided by involving shop stewards in the broader union negotiating mechanism, ie on an industry level. It means increasing their powers, but as Fred Ferreira, Ford SA's industrial relations manager, says: "I don't think this is an inherent weakness of the system. So much depends on the attitude of management and of the union."

Shop stewards' trade union duties include recruiting and organising workers as well as keeping members informed of union affairs. Overall they can be a crucial link between the union as an organisation and its membership.

What does management get in exchange? For one thing, there is an ensured continuity of production if petty grievances are met and dealt with on the factory floor. Employer and employee are historically natural bargaining opponents in the West. Given this, one observer notes, "shop stewards are considered more of a lubricant than an irritant" by management.

From the union side, there is sometimes the suspicion that shop stewards are collaborators with management. In its handbook, the Transport and General Workers' Union in the UK warns shop stewards against becoming "mere messengers". During negotiations "they must stand on (their) own two feet."

In SA the system of factory floor representation has hitherto been poorly used,

with established white unions relying heavily on the Industrial Council mechanism to resolve worker grievances. Since the wave of motor industry strikes began nine months ago, there have been warnings that to persist with the existing system (of which the Wichahn recommendations are rather a sophistication than a radical rethink) would simply be asking for trouble, particularly as far as black workers are concerned.

The Industrial Council is a slow problem solver and workers are increasingly dissatisfied with its processes. So, also increasingly, they have been taking matters into their own hands. This was certainly the case in the Ford, General Motors and Volkswagen strikes.

But, says Ferreira: "Although wildcat strikes cannot be eliminated, they can be minimised. The shop steward system is an attempt to do just that."

Not that the introduction of shop stewards is a threat to the industrial council system, it is an extension, and modernisation of it. As the nature of production has changed in SA a whole new set of industrial problems has set in.

#### Usurped activities

Says Loet Douwes-Dekker, leading labour academic: "We need a centralised body such as an industrial council system, to deal with industry issues. But this body must not deal with issues that arise on the factory floor. The industrial councils have usurped certain activities which should be, and normally are, handled in the plant."

Adds another observer: "The industrial councils are viewed by blacks as far too remote to handle many problems. The black person wants to see his problems solved on the shop floor by people he knows, and in a manner he understands."

Union leaders and labour watchers have greeted the Ford agreement with enthusiasm. However they fear that if more companies do not follow suit, workers will continue to express their grievances through wildcat strikes and militant action such as consumer boycotts.

As Fred Sauls, secretary for the National Union of Motor Assembly and Rubber Workers, said after the Ford agreement had been signed: "It's a move in the right direction for SA industrial relations. Let's hope it rubs off on other companies."

# Firm ordered to recognize union

Cape Times 12/19/88 134

**Own Correspondent**  
**JOHANNESBURG** — The new Industrial Court's first test case has ended in a victory for a contract worker, Mr Stephen Maponya and his union, the Metal and Allied Workers' Union (Mawu).  
 In an out-of-court settlement yesterday, Mr Maponya's former employer, Precision Tools, agreed to pay the union R4 000 and to recognize it.  
 The union may use this money at its own discretion and could even pay a portion of it to Mr Maponya as compensation for loss of earnings.  
 The union yesterday hailed the settlement, saying that it opened up the way for increased black unionization at the firm, a small Johannesburg engineering company.  
 The agreement accords recognition to the union shop stewards in the factory as well as company recognition of the union itself.  
 The company has also undertaken to grant the union "stop-order" facilities, to grant union organizers access to its factory once a week, and to introduce a grievance procedure for workers.  
 Mr Maponya and Mawu brought the case to the court after the company refused to renew his migrant service contract. They allege that the company did this as a reprisal for unregistered unions were entitlled to bring cases before it.  
 It also found that unregistered unions were entitled to bring cases before it.  
 Last month, the court handed down an historic judgment in the Maponya case in which it found that unregistered trade unions were entitled to bring an interdict against an employer on behalf of union members who fear victimization.  
 The Industrial Court also titled to bring cases to the court in which they alleged that their members had been victims of an "unfair labour practice".  
 This opened a legal avenue to black unions after the Supreme Court had found, in the "Bosman case", that black unions had no right to request an interdict against an employer on behalf of union members who fear victimization.  
 The Industrial Court also agreed to allow counsel for Mr Maponya and the union to lead evidence to support their claim that the company had been guilty of an "unfair labour practice" by refusing to renew the contract, even though it was legally entitled to do so.  
 This was also seen as significant because it raised the possibility that contract workers whose contracts were not renewed and who believed their employer had "no good reason" to do so could take their case to the court.  
 This judgment affected only legal issues raised during the case and the court was due to hear evidence this week. However, counsel for the two parties yesterday hammered out a settlement agreement.  
 The Industrial Court was set up following a recommendation by the Wiehahn Commission and one of its chief functions is to hear cases in which workers believe they have been victims of an "unfair labour practice".  
 The Maponya case is the first major test case to be heard by the court.  
 The fact that ended in victory for a worker and trade union may open the way for further actions in the court by black workers and unions.  
 There is no right of appeal against the court's decisions and it is not compelled to take only legal considerations into account. It is therefore bound by the Supreme Court decision in the Bosman case.

s suggested that a discount factor equal (slightly higher than) the interest rate on the loan should be used for this term.  
 Term 2 is riskier than the stream in Term 2 because the lessee requires to have a taxable income to generate the cash flow.  
 The present value of this flow is likely to be equal to the present value of Term 3 thus the same discount factor is used.  
 To facilitate a fair comparison with the most rapid method of depreciation allowed, the Receiver of Revenue should be used. Further depreciation in this context includes the investment allowances.  
 The present value of this flow is likely to be equal to the present value of Term 3 thus the same discount factor is used.  
 This stream is the tax shield arising from the tax deductibility of the interest on an asset (the displaced) loan.  
 This solution will now be applied to the problem in MAN.

(134) (135) (136) Rom. 18/9/86

# Big pay demand by rail union

By GERALD REILLY  
Pretoria Bureau

THE 22 000-strong Railway Artisans Staff Association lodged a claim for a 12.5% wage increase with the Minister of Transport, Mr Chris Heunis, in Pretoria yesterday

The president of the ASA, Mr Jimmy Zurich, said although there was justification for an increase of at least 16% in April next year (this was the expected inflation level by the end of the year) "we felt we could not go for the full amount under prevailing circumstances"

The ASA is the first of the seven railway staff associations to lodge claims for increases. The others are expected to make their demands later this month or early in November

The costs to the railway administration of a 12.5% increase for the 260 000 railway workers would be in excess of R200-million

Mr Zurich said that the Minister considered the demand responsible and reasonable

He said he told the Minister that the huge increases in the meat price and the statement by the South African Agricultural Union that the price of top cuts could be R10 a kilogram by the end of the year were "disgraceful"

"We told him too that the rocketing prices of properties were depriving the small man of owning his own home. We asked for a commission of inquiry into property prices"

The Minister promised to bring both these issues to the attention of the relevant Ministers

MANI DIS 19/9/80 (134)

# Workers' leaders: mixed reaction

EAST LONDON — There was mixed reaction yesterday from East London employers to the call by the Minister of Manpower Utilisation, Mr Fanie Botha, that employers deal with workers' own leaders.

Employers agreed there was a need to find some form of communication with employees but were generally guarded on dealing with unregistered trade unions.

The national organiser for the South African Allied Workers Union (SAAWU), Mr Thocamle Gqweta, welcomed Mr Botha's statement but pointed out he did this with some reluctance.

The managing director of Raylite Batteries which was hit by a walkout last month, Mr D Saunders,

said: "Speaking from my company's point of view, union representation must be accepted as a human right."

However, he pointed out it was important to establish that a proper constitution and proper books were maintained by any body that dealt with workers.

One is here looking for some form of statutory control which our companies are also subject to. That's the whole criterion of the issue."

He said it was important to be assured the bargain would be kept by both sides if one drew up an agreement with a union.

Mr Saunders emphasised that the advent of trade unions for blacks was an inevitable development. The managing director

of SATV, Mr M Bosworth, also agreed there was need to establish some form of communication with workers.

"I believe that even if a trade union were unregistered one would work with it after taking a good look at it," Mr Bosworth said.

His company had a works committee elected in a 98 per cent poll. The poll had been taken after some problems with trade union recognition at the factory.

"Of the 13 people on the works committee only one was on the trade union committee brought to us and he has since resigned."

Mr Bosworth said there was some learning to be done by all concerned. Management had to

learn that black workers had to be represented by people of their choice. Black workers had to learn about the intricacies of worker organisation and white workers had to understand that black workers had to be brought into the same conditions applying to all workers.

The managing director of Turner Bros, Mr Peter Turner, said he would never recognise an unregistered trade union.

"I have a liaison committee with my boys — it is a case of them and myself when it comes to discussing things, he said.

There is no way I will recognise an unregistered trade union. Nobody outside can tell me how to run my business."

Mr Turner said he discussed problems with his

workers who had realised after a strike three weeks ago that strikes did not solve problems.

He said the liaison committee system had been a success.

"Africans like it," he added.

Asked what he would do if the union had support from his employees, he said: "If they want to work with the union they must go and work elsewhere."

Mr Gqweta said Mr Botha would have done well to have adopted the attitude he displayed in his recent speech when the Municipal Workers Union members donated tools in Johannesburg earlier this year.

"Employers might have adopted a much more realistic attitude in dealing with the workers' said — DDR

grievances and representations," he said. "Instead of bringing black trade unions under state control the minister should see to it that employers and local authorities are brought under statutory control to protect workers."

He said mass dismissals, substitution of skilled labour by scab labour and accusing trade unions of being inciters were no answer to the present labour situation.

"All such measures to bring the situation under control, only prove counterproductive and lead to more strained employer-employee relationship."

Complete recognition of unregistered and non-racial trade unions is the only answer," Mr Gqweta said — DDR



# Afrikaans teachers set to form first trade union

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By Sheryl Raine  
Education Reporter

The first teachers' trade union will be formed in Pretoria today, if a survey involving 17 000 Afrikaans-speaking teachers of the Transvaalse Onderwysersvereniging can be believed.

A questionnaire circulated to TO members asking if they were in favour of a trade union was returned with a 53 percent majority, Professor H O Maree, chairman of the TO said in Pretoria last night, when he opened the association's 77th congress.

However, 60 percent of the teachers were against a strike and more than 55 percent were concerned that a union would damage the professional image of the teaching fraternity.

The majority (75 percent) doubted whether their association had sufficient negotiating power.

Professor Maree appealed to delegates to stay cool, calm and objective when they debated the trade union issue today.

"It must not be said that a union came into being out of revenge or opportunism," he said.

However, it was no longer acceptable to teachers to be consulted only partly in determining service conditions.

The TO would not comment on the form which the union would take. All debate will take place behind closed doors and the result will be announced on Monday.

It is believed that the union could be influenced by the Canadian teachers' organisational structure.

Canadian teachers have the right to declare a labour dispute if negotiations concerning service conditions break down.

They also have the right to take the matter to an arbitrator.

## We need more say, says prof

Teachers should have much more say in determining the profession's salaries and services conditions, Professor H O Maree, Chairman of the Transvaalse Onderwysersvereniging, told the association's annual congress in Pretoria last night.

Professor Maree said the present system of determining salaries and service conditions of teachers was outdated. Teacher bodies were only allowed to take part in a limited way in the decision-making.

A survey of Afrikaans-speaking teachers had shown a majority of them were in favour of forming a trade union, but most were opposed to the use of strike measures to gain

better conditions.

He warned against the use of education for political purposes.

Professor Maree said the principle of equal education for children from all population groups could not be faulted, but warned that an eye would have to be kept on whether the country could meet this ideal financially.

He also urged the authorities not to neglect female teachers, who were carrying the profession to a large extent, especially as more and more men were leaving the teachers' ranks.

Any move to discriminate between male and female teachers would not be acceptable, he said.

### POWER

Professor Maree told teachers that research in Canada and the USA had revealed that trade unions had substantially increased teachers' bargaining power but had also alienated them from parents and governments.

Among other things, Professor Maree

- Warned teachers to keep out of politics, especially concerning the opening of facilities to all races.

- Raised the question of whether South Africa could continue to afford free education while trying to equalise educational opportunities for all population groups.

- Stressed that consultation with all interested parties regardless of race was desirable in establishing the future educational needs of the country.

# 'Clamp' on black unions attacked at Tucsa meeting

## Labour Staff

SEVERAL foreign governments and trade union movements yesterday criticised the state of labour relations and the "repression" of black trade unions in South Africa

Their views were conveyed to the annual conference of the Trade Union Council of South Africa (Tucsa), which opened in Durban yesterday

A letter from the British Trades Union Congress read to the conference said the TUC shared with other overseas unions its "concern about the recent wave of repression" against independent black unions, reports Sapa

Several black trade unionists have been arrested or detained without charge in the wake of the strike wave which gripped the country earlier this year and the TUC's remarks are believed to be a response to these arrests

The TUC said it hoped Tucsa would address itself urgently to this problem and oppose the "thwarting of development" in collective bargaining for blacks

The Canadian Labour Movement also expressed its "deep concern" to South Africa over the arrest of black labour leaders, Mr Ed Skrabec, a counselor at the Canadian Embassy, told the conference

Stressing the importance Canada attached to its labour code for reforms in South Africa, (which is similar to the code of the European Economic Community), he said South Africa was not being singled out

But the racial factor in the South African situation "is profoundly objectionable to us" and Canada would maintain a close watch on the South African labour scene, he said

Mr Frank Golino, the United States regional labour officer, said external influences such as the US Sullivan Code had contributed to the "fragile momentum" for change in labour relations, by reinforcing already perceptible trends

If the Government's present labour reforms had come 25 years ago — "before attitudes of workers had hardened and become acutely polarised" — the situation in South Africa

Tucsa's president, Mr Andre Malherbe, told delegates that the recent labour reforms were "praiseworthy" but had come "too late in the day"

"The Wiehahn Commission of Inquiry is nearing completion and we can only hope the findings will be made public without undue delay and that the Government responds to these findings in such a manner as to promote harmony within the work force of South Africa, and for the full utilisation of manpower," he said

Mr Malherbe also warned that advances in computer technology had made "thousands of skilled artisans" redundant

"We can't stand in the way of progress. We have to embrace it and make it work for our own good. If we don't make sure we get the benefits of microtechnology for ourselves and other workers, then no one else will," he said

with the theory of the just war. And I think it would be fair to conclude from the evidence he gave us that the main tradition in Christianity has been a just war one rather than a pacifist one. And perhaps all that that says is that the sinful nature of man as well as the sinful environment in which he exists give him the kind of complicity with evil, which means that instead of choosing absolute good and total evil, he must often choose between the lesser of two evils. Perhaps that is the only way we can explain that, whatever our views or convictions, we are in fact caught up in a process of change - a process in which the spiral of violence is present. What we need to remember then is that God is not absent from his world even when that process is at its worse - it is his world, he has overcome it, he rules it, he is transforming it and redeeming it. He shares the pain of that process. To him be the glory.

I want to end up by quoting from Lambeth Conference resolution on War and Violence:

"Jesus, through his death and resurrection, has already won the victory over all evil. He made evident that self-giving love, obedience to the way of the Cross, is the way to reconciliation in all relationships and conflicts. Therefore the use of violence is ultimately contradictory to the Gospel. Yet we acknowledge that Christians in the past have differed in their understanding of limits to the rightful use of force in human affairs, and that questions of national relationships and social justice are often complex ones. But in the face of the mounting incidence of violence today, and its acceptance as a normal element in human affairs, we condemn the subjection, intimidation, and manipulation of people by the use of violence and the threat of violence and call on Christians everywhere to stand against violence on others.

Let us in that spirit then mobilize ourselves into action as a Conscientious Objection movement in South Africa - a movement that will help to bring about an end both to the injustices in our society and to the various forms of violence that are used to maintain it - a movement that will help establish true peace - Shalom, the well being of all

# Repression concerns overseas unionists

STAR  
23/9/80

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By Sieg Hannig  
Labour Editor

DURBAN—Concern about the need for further progress in labour relations and about repression of black trade unions was conveyed yesterday to the annual conference of Tucs

A letter from the British Trades Union Congress read to the conference said the TUC shared with other overseas unions its "concern about the recent wave of repression" against independent trade union organisations of South Africa.

The TUC hoped Tucs would address itself urgently to this problem and oppose the thwarting of development in collective bargaining for blacks.

The Canadian Labour Movement also had demonstrated its deep concern to South Africa over the arrest of black labour leaders, Mr Edward Skrabec, counsellor of the Canadian Embassy, told the conference.

Stressing the importance Canada attached to its labour code for reforms in South Africa, he said South Africa was not being singled out.

But the racial factor in the South African situation "is profoundly objectionable to us".

Canada would maintain a close watch on the South African labour scene, he said.

Mr Frank Golino, United States regional labour officer, said external influences such as America's Sullivan principles had contributed to the "fragile momentum" for change in labour relations, by reinforcing perceptible trends.

The removal of discrimination and the introduction of equal employment practices ultimately depended on worker participation.

Mr David Wright, British consul in Durban, said industrial relations were of paramount importance anywhere and would benefit race relations in this country. The British Government was watching changes with great interest.

# Wary reaction to new teacher plan

STAR 23/9/80

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By Sheryl Raine  
Education Reporter

Black teachers and their English-speaking white colleagues have reacted warily to the initiative of the Transvaalse Onderwysersvereniging to form one multiracial bargaining body

Mr R. L. Peteni, chairman of the country's largest teachers' association, the African Teachers' Association of South Africa, expressed scepticism at the proposed statutory body

He reflected the views of several black teachers when he said he did not believe a multiracial body could be formed until there was one education department and one minister of education for all races.

"All black teachers' associations are members of Atasa but at this stage I cannot say how member associations will take the TO's initiative. I personally do not think it will work if teachers continue to be employed by different education departments"

Mr Jack Ballard, general

secretary of the Transvaal Teachers' Association, said his organisation would give the plan careful consideration

"But we will certainly be guarded about accepting anything that doesn't include all teacher groups, regardless of race, right from the start"

The chairman of the Federal Council of Teachers' Associations, Mr Neil Paterson, was unable to comment because he had not yet been informed of the TO's initiative (Reports on Page 4)

One of the Transvaal Teachers' Associations' most articulate presidents to date, Mr Peter Mundell, is almost certain to refuse re-nomination for the presidency

On the eve of the association's annual conference which begins in Krugersdorp on Friday Mr Mundell told The Star pressure of work and neglect of a wide range of personal interests were two of the reasons why he would be reluctant to accept another year as president

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# 'Closed shop' backed

S.M.A. 24/9/80

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DURBAN — The multiracial Trade Union Council of South Africa yesterday defended the "closed shop" practice which has been abused to prevent black job advancement

It was for this reason that pressure had arisen for the abolition of the closed shop system under which only members of certain unions were permitted to work in certain industries, Tucsac heard

But the system worked well in many other fields — and its discriminatory abuse could be countered, said Mr Lief van Tonder, first vice-president of Tucsac

Many unions had to share the fruits of their costly negotiations with "free riders on the bus with union members" who were not prepared to pay their way

Mr Morris Kagan, a top spokesman for shopworkers, stressed that the "closed shop" was not an attack on freedom of association

It was an attack on the exploitation of union men by non-union members

The purpose of the closed shop was to force the non-union people to contribute to union funds. Nobody should benefit from a union without contributing to it, Mr Kagan said

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# Union rights for all supported

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## Labour Editor

DURBAN — Two trade unions representing white mineworkers have supported trade union rights for all workers in South Africa — not only South African workers

They are the Mine Surface Officials' Association and the South African Boilermakers' Society, who backed a constitutional amendment at the annual conference of the multi-racial Trade Union Council here yesterday

The unanimously adopted resolution also dedicates Tucsas to opposing "all forms" of discrimination — not only racial discrimination — thus including discrimination on the basis of sex

The implication of the Mining Unions' support of trade union rights for all workers in South Africa is that they will not stand in the way of trade union rights of the mining industry's 240 000 foreign migrant workers

However, the amendment also implies criticism of

the existing law which admits citizens of former parts of South Africa to trade union rights by exemption — not as a right

Mr Ike van der Watt of the SA Boilermakers' Society said he was fully aware of the implications of the amendments

Mr Robbie Botha of the Mine Surface Officials' Association also addressed the conference, saying it would have been inexcusable for Tucsas not to have made the amendments

The conference was split by 51 votes to 65 on a call for Tucsas's executive to pursue a resolution adopted last year which condemned the Mineworkers' Union for trying to organise a strike solely to prevent black advancement

The resolution, which also criticised the Chamber of Mines for its labour practices, was submitted to Tucsas's executive for further attention but did not receive such attention. However, the majority of delegates opposed the call for the matter to be taken up again

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paper back and forth, and that's what causes all  
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without checking with seven other people.

# FCI accepts need to talk to all workers

By STEVEN FRIEDMAN  
Labour Reporter

THE Federated Chamber of Industries — which represents organised industry throughout South Africa — has accepted that employers may have to negotiate "conditionally" with unregistered trade unions

It has also urged employers to deal with representative unions

But it has emphasised that it believes no employer should permanently recognise unions which are not prepared to register and has endorsed the official Industrial Council system

These are the major points in a set of new labour policy guidelines released at the FCI's executive council meeting in Johannesburg yesterday

In essence, the guidelines strongly endorse the system of Government registration and the official Industrial Council system, but recognise that employers may have to deal with unregistered unions on a temporary basis

They mark a new attempt by the FCI to advise employers on labour issues

Employers hit by strikes should "talk on an interim basis to unregistered unions instead of simply calling in the police", says an FCI spokesman

A statement yesterday says the guidelines imply that the FCI "fully supports the approach put forward by Minister Fanie Botha in a watershed speech" in Pretoria last week

In the speech, Mr Botha, the Minister of Manpower and Utilisation, warned employers of "disaster" if they did not

deal with organisations which enjoy "credibility" among workers

The policy approach released yesterday will form the basis for a detailed set of guidelines which will be drawn up by the FCI to advise employers on how to react when approached for recognition by unions

The guidelines were announced at the meeting by Mr Chris du Toit, the FCI's incoming president. Mr Du Toit is also the former chairman of the FCI's labour affairs committee and a member of the Wiehahn Commission

After the meeting, he stressed that the FCI was not suggesting employers negotiate permanently with unregistered unions, "but there are situations where employers must recognise that an unregistered union represents a worker majority"

"In these cases, they should agree to talk to the union, but make it clear that they are not prepared to deal with it permanently unless it meets certain conditions, such as registration," he said

Other conditions would be specified in the detailed guidelines, he added

At the meeting, Mr Du Toit said the Minister's speech marked a "change of stance" on the issue of union recognition and urged employers to heed it

In the statement issued afterwards, he stressed the "practical need" for employers to "accept representativeness as the primary requirement in recognising employee groups in

negotiations"

The new guidelines could have an important effect on employer attitudes towards unions.

Though they are unlikely to satisfy unions which reject registration, they mark a new flexibility in the attitude of organised industry to unions

They state

○ "Effective communication" between all parties from top management down must be encouraged,

○ Freedom of association must be the basis of industrial relations,

○ The ultimate object is to work towards an "orderly industrial relations system in which contracts are legally enforceable",

○ Employers and unions which wish to operate under the Industrial Council system should be permitted to do so,

○ It is accepted that there will be instances in which employers will find it necessary to negotiate conditionally with unregistered unions, and

○ Any recognition given to negotiations with unregistered unions should not undermine the official industrial council system

The Rand Daily Mail understands the guidelines were a compromise between those in the FCI who were opposed to dealing with unregistered unions and those who favoured a more flexible approach to worker representation.

An FCI source said yesterday the guidelines tried to show that "business can take a lead in labour issues instead of simply following others"

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# Black unions not hindered—official

DURBAN — A total of 11 black trade unions had received registration by the end of last week, the Industrial Registrar, Mr Mat le Roux, told the annual conference of Tucsa.

He denied "disguised accusations" that his office was deliberately hindering the registration of trade unions. This, he said, could be shown to hold no substance by anybody who read the legal provisions or picked up a telephone to speak to him.

To improve understanding, he had obtained authority to meet trade unionists in the country's major centres in the near future.

In addition to the 11 black unions registered so far — out of a total of 18 applications — Mr Le Roux had also received 12 applications for the registration of new unions who wanted to represent all workers.

None of these had been approved yet because their processing was more complicated.

But the Minister of Manpower Utilisation had given approval in principle to constitutional amendments which would allow 28 existing unions out of the 34 which had applied so far to enrol people of other races.

Mr Le Roux assured Tucsa that he was not allowed to register purely company unions.

Referring to an earlier reference to the only company union in South Africa, Mr Le Roux said that this union had not been registered.

He explained that the company involved was the only representative of its industry in the area concerned. Therefore it could be argued that it constituted an industry in the area for purposes of registration.



# Move to end union 'thieving'

STAR 26/7/80

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## Labour Editor

"Thieves", disguised as trade unionists, were giving trade unionism a bad name and could not be permitted, the Trade Union Council of South Africa was told here yesterday.

Ill feeling and in-fighting among trade union factions—related particularly to recently formed groups outside of Tucsra—surfaced strongly after a proposal that efforts be made to resolve differences between competing unions.

Mrs Lucy Mvuhelo, general secretary of the black

National Union of Clothing Workers, said it was the duty of Tucsra to protect workers against so-called liberals, "who were promising people the moon" but were, in fact, only "fattening their pockets."

The call for conciliatory moves came from Mr Alan Fine of the Witwatersrand Liquor and Catering Trades Union, who said that ill feeling and competition among unions harmed the labour movement in general and played into the hands of the bosses. He said Tucsra had the

choice of declaring war on other unions or taking the lead in overcoming the conflict.

A former Tucsra president, Mr Ronnie Webb said "It's the free riders who have declared war on us."

Mr Archie Poole, of the Engineering Industrial Workers' Union, pointed out that the South African Coordinating Council of the International Metal Workers' Federation ceased to function last year because of differences between unions belonging to the Confederation of Metal and

Building Unions and those belonging to Fotsatu (Federation of South African Trade Unions), which is predominantly black.

After minor amendments, the conference adopted, with only four abstentions, the resolution noting alarm at the establishment of competing unions.

The resolution also urged that unions exert every effort to resolve differences by means of discussion and negotiation.

The resolution was referred to Tucsra's executive for processing and investigation.

By Sieg Hannig,  
Labour Editor

No instant solutions to the recent run of "new era" strikes were offered at last week's annual conference of the 283 000-strong Trade Union Council of South Africa

On the contrary, the conference showed that Tucsas was at war with the very organisations that have given employers the worst headaches

One speaker described it as a total war among black trade unions. Another said the division was one between responsible and irresponsible trade unionism.

Specific allegations that pinpointed some of the ideological differences were

⊙ Unions that resorted to strike action as a weapon of first recourse instead of as a last resort

⊙ Black workers' bodies dominated by white students and academics

⊙ Unions that did not confine themselves to any industry or sought to represent workers in industries in which they had no previous interest

⊙ Unions that claimed to be independent but belonged to bodies that allowed little independence to member unions and had a foreign "pay-master"

⊙ The "strange motives" of a union that did not seek recognition for itself from employers or the Government.

Several speakers pointed out that the workers were the losers in the union conflict which was giving the whole labour movement a bad name and which played into the hands of the employers.

They won acceptance of a resolution calling for efforts to settle these differences. But no one seemed to have any real hope that this could be done

It was clear that many

# Tucsas

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# hits at

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Tucsas unions shared the employers' hostility towards the groups on the other side of the fence

The conference gave no impression of sharing what the British Trades Union Congress (TUC) called "concern about the recent wave of repression against independent trade union organisations of black workers"

Indeed it ignored the TUC's call that the conference should address itself urgently to this problem

Far from feeling repressed, Tucsas's black and non-racial unions expressed satisfaction with their newly found rights and liberties

Clearly they did not identify with the policies and tactics of those unions that suffered from the "wave of repression"

It wasn't that Tucsas had abandoned any of the old principles on which it was founded and for which it incurred the wrath of the Government in past years

Yet there was no doubt

that Tucsas had achieved respectability in the eyes of the authorities and the establishment.

The conference reiterated previous calls for a national minimum wage and for a national contributory pension scheme with somewhat less vigour than before. There was even some opposition.

Some observers will call this a sign of realism that is sure to win Tucsas new members from the white labour movement.

Others will say that the true relevance of a trade union federation in South Africa at this stage depends on its growth in black membership.

The question is whether Tucsas unions, will be able to enrol and retain more black members than unions outside Tucsas.

The answer could well depend on whether black workers find it profitable to belong to unions that are prepared to work within tried structures

At this stage it is not clear how many will join less patient unions which resort to unorthodox methods to overcome the inequities inherited from a generation of apartheid.

# Diamond bosses' deal for blacks is rejected

By STEVEN FRIEDMAN  
Labour Reporter

AN attempt by employers in the diamond cutting industry to increase the range of work which can be performed by semi-skilled coloured, Indian and black workers has failed

This follows the declaration of a dispute between the Diamond Workers Union, which represents white artisans in the industry, and employers

The dispute was referred to the industrial court for its first arbitration hearing

White diamond cutters struck for 11 weeks in 1976 in protest against employer plans to introduce semi-skilled coloured and Indian "operators" into the industry

The strike was settled when the two parties agreed that operators could be introduced provided they only handled rough diamonds up to 1.69 carats in weight and sawn diamonds of up to 0.85 carats

Since the strike, black operators have also been allowed to work in the industry.

Recently, employer attempts to adjust these limits in order to allow the "operators" to work on larger diamonds led to the declaration of a dispute

Employers argued that the limits should be moved upwards because the industry was short of skilled manpower.

Moving the limits would also have conferred greater responsibility on the semi-skilled coloured, Indian and black workers

The union opposed this because it feared that, by increasing the work non-artisans could do, employers were trying to phase artisans out of the industry altogether and to open their jobs to "cheap" semi-skilled workers

Artisan unions have generally opposed moves of this sort, known as "job fragmentation", seeing them as threats to the position of skilled workers

Yesterday, a spokesman for the industry's industrial council told the Rand Daily Mail's Durban correspondent that employers and the union had agreed to extend the present demarcation agreement until October 31 next year

This means that the present limits on the work which operators can do remains in force.

According to the spokesman, both sides accepted there could be no change to the present limits because of the industry's "sorry state"

"More than 600 workers in the industry were laid off earlier this year.

# 'Real' unions, or face increasing disorder

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By Sieg Hannig, Labour Editor

South Africa risks increasing industrial and possibly social disorder unless communication is improved between workers and employees, warns the Association of Chambers of Commerce.

The means to improve is "real trade union representation," Assocom says in its latest edition of Assocom Review.

It sees the danger signals in "earlier events of this year" in the Cape, Eastern Province, Natal and on the Rand

Assocom Review pinpoints the following problem areas:

⊙ Slow and limited Government recognition of black unions and heel-dragging over mixed unions have hindered the development of a responsible trade unionism

⊙ Black workers are demanding wages which would enable them to "live decently" and are restive about the practice which pins wage patterns to the poverty datum line or seeks to establish a minimum living wage

⊙ Blacks are becoming impatient with the pace of reforms

Black advancement has enhanced black bargaining power by making it more difficult for employers to dismiss blacks summarily and replace them — "as the Johannesburg City Council did recently," Assocom says.

Both employers and the Government had to accept that black workers were part of industrialised society now with more than physical labour to sell

# Labour men walk out

By Sieg Hannig  
Labour Editor

Racial differences between trade unions led to the walkout of three labour leaders from a multiracial trade union meeting in Johannesburg this week.

The clash of opinions has caused the suspension of a programme to promote understanding between leading employers and trade unions at consultations under the auspices of the Graduate School of Business Administration of the University of the Witwatersrand.

The walkout took place after black labour leaders had held that blacks should be organised only by black trade unions, said the first man to walk out, Mr Ike van der Watt.

Mr van der Watt, general secretary of the non-racial SA Boilermakers' Society, said "They ask us to understand the problems of the black worker, but they don't want us to organise blacks non-racially."

"They have as much right to do this as white unions have to organise

whites exclusively.

"But they are not going to do this with my help."

Two others who walked out were Mr Jimmy Zurich of the Railways Artisan Staff Association and Mr Piet Roodt of the Railways Footplate Staff Association.

They were among 42 unionists from 15 unions who attended the meeting at the graduate school on Monday.

The purpose of the meetings was to exchange ideas and arrive at consensus on issues of com-

mon concern.

In February considerable agreement had been reached on the regulation of industrial relations.

But it had been agreed that the two union groups should meet to clarify the apprenticeship question before a further consultation was arranged.

At the union meeting "it became apparent that not enough understanding had been reached on the different historical backgrounds and perspectives of the two groups," said the statement.

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# Cater for Black Unions — STEVENSON

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Organised industry would have to help both in the establishment of black trade unions and in convincing existing unions to admit blacks as members. Mr R L Stevenson, president of the Building Industries Federation of South Africa (Bifsa), said today

Addressing a National Development and Management Foundation conference in Johannesburg.

he said black labour entrants into the building industry were expected to number about 12 500 a year for the next few years

It had to be accepted that these new workers would either join existing unions or organise themselves into separate unions. The emergence of black contractors and sub-contractors was also on the cards

## How's gold price

In the modern-day context organised industry would have to take the initiative. The education of white union members towards admitting black members was vital, he said

Mr Stevenson said that during 1979 investment in building in real terms increased by 4 percent whereas an increase of 8 percent was expected this year

He said industry growth rates for 1981, 1982, 1983, 1984 and 1985 should be about 5 percent, 4 percent, 5 percent, 6 percent and 5 percent respectively

But, he noted based on employment figures, the present level of building activity was still about 20 percent to 30 percent below the level attained during the early part of the decade notwithstanding the fact that building activity had increased in the past two years

Chamber of Mines president, Mr Bill Lawrence, said.

He told the conference that the end of the mining industry's growth cycle was still a long way off and estimated that capex for the next five years, which had been announced, amounted to R6 000m.

The immediate year ahead would be characterised by spending of about R3 000m. In his view this level of expenditure could help ease a major cyclical downturn in the general economy which would normally be expected to occur sometime in the early 1980s.

On future trends he said with interest rates probably hardening over the next two years and the price of building materials likely to rise

further, these and other factors would give rise to a continued trend to smaller, more compact houses as well as smaller stands

Higher interest rates, tighter liquidity, higher mortgage rates, which would influence property values, and an end to the long term bull trend on the stock market — these were the forecasts of Mr Andre Hamersma, group economist, Standard Bank, at the conference.

Borrowers were advised to finalise needs soon while lenders were encouraged to sit on funds and await higher returns

South Africa might have to relax exchange controls in order to prevent international liquidity generating domestic inflation.

Mr Hamersma also warned of the consequences on the balance of payments if the present trend of rising imports and falling exports was to continue. On the assumption of a gold price of 600 dollars an ounce, this trend could produce a deficit in the balance of payments by 1981.

If South Africa was to

Other projects currently under evaluation included ethylene oxide and ethylene glycol (AECI), a polyols plant (AECI or NCP) and a number of projects that were confidential as they were at a sensitive stage of evaluation. The capital required for these projects was in the region of R150m to R200m he said

Mineral sales for the first seven months of the year have improved by 69 percent compared with the same period last year and the total for the year should reach R1 500m.

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# Boycotts warning

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STELLENBOSCH — United Nations sanctions coupled with concerted action by international labour organisations, could have a devastating effect on the South African economy, Prof S M Swart, director of the Institute of Labour Relations at the University of South Africa said yesterday.

Speaking at an industrial relations seminar at the University of Stellenbosch, he said for this reason, South Africa could no longer ignore the foreign policy implications of her industrial relations system

The system, he said, had to encompass all

workers equally in its decision-making process. The black worker had to be given the opportunity to recognise a real and promising stake in the future of the South African economy.

"If international labour organisations individually or jointly, were to decide to boycott the purchase, or loading and discharging or transport of South African exported goods on any large scale, the economic repercussions for the Republic would probably be much more severe than direct economic sanctions imposed by the United Nations:

"Such actions on a concerted basis, coupled with United Nations sanctions, would have a devastating effect on the South African economy.

"With a view to this potential danger, South Africa can no longer ignore the foreign policy implication of her industrial relations system

# Unregistered trade unions — crackdown seems likely

5 TAK 9/10/80

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By Sieg Hannig  
Labour Editor

SPECULATION about the chances of a Government crackdown on unregistered trade unions mounted today after a meeting between top Government representatives and employers in East London yesterday.

Asked about the Government's attitude towards unregistered unions, the Minister of Manpower Utilisation, Mr Fanie Botha, said today

"We cannot have two different systems in South Africa. If we want to have order, we must have one system for all people.

"Over the years, there were calls for black trade unions to be recognised and became part of the system.

"Now it is interesting that there are bodies which don't want black trade unions to become part of the system."

Mr Botha confirmed that he met employers in East London yesterday together with the acting head of his department, Deputy Director General Dr P J van der Merwe

He said the meeting had been called by his department. But he declined to comment on it beyond saying that it was his normal duty to speak to people with labour problems.

Six or more East London companies were involved in labour unrest in East London a few months ago and nearly 1 000 black workers were dismissed.

## "VICTIMISATION"

The unions associated with the unrest — the African Food and Canning Workers' Union and the South African Allied Workers' Union — have not sought registration.

Distinguishing features of the East London unrest were that it occurred in the presence of large-scale unemployment and that most of the unrest was not a result of wage demands.

Much of the unrest resulted from alleged employers' victimisation of trade union representatives.

Only a few East London employers are reported to be dealing with the unregistered unions. Most are reported to be siding with the authorities in an alleged common stand against the unions.



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# Botha gets a cool reception

**EAST LONDON** — Trade union leaders here yesterday gave the visit by the Minister of Manpower Utilisation, Mr Fanie Botha, a cool reception.

The secretary of the South African Allied Workers' Union (Sawu), Mr Sisa Njikelana, said it would have been better if the minister had seen both management and workers' leaders during his visit.

Approaching one side and leaving out the other could hardly be expected to produce positive results to the problems that had plagued the area, he added.

On trade unions organised by management, to which Mr Botha had referred in a statement, Mr Njikelana said workers knew their leaders and would stand by them.

"We have had instances where workers have seen deductions on their pay

for trade unions they have never asked to be members of," he said.

"In such cases the idea has been to ensure there is an organisation that will dance to the tune of management all the time — something that defeats the very basis of trade unionism which is bargaining by workers with employers," Mr Njikelana said.

The general secretary of the African Food and Canning Workers' Union, Mr Jan Theron, said the visit by the minister could raise no hope that there would be a change of heart from employers or the authorities unless the public knew what was discussed and with whom. He said it was clear workers wanted strong unions in which they had a say.

"Management will have to learn to talk with the genuine representatives of workers," he said.

DDR

# Govt may act to curb unions

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parliamentary session.

JOHANNESBURG — Informed sources here say that the government is to go all out to make its labour system more attractive to black trade unions.

However, these sources say it will not tolerate unregistered unions who operate outside the system.

Legislation introducing changes along these lines is expected to be introduced early in the next session of Parliament and is regarded as a "priority."

According to the sources, this is the message which the Minister of Manpower Utilisation, Mr Fanie Botha, conveyed to a meeting of selected employers and officials in East London on Wednesday.

East London is a rapidly growing centre of black worker activity and is regarded as "a key test" of the government's new labour policy.

The meeting took place against a background of labour unrest in the area and the dramatic growth in membership of two un-

ions which reject registration — the South African Allied Workers' Union (SAAWU) and the African Food and Canning Workers' Union.

Mr Botha appears to have called the meeting to inform employers of his attitude to the East London situation and to unregistered unions.

No comment from Mr Botha's office was available yesterday and he was reported to have declined to comment on details of the East London meeting.

According to information received in Johannesburg, Mr Botha strongly advised employers in the area to take a hard line and not deal with unregistered trade unions. He is said to have told them the country could not afford a system in which some unions were registered and others were not.

He is believed to have asked East London employers to "hold out" against the SAAWU until March next year, when he promised that legislation would be introduced to deal with the matter.

The legislation would be introduced early in the

Mr Botha is also reported to have said that the legislation which would be introduced would be aimed at ensuring the autonomy of trade unions. Some black unions have complained that registration would submit them to severe official control.

If unions joined the system, Mr Botha is understood to have said, they would not be able to link up with political organisations and their members would be protected from financial abuses.

He also apparently told the meeting it would be unwise to compel unions to register, but repeatedly stressed that the government would not tolerate the emergence of an unregistered union movement, free from official control.

Mr Botha's reported message to East London employers is consistent with a newly emerging government strategy towards the black union movement which has been conveyed in two recent speeches by him. — DDC.

## HARD LABOUR LESSONS

Despite rumours that Professor Nic Wiehahn has fallen out of favour with government, Minister of Manpower Utilisation Fanie Botha has once more committed himself to the "new labour dispensation" proposals

Speaking at a Manpower 2000 conference in Stellenbosch he strongly defended the present registration system and warned unions of the dangers of attempting to operate independently — a move that has surprised labour observers since his call three weeks ago in which he urged employers to deal with representative bodies

He pointed out that nine of the 19 black trade union applicants had been granted registration, 10 had been given permission to apply for mixed membership, while a further 35 existing registered unions had asked for permission to enrol members belonging to other racial groups

"A dualistic system in which some trade unions use the formal channels whilst others prefer to follow their own

informal channels is not conducive to the development of a stable, strong and responsible trade union movement nor is it in the interests of the economy "

Botha also vehemently defended the present Industrial Council system and warned that "committees should not be seen as alternatives to trade unions and collective bargaining, but rather (as bodies) representing the interests of employees through communication and consultation with management on company related issues "

He said that if SA wanted to maintain its "well developed system of collective bargaining it would be futile to let a second parallel system of collective bargaining at plant level develop, through committees "

The Minister also referred to Wiehahn's controversial recommendation on industrial relations training — criticised by black and mixed union leaders for its unnecessary interference in training unionists

He said "The registrar of in-service

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training programmes is presently investigating the possibility of registering in-company industrial relations training programmes for tax concessions while a system of incentives for industrial relations training for trade unions is also under investigation "

Botha did however call on management to respect the right of workers to organise — independently and without management interference He slammed employers for attempting to interfere in this right and condemned those companies who were setting up "sweetheart unions "

"Not only does this hold dangers for management," he warned, " it also prevents the development of a healthy industrial relations system in SA "

In the same breath he emphasised the importance of shop floor organisation "The shop floor is where workers of different ethnic groups share much of their working lives It's on this level that the foundation for good human relations can be built "

# Shop steward poll at VW is a labour first

RDM 15/10/80

By STEVEN FRIEDMAN  
Labour Reporter

PORT ELIZABETH — The first election of full-time trade union shop stewards in South African labour history has taken place at the Volkswagen company's plant at Uitenhage.

The introduction of full-time shop stewards in the Eastern Cape has been hailed by unions and some employers, but has been criticised by some academic observers.

Shop stewards are union representatives elected on the factory floor and one of their key jobs is to take up union members' grievances in the plant.

The black union movement has argued that it is essential for employers to recognise union shop stewards and deal with them.

They argue that most worker unrest originates from factory floor grievances and that it is therefore necessary for workers to be represented by a strong union at this level.

Recently the Ford company announced it had reached agreement with two motor unions — both affiliated to the Federation of SA Trade Unions — on the appointment of full-time shop stewards.

These representatives will be paid by the company at the rate they were earning before

they became full-time worker representatives.

They will, however, be elected by union members in the plant and will be solely responsible to the union.

The full-time shop stewards at Ford have not yet been elected by workers, however. Interim shop stewards have been appointed to the full-time posts and full elections will take place in January.

Since then, Volkswagen has also agreed to the election of three full-time shop stewards at its Uitenhage plant. These representatives were elected on Friday in a ballot run by the union.

More than 2 000 of the company's 3 500 workers voted in the election.

Yesterday the union informed both the company and workers of the outcome of the election. A circular distributed to workers describes the election as "historic" and a breakthrough in the workers' struggle.

Spokesmen for the two unions said this week that they were negotiating with two other companies on the introduction of full-time shop stewards and were confident that agreement would be reached.

The introduction of full-time union representatives on the shop floor is seen as an attempt by the two employers to

strengthen the union's presence on the factory floor in a bid to prevent further unrest.

Both Ford and Volkswagen have been hit by major strikes in the last year.

Employers and unionists argue that the system will strengthen communications and worker negotiating power in the factories.

Mr Fred Sauls, a key Eastern Cape motor unionist, said this week that his union had demanded full-time shop stewards for the first time in 1974. At the time the idea had been rejected by the motor firms.

However, recent worker unrest had convinced them of the need to introduce the system in order to strengthen worker representation, he said.

Critics of the system fear the full-time shop stewards will be identified with management because they are still paid by the company. They argue that the system could "recoil" on the companies and the union.

Mr Sauls rejects this argument. "The shop stewards will be solely responsible to the union and they will earn the same as their fellow workers. There is no danger that they could be identified with management," he said.

He and other unionists say the system has won overwhelming support from Volkswagen workers.

DEPARTMENT OF MANPOWER UTILISATION  
INDUSTRIAL CONCILIATION ACT, 1956  
APPLICATION FOR VARIATION OF SCOPE  
OF REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Durban Integrated Municipal Employees' Society. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Labour Buildings, corner of Paul Kruger and Durban Streets, Pretoria (Postal address Private Mail Bag 1117, Pretoria, 0001), within one month of the publication of this notice.

DEPARTEMENT VAN MANNKRAAG-  
BENUTTING

134

WET OP NYWERHEIDSVFRSOENING, 1956  
AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2), soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Durban Integrated Municipal Employees' Society. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak word versoek om binne een maand te die departement van mannekragbenutting te verskyn en te verskuldig sy beswaar skriftelik by my in te dien, op die Departement van Mannekragbenutting, Labourgebou, hoek van Paul Kruger- en Schoemansstraat, Pretoria (Posadres Privaatsak 1117, Pretoria, 0001).

TABLE

Name of trade union—Durban Integrated Municipal Employees' Society

Date on which application was lodged—28 August 1980.

Interests and area in respect of which application is made—Coloured persons who are employees for the purposes of the Act and who are employed in the Local Authority Undertaking as undertaken by the Municipality of Durban, in the municipal area of Durban.

“Local Authority Undertaking” means the undertaking in which employers and employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority.

“Local Authority” shall have the same meaning as that assigned to it in section 1 of the Industrial Conciliation Act, 1956.

Interests and area in respect of which registration is held—Indian employees, other than relief workers, employed by the Municipality of Durban, in the municipal area of Durban, as that area was constituted as at 11 June 1936.

Postal address of applicant—P.O. Box 365, Durban, 4000.

Office address of applicant—Room 2, Lakhani Mansions, 40 Cross Street, Durban.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any trade union which objects to the application shall, in terms of section 4 (4) as applied by section 7 (5), be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar

(17 October 1980)

TABEL

Naam van vakvereniging—Durban Integrated Municipal Employees' Society

Datum waarop aansoek ingedien is—28 Augustus 1980.

Belange en gebied ten opsigte waarvan aansoek gedoen word—Gekleurdes wat vir die doeleindes van die Wet werknemers is en in die Plaaslike Owerheids-onderneming, soos onderneem deur die Munisipaliteit van Durban in die munisipale gebied Durban, in diens is.

“Plaaslike Owerheids-onderneming” beteken die onderneming waarin werkgewers en werknemers met mekaar geassosieer is vir die instelling, voortsetting en afhandeling van enige handeling, skema of aktiwiteit wat deur 'n plaaslike owerheid onderneem word.

“Plaaslike owerheid” het dieselfde betekenis as wat by artikel 1 van die Wet op Nywerheidsversoening, 1956, daaraan geheg is.

Belange en gebied ten opsigte waarvan registrasie gehou word—Indierwerknemers, uitgesonderd afloswerkers, in diens van die Munisipaliteit van Durban, in die munisipale gebied Durban, soos daardie gebied op 11 Junie 1936 saamgestel was.

Posadres van applikant—Posbus 365, Durban, 4000.

Kantooradres van applikant—Kamer 2, Lakhani Mansions, Crossstraat 40, Durban.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was in aanmerking geneem.

(b) Die prosedure soos voorgeskryf by artikel 4 (2), moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrator

(17 Oktober 1980)

# Neusa to form new branch

POST 24/10/50 (134)

THE NEWLY formed multiracial National Education Union of South Africa (Neusa) is to launch a regional branch tomorrow

The Southern Transvaal branch of the union will be formed at a meeting which will be held at the St Georges Presbyterian at the corner of Edith Cavell and Wolmarans Streets, Johannesburg from 2 pm

A spokesman for the union, Mr Peter Kallaway said this was a step to-

wards enlarging membership of the movement. The union was formed at the height of the school boycotts in May

A number of leading black educationists rejected the movement and declined to join it because they felt it would not achieve any change in the educational crisis it was meant to fight

Mr T W Kambule was one of the leading black educationists who turned down the union

○ Since the Uitenhage strikes, trade union action is on the increase and some employers are moving to recognise the growing unions. At the same time, workers are leaving the more conservative parallel unions for their more 'militant' rivals. Labour Reporter STEVEN FRIEDMAN examines this trend.

THE strikes which rocked Uitenhage earlier this year are over. But their effect is still felt — chiefly in Uitenhage, but throughout the East Cape as well.

Union membership has risen sharply since the strikes. The former "parallels" and established unions who have opened to blacks are losing ground steadily.

A growing number of employers are responding by recognising unions affiliated to the nonracial Federation of SA Trade Unions, unions which many of them were desperately shying away from only a short time ago.

And, in an area in which labour issues are closely interwoven with continuing political tensions in the townships, most observers believe more strikes can be expected throughout the Eastern Cape.

Labour events in the East Cape often foreshadow events elsewhere. And there is no better place to look at the growth of unionism and of worker action than in the small but heavily industrialised town of Uitenhage.

Four Fosatu unions, in the motor, textile, chemical and food industries, are active there and the United Auto Workers are obviously the major union in an area dominated by motor assembly and components plants.

All the unions report growing membership since the strikes. Even at plants like Goodyear, which fired workers during the unrest, membership continues to rise, according to Fosatu unionists in the area.

"It's slower here than at other companies. But workers are angry and don't seem to have been scared off by the firings," says a Goodyear shop steward.

Other factories are showing a sharper growth in union membership and both union and employer sources agree union activity is on the increase.

Since the Government cut back on Fosatu's funds, union resources have been substantially trimmed. But that

doesn't seem to matter, Fosatu men say.

"We aren't able to send people to stand outside factory gates recruiting. But that doesn't seem to matter — workers are coming to us and asking to be organised," says Fosatu unionist Mr Fred Sauls.

Some of the growth in union membership has been at the expense of the established unions in the area, the "parallels" and established conservative unions who have opened to blacks.

Recently, scores of black and coloured workers resigned from "parallel" unions to join the Fosatu unions. In a ballot at Veldspun, a local textile plant, workers chose a Fosatu union and rejected a Tucsa-affiliated rival.

Fosatu and other independent black unions have consistently charged that employers favour the established unions and help them to organise.

Some in Uitenhage and elsewhere in the area still deal with these unions, but others are turning away and negotiating with more "militant" unions (although Fosatu is certainly not militant in the East Cape union spectrum).

Elsewhere an attempt to introduce a "parallel" met with unanimous worker rejection and the company is now negotiating with UAW, says Mr Veefoot Ah Shene, a UAW organiser.

"The parallel unions and their equivalents are dying out here. This is

# 'The workers are coming to us, asking to be organised'

becoming a Fosatu stronghold," smiles Mr Sauls as he produces a card of about 100 Fosatu applications from members of a "parallel" at one plant.

Mr Ah Shene says: "We here see these unions as glorified benefit societies. They offer workers benefits, but when negotiating time comes along, they keep on talking about management's prerogatives."

"We don't believe in management prerogatives, only in management-worker prerogatives. Workers are demanding to have the same say as shareholders."

He also claims that UAW is more democratic than its established rivals.

Another factor in the decline of "benefit society" unions as their critics dub them, is that some are introduced to workers by management.

"Workers here won't tolerate that. They see a union being introduced by management and they want nothing to do with it," says Mr Ah Shene.

Employer sources confirm this trend. "Unions we expected to see take off here have not — perhaps because they weren't very active here before now," says Mr Brian Mathew, director of the Midlands Chamber of Industries.

One factor which unionists cite to explain the growth of membership is "constant communication" between union leadership and members.

Regular shop stewards meetings are held together with cell-and-committees at which grass-roots leadership is taught negotiating and union skills.

Sources on both sides also confirm a growing employer willingness to deal with the more "militant" unions.

Unionists say some managements originally took a tougher line after the strikes, but attitudes have softened. "Employers are realising that workers demand to participate in decisions," says Mr Ah Shene.

Companies which are dealing with Fosatu unions in Uitenhage and elsewhere in the area include Willard Batteries, Borg-Warner, SKV, Local Batteries, Veldspun, Industex, and Cape of Good Hope Textiles.

The unions also have long-standing agreements at Volkswagen and SAIP in Uitenhage and with the Port Elizabeth motor giants.

"Management accept that we must deal with those who have credibility. Companies are turning to leaders who have support, and can control their

members" says Mr Mathew. The Midlands Chamber itself has played a role — its labour guidelines stress the need for employers to recognise workers' freedom of association.

Mr Fred Ferreira, industrial relations director at Ford, agrees that there has been a change in management attitudes. "Not only are more companies talking to unions, but some are paying minimum wages sharply," he says.

One reason is that many companies in the area are multinationals with a high international profile. The pressure on them to move ahead is greater.

But, in Uitenhage as elsewhere in the area, employers are also faced with a sharp growth in worker militancy. They thus have a greater need to seek ways to channel worker grievances onto the negotiating table.

Indeed, unionists in the area say a major factor in the growth of union recognition is "the fact that we showed that the unions are disciplined."

Mr Ah Shene says: "While we demand to negotiate on a wide range of issues in the factory, we are able to control our members where we can get what we want by negotiating, not striking."

An interesting feature of the Uitenhage area is co-operation between black and coloured workers. Both participated in the strikes and UAW shop stewards co-operate closely with those in Fosatu's registered motor union in the area.

The doubts which Port Elizabeth black workers voice about co-operation with their coloured colleagues seem less of an issue in Uitenhage.

Another key difference, which plays a role in union growth in Uitenhage, appears to be the dovetailing between the unions and Ubeo, Uitenhage's Pebeo.

While a battle rages in Port Elizabeth between Pebeo supporters and the UAW, in Uitenhage several key UAW officials are also senior Ubeo men and there appears to be no conflict between the two organisations.

Attempts by Macwaca in Port Elizabeth to woo unionists away from UAW appear to have been unsuccessful.

Unionists say there is no conflict because Ubeo men are involved in UAW.

Some link between black unions and community groups is a growing factor

in labour relations. Fast growing unions in several areas make no bones about their belief that unions must not isolate themselves from community issues.

Not that UAW in Uitenhage actively attaches itself in community issues. It insists that this is not a union's job. But the concurrence of office-bearers means that the two organisations' activities dovetail to some extent.

In the inter-union battle at Ford, one side has the skills, the other substantial support. In Uitenhage, the skills and the support coincide.

Black observers in the Eastern Cape argue that Fosatu's hold over the Uitenhage area is weakening as worker militancy proceeds apace.

This could occur, but there are few signs of it — at least in the near future. One reason is clearly the dovetailing of union and community groups.

This obviously has implications for the Government's determination to keep unions 'out of politics'. That may simply mean a bar on links with political parties. But if it means that unions must isolate themselves from the townships, its prospects of defusing conflict are slim.

Few people in the area, employers and workers alike, believe labour and community issues can be separated.

Indeed, while arguing that many of the problems in the area are merely the result of "teething troubles" as black unionism takes off, Mr Mathew stresses that one cause of labour unrest is the fact that "we have had progress in the labour field which hasn't been matched in other areas."

Local employers, he says, recognise this and are involved in housing and education projects in an attempt to defuse political tensions.

And, while labour relations in the area appear to be developing fast, there is a growing realisation that the strike wave of 1980 will be repeated and that there will be more industrial upheavals.

Since the strikes, several significant stoppages have hit Uitenhage firms.

Indeed, as one local man puts it, "It's not as if we are a factor of industrial life. No industrialised Western country has avoided strikes, and they've learned to live with them. Why should we be any different," he argues.

But, more importantly, the East Cape remains a volatile political area. Black militancy continues to grow and black demands are not being rapidly met.

"I don't believe we're going to convince blacks of anything until they occupy senior positions themselves. We're particularly concerned about education as a means of bringing that about," says Mr Mathew.

But improved black education and status for black workers in industry are likely to increase demands for change — as Ford has found in Port Elizabeth.

Local observers stress that the Eastern Cape is a volatile political area and some of this volatility will inevitably spill onto the factory floor, where black workers see a potential for making progress.

Employers, argues Mr Ferreira, must adapt to the situation. But more upheavals are probably unavoidable.

That is why unionism is making progress in Uitenhage. And that is why tensions on our factory floors are going to be with us for a long time to come.

See Times 26/10/80 (134)

# Industrial council set-up 'must change'

By Andrew McNulty

**RADICAL** changes must take place in the industrial-council system if emerging non-racial trade unions are to accept the centralised system as their collective bargaining forum, thereby prolonging the industrial peace it has helped create.

This is the view of a prominent trade unionist, Ben Nicholson, general secretary of the South African Electrical Workers' Association.

Addressing a Manpower 80 symposium held by the Electrical Contractors' Association in Johannesburg Mr Nicholson made a strong plea for acceptance by all non-racial unions

He said: "Employer policy towards trade unions has invariably affected the attitude of employees to trade unions.

"If, therefore, employers' associations make it clear to their members' companies that they should be positive towards unions, and favour the trade union which represents all, irrespective of race, then the evolution of non-ra-

cial trade unions will be accelerated.

"But if employer policy opposes recognition of trade unions, and is not accepted by employees, then conflict will certainly occur — either overtly or covertly — and the implementation of the concept of freedom of association will then not have brought advantage to either party.

Mr Nicholson warned that the advent of unions representing semi-skilled or unskilled workers could lead to a decentralisation of collective bargaining.

Such unions would see their power base as being in the numbers they represented.

They would view as a threat to their power the industrial-council system, which rules out independent action at shop-floor level and has mechanisms delaying the use of strikes to achieve objectives.

Unions representing semi-skilled and unskilled workers would inevitably become socio-politically oriented, says Mr Nicholson, and could act as major pressure groups



# Inter-union rivalry in media industry

POST 29/10/80  
(131)  
(132)  
(133)  
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(135)

INTER-UNION rivalry looms in the newspaper industry now that the black journalists' union has opened its ranks to printing workers.

The union concerned is the former Writers' Association of South Africa (WASA) which is known for its black consciousness.

It recently changed its name to Media Workers Association of South Africa (Mwasa) and amended its constitution to include all workers in the communications field.

Thus included drivers, messengers and printing staff, confirmed Mr Zwelakhe Sisulu, President of Mwasa.

But large numbers of black printing staff already belong to the South African Typographical Union (SATU)

which recently obtained an exemption to enrol blacks into its previously white and coloured ranks.

Almost all of the black printing staff of South African Associated Newspapers (SAAN) belong to SATU, some of these workers attended a Mwasa meeting in a SAAN canteen during lunch time on Thursday.

Asked whether the printers were not best accommodated in the printing union, Mr Sisulu said. "Our point of view is that we are essentially in the same work situation and that whatever grievances we have are common."

He said the workers would decide what union they preferred.

Mr Sisulu confirmed that he and Mwasa's Regional Secretary for the Southern Transvaal,

Mr Joe Thlooe, were initially prevented from attending the Mwasa meeting at SAAN.

"Management's idea was that the meeting should not take place, but the workers voted that it should go on," he said. "We were later allowed in."

SAAN's Group Personnel Manager, Mr L. S. Hall, denied that the workers had defied a management instruction not to hold the meeting.

"It was not a question of defiance," Mr Hall said. "They decided to proceed with the meeting in spite of a request to defer it."

Mr Hall said he had expected Mwasa to go through the courtesy of approaching management before holding a meeting on the company's premises.

Mr Zwelakhe Sisulu, president of Mwasa.

30/10/80 ARGUS  
**Union rivalry looms**

Argus Correspondent  
JOHANNESBURG. — Inter-union rivalry looms in the newspaper industry now that the black journalists' union has opened its ranks to printing workers.

The union is the former Writers' Association of South Africa (Wasa), which recently changed its name to Media Workers' Association of South Africa (Mwasa) and amended its constitution to include all workers, Mr Zwelakhe Sisulu, president of Mwasa, said.

**BLACK STAFF**

But large numbers of black printing staff belong to the South African Typographical Union (SATU)

Almost all of the black printing staff of South African Associated Newspapers (SAAN) belong to SATU.

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**TAKE PLACE**

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THEY HAVE DISCOVERED THAT THERE IS A RESEARCH LABORATORY, GREATER EVEN THAN THE INSTITUTES OF THE MEDICAL RESEARCH COUNCIL OR THE RESEARCH CENTRES OF OUR UNIVERSITIES - THE STREETS, THE HOMES, THE WORKING ENVIRONMENT IN WHICH PEOPLE PASS THEIR LIVES. THOSE OF US WHO CANNOT MAKE FINANCIAL CONTRIBUTIONS CAN JOIN THIS CAMPAIGN IN MANY OTHER WAYS. THE CHANCES ARE GOOD THAT OTHERS MAY FOLLOW THE EXAMPLE OF SAY, GREATER PHYSICAL ACTIVITY. IN THIS RESPECT SOME GENTLE PERSUASION MIGHT BE INDICATED HERE AND THERE, ESPECIALLY FOR THE NEIGHBOUR WHO ARGUES THAT HE OR SHE HAS BEEN ALLOCATED A FINITE NUMBER OF HEART BEATS AND HE DOES NOT WANT TO USE THEM UP TOO QUICKLY!

MANY OF MY COLLEAGUES IN THE MEDICAL PROFESSION HAVE SET A FINE EXAMPLE IN CURBING THE SMOKING HABIT AND INCREASING PHYSICAL ACTIVITY. THEY HAVE DONE IT NOTWITHSTANDING THE SNEERING REMARK THAT "THE STREETS

.../13

## GENERAL 1

# New policy on trade unions

ADM  
30/10/80

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### Labour Reporter

THE Association of Chambers of Commerce (Assocom), representing organised commerce throughout the country, has issued controversial new labour guidelines which slightly soften its approach to unions but are certain to attract strong criticism from trade unions

The revised guidelines endorse the Government's works and liaison committee system and do not specifically encourage employers to recognise unions

They also strongly support the Government's registration system for unions, advise employers to talk to unregistered unions only if they agree to apply for registration and express support for racially integrated registered unions.

The Assocom guidelines are similar in some respects to those issued recently by the Federated Chamber of Industries. Some observers believe the two documents indicate an emerging approach to unions among commerce and industry

This is to encourage union registration while holding out the possibility of "conditional" talks with unregistered unions

Recently, Assocom announced that it was reviewing its 1975 labour guidelines "in the light of recent developments".

Observers expected this to lead to a marked softening in Assocom's approach to unions

Last night, however, Assocom issued a new policy statement on labour issues in which it softens its approach to unions but are likely to evoke union criticism

The 1975 guidelines totally oppose the recognition of unregistered unions.

Last night's statement, however, accepts that "circumstances may arise where management is satisfied that an unregistered union truly represents the majority of its workers"

In these circumstances "it sometimes may be necessary for management to negotiate conditionally with the representatives of such union".

The conditions are that the unions must agree to apply for registration and that the negotiations must not undermine the

an employers to negotiate with an unregistered union

Unionists have slammed the committee system arguing that it is ineffective and increases the prospects for conflict on the shop floor

Assocom's statement reiterates its support for racially integrated, non-racial unions

# Business leader predicts non-racial SA

STAR 31/10/80

134

By Sieg Hannig

Nothing can prevent the emergence of a non-racial South Africa in the wake of forces of change unleashed by the Prime Minister, Mr P W Botha, says one of the country's business leaders.

This vote of confidence appears in the last chairman's review of the Johannesburg Consolidated Investment Company.

It was delivered in Johannesburg yesterday by Sir Albert Robinson who will be succeeded by Mr Gordon Waddell on January 1

Despite the slow progress of the Prime Minister's new policy, it reflected a spirit recognising that negotiated power sharing among races was the only alternative to violent inter-racial conflict, Sir Albert said.

Mr Botha had assumed office when the failure of the separate development

doctrine had become increasingly evident.

He had lost little time in setting a new and more hopeful course

The Government's further plans were being awaited with interest by moderates of all races in South Africa and by the major Western powers.

Sir Albert warned employers that militant measures against workers seeking to negotiate legitimate changes in employment conditions could lead only to civil disorder or industrial action and consumer resistance.

He called for three steps:

- All unions should aim at being democratically representative of all employees.

- The number of unions competing with each other should be limited

- It had to be accepted that workers of all races had industrial rights.

# 'Don't be dismayed at turbulent times

5 MAR 31/10/80 1134 138

**Own Correspondent**  
DURBAN — South Africans should not be dismayed by the turbulent times which lay ahead, Mr A M Rosholt, executive chairman of the Barlow Rand Group, told Natal accountants, in Durban last night.

"We need not be pessimistic," he said. "If we can assist South Africa's blacks to achieve full participation in the economic system and a more equitable share of political power, there is no reason why we should not see a return to the industrial peace which we experienced over many decades."

He said South Africans had been justifiably proud of labour peace since the early 1920s, but there was now a completely new ball game.

Black unions had been admitted to the system and had become conscious of their power.

"Of course they are politically motivated — em-

ployers are not dealing with blacks on purely trade union and labour matters.

"They are dealing with blacks who have discovered that the trade union movement is an instrument which will also give them the political pressure they have never had before."

On Barlow Rand's code of industrial relations, Mr Rosholt told the Natal Society of Chartered Accountants that he had called on the Reverend Leon Sullivan, author of the Sullivan Code, to compare notes.

"He was surprised to find that our group alone employed more blacks than all the 110 US subsidiaries which subscribe to his principles."

"That was in 1978. We now have an unofficial contact group of 10 companies employing 750 000 people in South Africa, which maintains an informal dialogue with him."

# -Education slammed by new nonracial body-

By BARRY LEVY

THE fight to end racial discrimination in the multi-education system was reaffirmed at the first branch meeting of the Southern Transvaal wing of the newly formed nonracial National Education Union of South Africa.

The meeting, attended by more than 100 educationists of all races at the St George's Presbyterian Church in Johannesburg, drew up a strongly worded resolution condemning apartheid and backing the "nationwide resistance to racist and unequal education".

In particular, it condemned "the present failure (of the authorities) to produce a system whose educational content is appropriate to the needs of a developing Third World country like South Africa."

The resolution firmly stated that "moves toward a democratic and non-racial education system" were essential for the building of a new society. In an opening speech at the meeting, Mr Don Lowrie, secretary of Neusa, stated the present system of education for the "advantages" it gives to white teachers and students, while neglecting their Black colleagues.

"As things stand," he said, "some people are getting, with their education, huge advantages in comparison and competition with others. 'For those who get education,' he continued, 'it is a source of a desensitising superiority complex, while for those who get the crumbs from our table, it is a source of debilitating inferiority complex.'"

"Most Blacks get just enough to fail their exams, until they refuse the crumbs, opt out and boycott the system. They do so to be ignored by people who have literally 10 times as much spent on their children's education."

134  
SUNDAY EXPRESS November 2, 1980

2.5.2 In the case of The Reader, we have be present, 300 copies per month in the township. The main problem seems to rather narrowly Johannesburg oriented have displayed prominently (on the fr national interest have sold quite well we could not do justice to the promot we called a special meeting, to which invited, in order to discuss the prob meeting are summarised briefly in ADD

## 2.6 Zama Project

### 2.6.1 Structure of Vusisizwe Youth Group

The group is composed of a certain nu going children. Their ages vary fro 70 members. The executive consists a treasurer and a few street leaders. every Wednesday. Membership of Vusi people who are interested. The aims out in the constitution. This group Zama Project.

### 2.6.2 Equipment and repairs to rooms:

The Centre is not functioning properly facilities. The library is not funct cupboards are still being built. The the end of August, however.

### 2.6.3 Film:

SACHED obtains films from the Provinci screened at the Lange Centre on Saturd The members of the group contribute 15 of other films which are also screened Mondays, there is a discussion on film by the group.

### 2.6.4 Leadership Training Course:

This was run for the street leaders (ab course was organised by CUPJ and CRAIC ( mation Centre) and lasted three days fr 2nd August 1980. SACHED paid for the

### 2.6.5 First Aid Lessons:

With the assistance of St John's Ambulc aid lectures are given to students and r afternoon. Elderly people are given in nursing and first aid in the evening on

### 2.6.6 The Reader:

Members of Vusisizwe... 1c per copy sold under 50 and 2c every... We are at present trying to assess the usefulness of this effort.

### 2.6.7 Subcommittees/...

Handwritten notes on the left margin, including "2.6.2", "2.6.3", "2.6.4", "2.6.5", "2.6.6", "2.6.7", "SACHED", "CUPJ", "CRAIC", "St John's Ambulc", "Lange Centre", "Mondays", "discuss", "film", "course", "lessons", "reader", "subcommittees".

# Business wants changes in labour policy

3/11/80  
114  
134

JOHANNESBURG — Overseas opposition to the government's new labour dispensation is mounting

This is one of the key reasons for demands from business organizations that the government makes substantial changes to its official labour system

Overseas reaction to the new dispensation was disclosed in a report on a recent meeting of the International Employers' Organization quoted at last week's Assocom conference

The report was written by Mr Chris du Toit, president of the Federated Chamber of Industries (FCI), and a member of the Wiehahn Commission

His remarks indicated the growing level of overseas scepticism of the government's new dispensation as well as growing business concern about the need to change the labour system

Mr Du Toit said in his report that all the "mileage" which South African business could have gained from the new dispensation had been negated by a statement from the Minister of Manpower Utilization Mr Fanie Botha

Mr Botha had said that the purpose of the new dispensation was to bring black unions under statutory control

This statement, said Mr Du Toit's report, had led 'South Africa's detractors' to see the changes introduced after the Wiehahn Commission report as 'a sophistication of the policy of apartheid'

"Grave suspicion" had also been created by the fact that the government's decision to extend registered union rights to migrant workers and "commuters" had been embodied in a proclamation, rather than in a change, in the law

This had led to the belief that the extension of these rights could be arbitrarily withdrawn by the government at any time

Suspicion of the new system was also shared by many black unionists, Mr Du Toit's report went on.

It was essential for unions to register and thus to be brought into the official system. The alternative was "a proliferation of unregistered unions and dog-eat-dog industrial anarchy"

The government would thus have to draw black unions into the system by making it more attractive to them

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TWO 'massive' steps forward have been made for black apprentices in the motor industry. Mr Jannie van Huysteen, general secretary of the SA Motor Industry Federation (MIF), has announced.

In the latest issue of Automobile, the MIF's official journal, he said a group of black apprentices had been introduced in workshops throughout the Reef area.

Secondly, the Motor Industry Employees' Union had agreed to the indenture of black, coloured, and Indian apprentices to white journeymen.

The agreement with the union was conditional on education qualifications,

# Boost for black apprentices

4/8/80 Arcus (134)

standards of training and trade testing not being lowered to suit any race group.

## 'ONUS'

'All these moves are not simple, instant and complete solutions,' he said. 'They mean that the onus is placed on employers to sell the idea to their staff.'

It would be pointless to indenture an apprentice and place him in a work-

shop where his presence was resented.

Selecting the right people, aided by aptitude tests, introductory courses and in-house induction training, was necessary.

Funds were being made available by the Government to institute in-service training programmes for black apprentices in centres throughout the country.



**Strike:**

**Call for**

**pressure**

**on Argus**

A PUBLIC MEETING in support of striking staff at the Cape Herald last night called for a coordinated campaign to bring pressure to bear on The Argus Company to settle the strike.

The meeting, in Klip Road, Grassy Park, was organised by the Lotus River Residents' Association and attended by about 60 people. It was addressed by a member of the Cape Herald action committee.

The Western Cape region of the Media Workers' Association of South Africa (Mwasa) is holding a meeting today to decide on a course of action.

#### STRIKE CALL

Members of Mwasa in Johannesburg and Durban have gone on strike following a call by the Southern Transvaal region of Mwasa for a national black journalists' strike.

A meeting yesterday between the Herald's action committee and Mr Hal Miller, managing director of The Argus Group was inconclusive.

In Johannesburg, members of Mwasa had a 4½-hour meeting with the management of SA Associated Newspapers last night without reaching agreement.

The Mwasa chapel at SAAN decided on Sunday to refuse to work.

#### IN SUPPORT

Last week black journalists employed by Post (Transvaal) and the Star's Africa edition went on strike in support of the Cape Herald black staff's stand.

Natal members of Mwasa have joined in the strike decision. Both Argus Group newspapers in Durban — the Daily News and the Sunday Tribune — are affected.

A secret ballot supported by 123 of the 165 Star editorial staff in Johannesburg decided yesterday against any strike action or moves contrary to their conditions of employment.

(123) (134) (120) (115)  
CAPE TOWN 0/11/80

# Barlow's new deal with black unions

JOHANNESBURG — The Barlow Rand company group has publicly committed itself to negotiating with unregistered trade unions and has said that it may even have no option but to allow them some form of recognition.

This commitment is contained in a recent speech by the group's executive chairman, Mr Mike Rosholt to the Natal Society of Accountants.

Barlow Rand would still prefer unions to register, but Mr Rosholt said the group would have to talk to, and perhaps recognize, unregistered unions until the government makes the registration procedure more attractive to black unions.

The group's workers were also free to choose whether they should be represented by a union or a liaison committee.

Mr Rosholt said this new

policy had been adopted some time ago and predated recent statements by the Federated Chamber of Industries and Assocom, which backed talks with unregistered unions on a 'conditional' basis.

Mr Rosholt also gave details of a memorandum prepared by Barlow Rand for the Institute of Directors, which criticizes employers who suggest they will only deal with black unions who they see as responsible.

This usually means that they favour the more compliant type of union an approach which could cause serious problems for them later on.

The memorandum adds 'If employers accept that unions are essential to channel conflict their chief concern should be the extent to which the union enjoys worker support. All other considerations are secondary.'

# Workers back moves to merge 3 unions

5 MAR 7/11/80 (134)  
In what has been described as a "triumph for the cause of worker unity" 12 000 workers have unanimously approved the merger of three separate motor assembly unions

Since two of the unions have a coloured membership and one is for blacks, the move is also seen as a victory for non-racial trade-unionism

The unions are the National Union of Motor Assembly and Rubber Workers (NUMARW) — a registered body with a notably strong following among coloured workers in the Eastern Cape — the mainly black United Automobile and Rubber Workers' Union (UAW) and the Western Province Motor Workers' Union. All three bodies are affiliated to Fosatu.

The decision to merge, taken at a joint meeting of the union executive committees last week, had since been "unanimously" approved by the membership, NUMARW general secretary Mr Fred Sauls said today

From next week, black members of the UAW would begin to join the NUMARW. Members of the Western Province Union would follow at a later stage, he said

Mr Sauls said the consolidation of the unions had been in the pipeline since 1972. The last obstacle to unity was overcome this year with the granting of Ministerial permission for the NUMARW to open its ranks to blacks

News  
13A  
7/11/60

# Newspaper strike still a deadlock

TALKS between representatives of striking employees on the Cape Herald and management broke down yesterday.

Milal Miller, managing director of the Argus group, met the Cape Herald action committee yesterday for the second time this week.

A spokesman for the committee said hopes had been high that a breakthrough would be achieved but the meeting had ended in deadlock.

No meetings were planned for today, he said.

The strike by journalists and other staff on the weekly newspaper began two weeks ago.

DEPARTMENT OF MANPOWER UTILISATION  
INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF  
REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Sweet Workers Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union—Sweet Workers Union  
Date on which application was lodged—17 September 1980

Interests and area in respect of which application is made.—All persons who are employees for the purposes of the Act and are employed in the Sweet Manufacturing Industry in the Magisterial Districts of Durban, East London, Johannesburg, King William's Town, Pietermaritzburg, Port Elizabeth, The Cape and Volksrust.

"Sweet Manufacturing Industry" means the industry in which employees and employers are associated in the production of sweets of any nature whatsoever, and furthermore includes, *inter alia*—

(i) the manufacture of any commodity or ingredients used in the manufacture of sweets if carried on by such employers and employees engaged in the manufacture of sweets.

(ii) the following trades (together with the occupations and operations incidental thereto), whether or not the said trades, occupations and/or operations are carried on separately, collectively or in conjunction with sweetmaking or apart from sweetmaking, viz:

Packing and/or wrapping and/or despatching of sweets; filling and/or feeding and/or operating sweet-making machines.

DEPARTEMENT VAN MANNEKAGBENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGIS-  
TRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Sweet Workers Union. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien p/a die Departement van Mannekragbenutting, Laboragebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging—Sweet Workers Union.  
Datum waarop aansoek ingedien is—17 September 1980

Belange en gebied ten opsigte waarvan aansoek gedoen word.—Alle persone wat vir die doeleindes van die Wet werknemers is en in diens is in die Lekkergoednywerheid in die landdrostdistrikte Die Kaap, Durban, Johannesburg, King William's Town, Oos-Londen, Pietermaritzburg, Port Elizabeth en Volksrust.

"Lekkergoednywerheid" beteken die bedryf waarin werkgewers en werknemers met mekaar geassosieer is vir die vervaardiging van lekkergoed van enige aard hoegenaamd, en sluit ook in—

(i) die vervaardiging van enige kommoditeit of bestanddeel wat gebruik word by die vervaardiging van lekkergoed indien dit gedoen word deur sodanige werkgewers en werknemers wat betrokke is by die vervaardiging van lekkergoed.

(ii) die volgende ambagte (tesame met die beroepe en werksaamhede bykomend daarby), of genoemde ambagte, beroepe en/of werksaamhede afsonderlik, gesamentlik of tesame met lekkergoedvervaardiging beoefen of uitgevoer word al dan nie, te wete

Verpakking en/of toedraai en/of versending van lekkergoed, die vul en/of voer en/of bediening van lekkergoedvervaardigingsmasjiene.

7289      7/11/80      (134)

Interests and area in respect of which registration is held.—White and Coloured persons employed in the Sweetmaking Industry in the Magisterial Districts of Johannesburg, Volksrust, Durban, Pietermaritzburg, The Cape, East London, King William's Town and Port Elizabeth as those areas were constituted as at 10 October 1941.

Postal address of applicant.—Room 49, Fourth Floor, CNA Buildings, Union Street, East London, 5201

Office address of applicant.—Room 49, Fourth Floor, CNA Buildings, Union Street, East London

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged

M W J LE ROUX, Industrial Registrar  
(7 November 1980)

Belange en gebied ten opsigte waarvan registrasie gehou word.—Blankes en Gekleurdes in diens in die Lekkergoednywerheid in die landdrostdistrikte Johannesburg, Volksrust, Durban, Pietermaritzburg, Die Kaap, Oos-Londen, King William's Town en Port Elizabeth soos daardie gebiede saamgestel was op 10 Oktober 1941

Posadres van applikant—Kamer 49, Vierde Verdieping, CNA-gebou, Unionstraat, Oos-Londen, 5201

Kantooradres van applikant—Kamer 49, Vierde Verdieping, CNA-gebou, Unionstraat, Oos-Londen

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

M W J LE ROUX, Nywerheidsregistrator.  
(7 November 1980)

# Talk to unregistered unions urges Allison

(34)

**EAST LONDON** — Employers should be prepared to negotiate with unregistered trade unions on certain conditions, the Secretary of the East London Chamber of Commerce, Mr R. Allison, said yesterday

He said: "If there is only one trade union dealing with a particular problem obviously you have to talk to it, and if necessary negotiate with it, even if it is unregistered. It is only common sense."

But he added basically he was opposed to unregistered unions — "the

government should talk to these unions and get them to come into the fold"

During the recent Assoccom congress held in Johannesburg, Mr Allison said the East London delegation had raised the question of unregistered trade unions and put forward the point of view that if there was only one union involved it was ridiculous to say, 'Don't talk to them'

"As far as we are concerned, you have no choice. You have to negotiate with them or close down," he said —  
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The significance and meaning of art in African history and society is a difficult subject. There is a great deal of systematic work and the "art" made by archaologists is not only incidental to their immediate concerns. There are also but few written historical sources which have dealt with art in African society. An important reason for this is that art is not considered as a part of the traditional art, sculpture and painting in the tropics. Most wooden white arts are lost in the tropics. Independent countries such as Nigeria have established government departments for the preservation of art and monuments. In the past, the art of the tropics was often considered as primitive and of little value. However, historians who have made a study of art in the tropics have had their findings supported by the discovery of bronze heads found in both the West and East Indies. There are many sources.

# Poll shows huge Saawu support

DD 7/11/80



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EAST LONDON — The South African Allied Workers Union (Saawu) yesterday won a major breakthrough here when more than 95 per cent of the workers at Chloride voted in a referendum in favour of being represented by the union.

The workers voted "Ewe" (yes) to the question "Do you agree that Saawu be the representative body of employees in the factory?"

Support exceeded 90 per cent in each of the four departments and 95.2 per cent of the total of 481 votes were in favour of representation by the union, a joint statement issued by Chloride and Saawu said.

"In terms of the discussions before the referendum, we will call for nominations for the

election of five executive committee members and one shop steward in each of the four departments," the works manager of Chloride, Mr Brian Robertson, said.

Mr Xolani Kota, who monitored the referendum on Saawu's behalf, felt that the result marked the beginning of bigger things locally and nationally for his union.

"Saawu is an emergent force and its bright future is based on non-racial and democratic worker principles," Mr Kota said.

Saawu's general secretary, Mr Sam Kikine, flew in from Durban.

He commended the workers for their unity and management for their impartiality and fairness.

"The company has demonstrated its commitment to its stated prin-

ciples," said Mr Kikine.

Saawu and Chloride have reached consensus on all points embodied in the interim agreement recognising the relationship and participation by the union in the company's disciplinary and grievance procedures.

"We see recognition as a developing process and look forward to the continued building up of a relationship to which both parties will contribute positively," Mr Kota said.

The move by Chloride makes the company the second in the country to state publicly they will be negotiating with an unregistered trade union.

Earlier the giant Barlow Rand group publicly committed itself to negotiating with unregistered trade unions.

— DDR

# Unions slam detentions

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EAST LONDON — Three unregistered unions yesterday condemned the detention of two South African Allied Workers Union (Saawu) organisers, Mr Thozamile Gqweth and Mr Sisa Njikelana.

The two men were detained this week under the Ciskei emergency regulations and are alleged to have been detained because of their involvement in student disturbances.

The Food and Canning Workers Union, the Western Province General Workers Union and Saawu also condemned the detention of Mr Bonisile Norusha and Mr Oscar Mpetha, both officials of the African Food and Canning Workers Union.

"We reject with contempt the allegation that the Saawu officials have been detained in connection with student-based disturbances in East London," a joint statement issued by the unions through the general secretary of Saawu, Mr B Kikine.

"We believe firmly that their detention stems from the overwhelming

support enjoyed by Saawu from the workers of East London — a support based on strongly held non-racial and democratic principles.

"Once again the authorities have responded characteristically to evidence of worker support by detaining the workers' chosen leaders.

"Time and again it has been shown that this exacerbates an already tense situation." The unions said it was ironic that the detention should coincide with the referendum held on Wednesday at Chloride, which demonstrated overwhelmingly the support enjoyed by Saawu.

They said leading employer organisations had recently called on their members to negotiate with unregistered trade unions and had urged the state to make registration a more attractive proposition.

"We are distressed that the state's response to these welcome attempts at reconciliation is their character to resort to repression and arbitrary detention," the statement concluded — DDR

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# Smuggled funds for SA unions

STAR 8/11/80  
134 The Star Bureau 187/1

LONDON — Secret funds are being smuggled into South Africa to aid unregistered black trade unions there.

This was revealed yesterday by Mr Otto Kersten, general secretary of the International Confederation of the Free Trade Unions (ICFTU).

Speaking in London at the end of a two-day ICFTU conference on South Africa, Mr Kersten said the organisation had available nearly £140 000 (R300 000) for its activities in southern Africa this year and planned to increase the amount next year.

## SMUGGLED

The money had to be smuggled into South Africa because the South African Government had tried to stop it entering the country in the normal way.

The conference drew up a programme of action to intensify an international campaign to force the South African Government to recognise unregistered black trade unions.

This programme proposes the formation of watchdog trade union committee to ensure multinational companies operating in South Africa respect the "normal rules of non-discrimination".

Mr Kersten warned of industrial action against companies not adhering to international codes of conduct involving trade unions.

# Tough law to curb strikes

By Drew Forrest

The Government is drawing up tough new laws to curb the wave of illegal industrial strikes.

Also planned are reforms to make union registration and the official bargaining system more palatable to black unions. The proposed changes — announced by the Minister of Manpower Utilisation, Mr Fanie Botha, in a policy speech in Johannesburg yesterday — will form part of a single consolidated law on labour relations to be introduced during the next parliamentary session.

Details of the legislation were still being sifted by the National Manpower Commission, Mr Botha said.

He told a large group of top businessmen that the Government had to uphold the "principle of order and discipline in the manpower field." To

this end legislation curbing illegal strikes would have to be introduced.

The Government would seek bilateral agreements with independent black states providing for the immediate deportation of contract workers from these states.

Tighter controls would be imposed on union strike funds, he said.

The "subsidisation of strikes by external forces and 'housers'" would have to stop.

The Government was considering ways of extending control over strike ballots so that ballots could not be conducted by those who instigated strikes. Although he did not give details, the Minister said that measures aimed at curbing union political activities were likely.

New laws would also take account of the views of some black unionists and progressive employers who felt that the current framework of labour law

was too restrictive. Among reforms envisaged are.

• The right of unions to set conditions for membership and the appointment of executive members. At present unions need ministerial permission to register on a non-racial basis.

• An end to the discretionary powers of the Minister and the embodiment of trade union law.

• The extension of registered union rights to foreign contract workers.

On the issue of whether employers should deal with unions which reject registration, Mr Botha said unions would not be forced to register. But he made it clear that in the interests of "good order" all unions should be brought "under the discipline" of the proposed law.

Employers should use their "leadership qualities" to guide unions to registration, he said.

STAR 8/11/80

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# FOR BLACK UNIONS

# IN SA

5/11/80 ARCAUS

(134)

Weekend Argus Bureau

**LONDON. — Secret funds are being smuggled into South Africa to help unregistered black trade unions.**

This was disclosed this week by Mr Otto Kersten, general-secretary of the International Confederation of Free Trade Unions (ICFTU).

Speaking here at the end of a two-day ICFTU conference on South Africa, Mr Kersten said the organisation had available nearly R300 000 for its Southern Africa activities this year and planned to increase the amount next year.

### BLOCKED

He said the money had to be smuggled into South Africa, because the South African Government had blocked normal movement.

The ICFTU conference has drawn up a programme of action to intensify an international campaign to force the South African Government to recognise unregistered black unions.

This programme, still to be ratified by the ICFTU executive in Brussels on

November 26, includes recommendations to increase financial aid to the South African unions, provide more education programmes for trade union leaders there, and to increase the pressure on multinational companies to recognise the unregistered unions.

### WATCHDOG

It also proposes the formation of a watchdog trade unionist committee, to ensure multinational companies operating in South Africa respect the 'normal rules of non-discrimination'.

Mr Kersten warned of industrial action against these companies in other parts of the world if they did not adhere to the various international codes of conduct between firms and trade unions.

He described the proposed programme of action as the ICFTU's priorities for the 80s' in

the fight to eliminate apartheid.

Mr Lionel Murray, general secretary of the British Trades Union Congress (TUC), who attended the conference along with 60 other top trade unionists from all over the world, said the TUC was already discussing the South African situation with Unilever.

### POSITIVE WAY

'We will also be approaching other multinational companies with firms in South Africa soon,' he said.

Mr Kersten said only about 20 of about 2 000 big companies operating in South Africa had reacted in a positive way to trade union pressure.

'We feel it is important that black workers are freely allowed to create their own trade unions for collective bargaining with employers without fear of persecution.'

# 13 held in union swoop at weekend

STAR 10/11/80

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Thirteen black trade-unionists were detained at the weekend in a police crackdown on independent trade unions operating in the East London area. They include Mr Manie van Graan, national president of the Food and Canning Workers' Union, vice-pre-

sident of the African Food and Canning Workers' Union, Mr Alfred Noko, branch secretary of the South African Allied Workers' Union, Mr Solani Kota, and at least one official of the Western Province General Workers' Union, according to a joint statement issued

by the unions. Last week two leading figures in SAAWU, national organiser Mr Thozamile Gqweta and East London branch secretary, Mr Sisa Njkelana were arrested by the Ciskeian police, allegedly for their boycott.

A total of 17 officials of

the unions are known to be in either South African or Ciskeian hands. Police confirmation of the detentions could not be obtained at the weekend, but according to union sources the officials were arrested in Mdantsane township last Friday.

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# 13 Detentions: UNIONISTS GOVT TO ACT

BA 16/11/60

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**EAST LONDON — The Minister of Manpower, Mr Fanie Botha, has been asked to intervene in the detentions of 13 trade union officials in the Ciskei.**

This was disclosed yesterday by the secretary of the African Food and Canning Workers' Union, Mr Jan Theron, who spoke to Mr Botha on Saturday.

The men were detained by South African and Ciskeian police at the entrance to Mdantsane near here at about 10.30 on Friday night.

Brig Charles Sebe, the highest-ranking police officer in the Ciskei, was reported to be present when the arrests were made along with members of the South African Security Police.

The men are all officials of the South African Allied Workers' Union.

Thursday, having travelled to East London from the Western Cape by car.

"The suggestion that such men are instigators is an outrageous smear. It also shows that since the only association between the arrested men was that they were trade unionists travelling home, the real motive for the arrest was their trade union activities."

"Unless the authorities release these men we will be forced to conclude that it is because of their success in organising workers in East London and because of the acceptance and recognition being gained from

Mr Theron said yesterday when he asked Mr Botha to intervene, Mr Botha referred him to the Chief Minister of the Ciskei, Chief Lennox Sebe.

He said Chief Sebe told him he was not prepared to allow trade union officials to organise Ciskei workers "and lose them their jobs."

Speaking on behalf of the three trade unions involved, Mr Theron said, "We are outraged by the arrest of 13 trade unionists travelling home on Friday night, along with the arrests last week of two other trade unionists."

"We are convinced that this is a full-scale attack by the State on trade unions in East London. We are also convinced that the Ciskei authorities are being used by the South African authorities to do their dirty work for them. The fact that a captain and other officials of the South African Security Police were present at the time the arrests were made bears this out."

"Claims that these men are connected with schools unrest in Mdantsane or any other disturbances are patently ridiculous. Four of the arrested men have been in East London only since

ent law on fund- with any funding

The detained men are Mr Wilson Sidna, an official of the Western Province General Workers' Union, Mr Alfred Noka, national vice-president of the African Food and Canning Workers' Union, Mr Dan Wellile Mozoyana, chairman of the East London branch of the African Food and Canning Workers' Union, Mr an Graan, national president of the African Food and Canning Workers' Union, a Mr Kwesha, a member of the African Food and Canning Workers' Union, Mr Robert Gqwela, Mr Lawrence Pulula, Mr Bangunzi Sifingo, Mr Humphrey Maxegwana, Mr September Mpakati and Mr Oria Ndingayi, all of the South African Allied Workers' Union, and Mr Kalle Scheepers of Cape Town.

Six women who were in the company of the detained men were kept in custody for a few hours before being released and told to report to the headquarters of the Ciskeian Security Police in Zwelitsha today, Mr Theron said.

Attempts to contact the South African Security Police for comment were unsuccessful last night. — DDR

# Homeland leaders support unions

By CHRIS FREIMOND  
Southern Africa Bureau

THE leaders of three non-independent homelands yesterday expressed support for the establishment of trade unions within their territories.

Their comments follow the weekend detention of 13 trade unionists in the Ciskei

The Chief Minister of Gazankulu, Professor Hyslop Ntsanwisi, said yesterday that while no trade unions were operating within the homeland, his Government would not object to union activity

The KwaNdebele leader, Mr Enon Mabuza, said trade unions were "part and parcel" of the worker community.

His administration welcome the establishment of trade union offices in KwaNdebele, he said.

The Chief Minister of QwaQwa, Mr Kenneth Mopeli, said his administration would encourage trade unions to operate in the territory

Unions played an important role in bargaining for workers and looking after their rights

The leaders of KaZulu, Lebowa and KwaNdebele could not be contacted yesterday.

Authorities in the Ciskei have gone on record as saying that trade unions are "redundant" in the homeland

Has a degree in Operations Research from Tilburg, Holland. He has been with Shell International for 10 years and worked for that company as an international consultant in several countries around the world. His experience includes the design and development of systems for financial management, manufacturing control and production optimisation. He has taught courses in Management Information Systems and Operations Research at the Business Schools of the Universities of Cape Town and Stellenbosch. He is recognised as a member of the consultants group of the Computer Society of South Africa and specialises in requirement definition and design of industrial systems.

Klaas van der Poel

CURRICULUM VITAE

STRIKING workers on the Argus Company publication, Cape Herald, have begun to trickle back to work. Thirteen of the newspaper's staff complement of 37 are still on strike.

Strikers on SAAN and Argus publications elsewhere are continuing their stay-away in sympathy with the demands of the Cape Herald staff.

Three Cape Herald staffers returned to work yesterday and a fourth today. Argus management confirmed.

# 13 Herald staff still on strike

With the strike entering its third week, 24 of the 37 staff members are at work.

However no confirmation could be received of reports which said that senior management staff would meet today to decide whether to start producing the newspaper again. The managements of

newspapers which are subsidiaries to the SA Newspaper Press (Editorial) Conciliation Board were warned in Johannesburg yesterday that there could be international repercussions if they were seen to be forcing white journalists to do the work of their striking black colleagues. At a four-hour meeting

with a delegation from the Southern African Society of Journalists, the managements were also warned that if their current dispute with black journalists was not speedily resolved, the long-term damage to the newspaper industry could be irreparable. The black journalists on strike are members of the Media Workers' Associa-

tion of South Africa (Mwasa) and work for Argus Company and SA Associated Newspapers throughout the country. A statement issued by the SASJ after the meeting with the conciliation board yesterday urged managements to take far-reaching and imaginative steps to come to terms with Mwasa

The society also placed on record its strong opposition to members being required to do the work of striking journalists.

Mr J Marquard, manager of the Star, and one of the conciliation board signatories, said today the meeting had been worthwhile.

'As a result of the meeting we both came away with an understanding of each other's points of view. But I don't think we were required to reach any agreement at the meeting.'

12/11/89

# Unions to meet on detentions

Staff Reporter

THREE independent trade unions will meet in East London tonight to discuss the continued detention of 13 union officials and members arrested at a roadblock by Ciskei security police last Friday.

The African Food and Canning Workers Union, the South African Allied Workers' Union and the Western Province General Workers' Union said in a joint statement last night.

"The Ciskei authorities have publicly stated that they don't intend charging our members and have no evidence of them having committed any offence, yet they continue to remain in detention.

"We can only repeat that we believe these people are being held in a deliberate attempt to smash these three trade unions as a direct result of the overwhelming support we enjoy from workers in East London."

"The minister would do better to reflect on the sorry state of industrial relations in

East London despite recent attempts at reconciliation by employers. It appears that the real content of the suggested reforms in the legislation presupposes repression of those unions who oppose the current dispensation."

Among the 13 trade unionists, who are being held under section eight of Ciskei's Proclamation R252 in Mdantsane, are the national president of the Food and Canning Workers' Union, Mr Manie van Graan, the national vice-president of the African Food and Canning Workers' Union, Mr Alfred Noko, the national organizer of the South African Allied Workers' Union, Mr Thozamile Gqwetha, the East London branch chairman of SAAWU, Mr Sisa Nykelana, the local chairman of the AFCWU, Mr Wabile Mzozoyana, a member of the FCWU's management committee, Mr Kallie Schippers, a SAAWU organiser, Mr Xolani Kota, a WPGWU organiser, and Mr Wilson Sidina.

## Starved dog ate bowl

LONDON — A couple who starved their pet dog so much that it ate its metal food bowl were banned from keeping a dog for 10 years yesterday.

Alan Martin, 30, and his wife, Sandra, 29, of Edenthorpe, Yorkshire, admitted causing unnecessary suffering to the animal and were fined R90 each by a Doncaster magistrate.

The court heard that when a veterinary surgeon examined the dog after it had died of starvation, pieces of aluminium were still lodged in its stomach.

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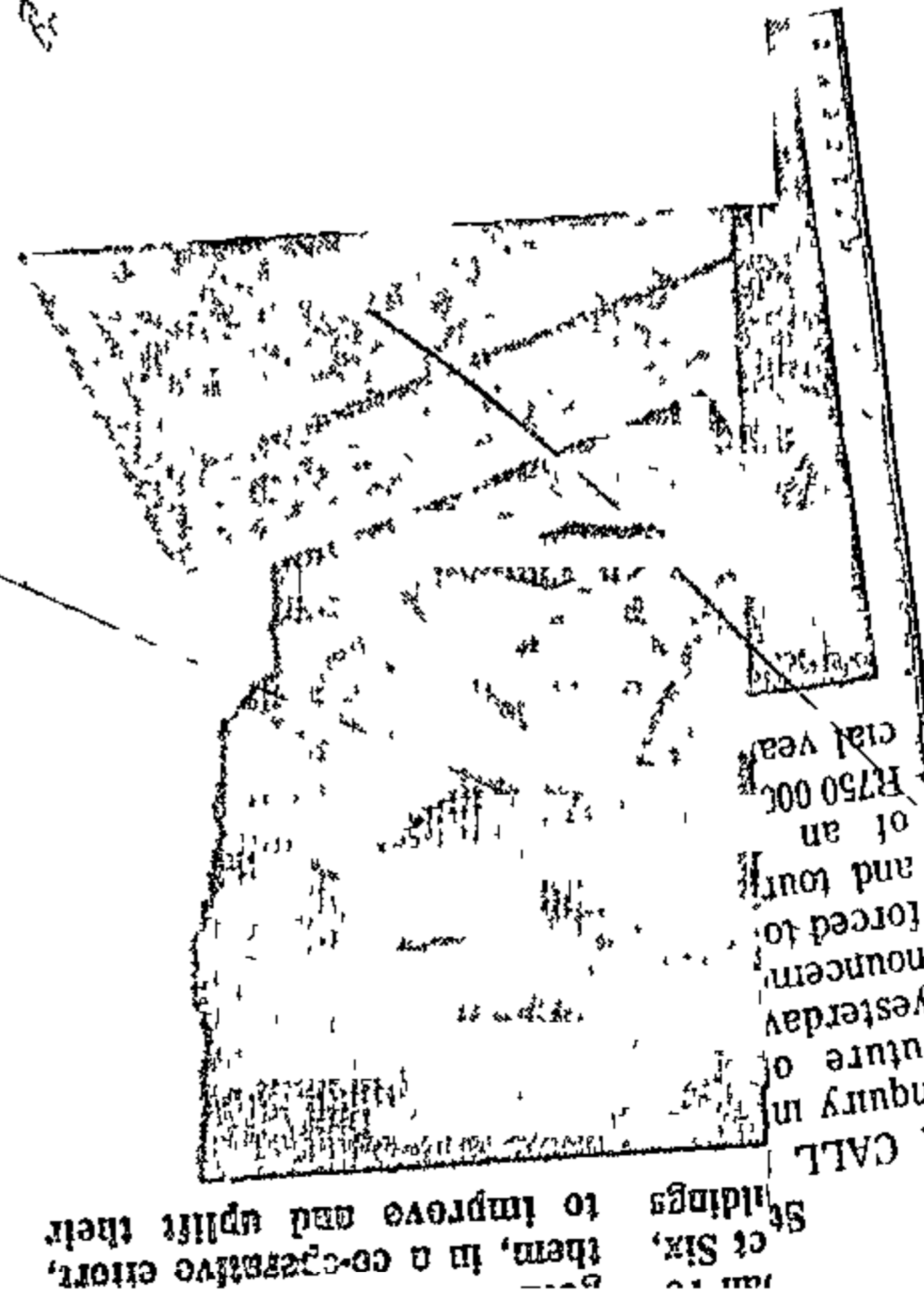
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on what has been achieved there but my point is that this concept could and should have been applied in District Six as well."

Mr Tian van der Merwe, MP for the area and the Progressive Federal Party's Western Cape chairman, described the government booklet as a "party-political pamphlet" and said he deplored the fact that it had been produced in the expense of the South African taxpayer.

"I think it is an absolute disgrace. The government to obviously embarrassed over District Six and this booklet is a vain attempt to justify its actions in this sordid affair."



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12/11/82

Union ~~(229)~~

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Argus Correspondent

EAST LONDON — The 13 trade-union officials who were detained by the Ciskeian police at the weekend were released at noon today.

The men, all officials of the South African Allied Workers' Union, the African Food and Canning Workers' Union and the General Workers' Union, were detained as they crossed the border of Ciskei into Mdantsane.

The head of the Ciskeian police, Brigadier Charles Sebe, said the men were detained in connection with unrest in schools.

#### A MEETING

He said today that at a meeting of the Ciskeian Cabinet yesterday it was decided to release the officials.

'We have completed our investigations and it will not be necessary for them to appear in court,' he said.

'We are also satisfied that the four officials from Cape Town will not be staying in this area. They will be returning home.'

'On the information we have, we could have detained the 13 for more than three months.'

#### DENIAL

He denied there was any link between the detentions and the men's trade union activities.

Union officials have claimed the men were detained because of the growing strength of their movement in the East London area.

# Trade unions to discuss detentions tonight

12/11/50

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**EAST LONDON —** The three trade unions whose members were detained by Ciskei security police on Friday night are to hold a mass meeting at St John's Church Hall here tonight to discuss the continued detention of the 13 men

The men were members of the African Food and Canning Workers' Union, the South African Allied Workers' Union and the Western Province General Workers' Union.

Mr David Lewis, an organiser with the Western Province General Workers' Union, speaking on behalf of all three unions, said last night the Ciskei authorities had publicly stated they did not intend charging these people

"In other words, as we have stated all along, there is no evidence of their having committed any offence and yet they continue to remain in detention.

"Accordingly we can only repeat that we

believe these people are being held in a deliberate attempt to smash the three trade unions and as a direct response to the overwhelming support enjoyed by our unions in East London

"It is ironic that the Minister of Manpower Utilisation should be visiting East London tomorrow in order to

promote Manpower 2 000. The Minister would do better to reflect upon the sorry state of industrial relations in East London despite recent attempts by local employers at reconciliation

"We can only conclude that the real content of the suggested reforms of the industrial relations legislation presupposes

the repression of those unions which have opposed the current dispensation

"We are understandably sceptical of the Government's good faith in this regard and of the support which their reforms will find among those workers who are consistently subjected to repression of this type," Mr Lewis said — DDR

12 Wednesday, November 12, 1980

# The Cape Times

## *Bullying unionists*

THE ARREST OF 13 trade union officials at a road block near East London last Friday appears to have been a straightforward case of harassment and intimidation. Brigadier Sebe, head of the Ciskei security police, says with cheerful ingenuousness that he has no valid reasons to take them to court — and they will probably be released before the end of the week. The detained men are officials of three independent trade unions, including the long-established and respected

Food and Canning Workers' Union, whose members were in East London for negotiations with employers in the canning industry. According to Mr Jan Theron, the general secretary of the FCWU, the trade unionists concerned are being victimized because they had established successful relations with employers in the area. Whatever the reason, this bullying of trade unionists is hardly likely to advance the Botha administration's aim of normalizing labour relations.

DD. ~~13/11/80~~ (125) (134) (332) (186)  
**Six unionists still held:  
govts to be petitioned** 13/11/80

**EAST LONDON —**  
Members of three trade unions decided here last night to petition the South African and Ciskeian governments for the release of six trade union officials still in detention.

Four of the detained men are Mr Thozamile Gqweta, the national organiser of the South African Allied Workers' Union (Saawu), Mr Sisa

Njikelana, branch chairman of Saawu, Mr Sirking Goci and Mr Boyce Soci, both organisers for Saawu at the Ciskei Transport Corporation.

These men are being held in the Ciskei, and at a meeting at St John's Church hall last night, members of Saawu voted to ask East London employers to approach the Chief Minister of the

Ciskei, Chief Lennox Sebe, for their release.

Two other trade union officials, Mr P B. Norushe and Mr Oscar Mpete, members of the African Food and Canning Workers' Union, are being held by the South African authorities.

The meeting voted to petition the South African government for their early release. — DDR

# Ciskei police free detained union officials

EAST LONDON — The 13 trade union officials detained by the Ciskei police at the weekend were released at midday yesterday. They had been held for four days. No charges were brought.

The men were all officials of the South African Allied Workers' Union (Saawu), the African Food and Canning Workers' Union, and the Western Province General Workers' Union.

All three unions are unregistered. They have refused to register under the Government's present Labour dispensation.

Reacting to the news of their release, Mr Jan Theron, acting as spokesman for all three unions, said the detentions were a "disgrace".

He said: "It is obvious that these men were arrested and held for four days for absolutely no valid reason."

"The fact that they were not questioned upon being detained, and the fact that while they were still being held the authorities were able to say that no charges would be laid against them, shows this was an attack on the trade unions and a misguided attempt to break the unions."

The men were arrested at a road block at the entrance to Mdantsane last Friday night.

They said yesterday they were told by the Ciskei police when they were released that those of them who did not live in Mdantsane were not to return to Mdantsane but were to find accommodation in East London last night, which they did.

About 800 people packed into St John's church hall here last night, to hear first-hand accounts from the detainees about

their detention.

Mr Robert Gqweka of the South African Allied Workers' Union said after being stopped at the road block, they were taken to the police station by the Ciskei police. "While they were going through the formalities, Brigadier Sebe entered," he said. "Is this Saawu?" he asked. As we were not there as Saawu but as workers we did not give him a reply. Thereafter we were called before Brig Sebe one by one. He didn't bother to ask us but told us we were involved in the school disturbances and he immediately booked us under Proclamation R252.

"I do not know the limits and latitudes of this law but I know it is the one most commonly used in the Ciskei."

Mr Gqweta said the men were all locked up together which made them feel at home. He described their stay in detention as "tolerable."

The freed men are Mr Wilson Sidina, Mr Alfred Noka, Mr Welile Mzozoyana, Mr M van Graan, Mr E. T. Qwasha, Mr Xolani Kota, Mr Lawrence Tulula, Mr Bangunzi Sifingo, Mr Humphrey Maxegwana, Mr September Mapakati, Mr Oria Ndingayi, Mr Kahe Scheepers, and Mr Gqweta.

There are six trade unionists still in detention in South Africa and the Ciskei. — DDR.

Cape union protests,  
page 2.

DD 13/11/80 (134) (127) (227)

# Union condemns detentions

**CAPE TOWN —** The detention of 13 trade unionists, who were released yesterday by Ciskeian police, was "repressive action" to crush worker organisation and a "set-back in the field of labour relations."

This was said in a statement yesterday by an official of the Western Province General Workers' Union. She said

the union officials should not have been detained in the first place.

The officials of the South African Allied Workers' Union, the African Food and Canning Workers' Union and the Western Province General Workers' Union were detained last Friday as they entered Mdantsane.

The statement said: "If the recent government overtures to the black un-

registered trade unions are to be treated seriously, then trade unionists should be allowed to engage in their normal organising activities without fear of detention and continual police harassment.

"We hope that the Ciskeian and South African authorities will take heed of this and refrain from such action in the future." — DDC.

rogative of strike leaders to organise

Mr Botha also announced that the entire training programme would be placed under his department and would be controlled by a new National Training Council.

Mr Botha said his consultation with employers and trade unions was an enormous success, and he said the proposals had been accepted 'in toto by 98 percent'.

But it is understood conservative unions belonging to the Confederation of Labour have reservations

Page 9 - Labour sceptical.

63-million unemployed in Africa and it is very easy to get substitutes," he said

No trade union will be allowed to operate any offices outside South Africa. Any trade union which does so will be deregistered

No funds from outside the country may be used to aid South Africa, Mr Botha said it was untenable for such funds to be allowed

In future strike 'balds' will be monitored and will no longer be a pre-

These agreements will be arranged with independent homelands including Transkei, Bophuthatswana and Venda, as well as other neighbouring countries.

In terms of these agreements any worker from a foreign country who takes part in an illegal strike will be "put on the first bus or plane home".

Mr Botha said any country which refused to sign such an agreement could have its workers excluded from South Africa. "There are

posals which suggested freedom of association. Autonomy would ensure the right of self preservation for trade unions which did not want to be forced to include other races.

Mr Botha announced tough new measures to curb illegal strikes. These include

Bilateral agreements between the South African Government and foreign governments of countries which send workers to South Africa

any film of the trade union movement in South Africa in allowing every registered trade union to admit what ever race it wanted and to exclude any race it wanted

He said this would mean a dramatic change from the present system in which ministerial approval had to be obtained for mixed trade unions

Mr Botha added his proposals meant autonomy for trade unions and this differed slightly from the Wiehahn Commission p.o-

changes to Labour legislation that will allow illegal strikes and permit changes to Labour legislation intended to or exclude any race confirmed today by the Minister of Manpower Utilization, Mr Fanie Botha

Mr Botha made the announcement after divulging his plans to employer organisations and trade unions during the past two weeks.

He said he had received almost unanimous support for his proposals which he said would become law next year

He proposed total auto-

# ANY FILM OF THE TRADE UNION MOVEMENT IN SOUTH AFRICA IN ALLOWING EVERY REGISTERED TRADE UNION TO ADMIT WHAT EVER RACE IT WANTED AND TO EXCLUDE ANY RACE IT WANTED

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# Labour sceptical on all-race unions

STAR  
14/11/80

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By Drew Forrest

The Government's intention to give registered trade unions complete freedom to enrol members of all races will be "hollow" without far-reaching changes in union registration procedure.

This was the feeling of a number of unionists who were briefed yesterday on proposed new labour legislation by the Minister of Manpower Utilisation, Mr Fanie Botha.

In a series of closed meetings with leaders of registered trade unions, Mr Botha said the Government proposed to amend the present law in the interests of "trade union autonomy."

Unions would be able to enrol workers of all races and integrate their branches

and executive committees without ministerial permission, he said.

The Government would also amend the definition of "employee" in labour law so that "all people who work in South Africa" — including foreign contract workers — could be enrolled as members of registered trade unions.

But some of the trade unionists later interviewed by The Star said they feared these changes might be insufficient to ensure full union autonomy.

They pointed out that under present procedures some unions wishing non-racial registration might be precluded from it.

Established registered unions, with majority support

among workers of a particular race, could block applications, they said.

The unionists were satisfied that the provisions of the intended law designed to curb illegal strikes would not make legal strikes more difficult. The Minister had conceded that the power of unions rested on the strike-weapon, they said.

In what appears to be a concession to black unions, Mr Botha also announced that provisional registration would be abolished.

Those of the Sasatu grouping had rejected this procedure, introduced last year, because of the sweeping discretionary powers it gave the Registrar of Unions.



# Overseas union funds likely to be cut off by Government

sent registration system, in which the authorities have the power to demarcate areas and industries in which unions can have official bargaining rights will be relaxed.

Mr Botha also told unionists that "political activity" by unions would be curbed, although he said this would only mean that unions could not have links with political parties at present.

calling strike action would not themselves be permitted to conduct strike ballots

Mixed unions would be permitted and unions would be able to decide which workers they wanted to recruit.

This could mean that the pre-

Unions had its foreign money cut off by Government proclamation.

Repeating details given earlier of impending labour legislation, Mr Botha said foreign black workers would be permitted to join unions but would be deported if they struck Unions

sary to counter in-built racial disadvantages.

The conservative Trade Union Council of South Africa has received financial help from Western European unions in the past.

Earlier this year the non-racial Federation of SA Trade

Unionists fear the clamps could be wider than originally thought and could apply generally to union work rather than simply to strikes.

Many predominantly black unions receive funds from Western union organisations and argue that this is necessary to finance strikes" and said overseas union offices would not be permitted.

Government would consider allowing unions to receive foreign money for "germane investments" only and would not be drawn on organising money.

taken to cut overseas union offices would not be permitted.

Government would consider allowing unions to receive foreign money for "germane investments" only and would not be drawn on organising money.

## ARRESTS GLAMMED

FM 14/11/80 (134)

The International Confederation of Free Trade Unions (ICFTU) — the largest body co-ordinating trade union activities in non-communist countries — this week sent a telegram to PW Botha condemning the arrest of 16 trade unionists by the Ciskeian police in Mdantsane

Observers see the arrests as the biggest crackdown on black unions since the banning of unionists and black organisations in 1977

The telegram expressed great concern at the arrests in the latest swoop on the independent black trade union movement in SA

The ICFTU told Botha that it was further indication that in spite of so-called labour reforms your government's intentions are to cripple and eventually force out of existence any free and independent black union organisations

It called for the unionists release

# 200 sacked in EL dispute

Weekend Argus  
Correspondent

JOHANNESBURG. —  
More labour unrest hit  
East London yesterday  
when the striking black  
labour force of a furniture  
factory was dismissed

About 200 workers at  
East London Furniture In-  
dustries (Pty) Ltd were  
paid off after a dispute,  
said a South African Allied  
Workers' Union spokes-  
man

SAAWU, one of a num-  
ber of unregistered unions  
active in the East London  
area, claims a phenomenal  
membership leap.

## EXPLANATION

The dispute began when  
a worker's committee,  
newly-elected under the  
auspices of SAAWU,  
approached management  
for an explanation of a  
letter posted on the com-  
pany notice board, the  
spokesman said.

The letter allegedly  
threatened to dismiss  
workers 'intimidating  
others into joining a cer-  
tain union'

The spokesman said  
management refused to  
deal with the union com-  
mittee, because it was  
linked with 'an outside  
body'

Conflict came to a head  
late when management  
agreed to meet the  
workers as a group

The workers demanded  
the swift redress of a  
number of grievances with  
which management did  
not agree.

# Historic judgment on union rights

In a historic judgment handed down in the South Eastern Cape division of the Supreme Court a judge has ruled that trade unions have the right to bring legal actions in the protection of their members.

The legal rights of unions in such cases has been a burning issue in labour law since the "Bosman case," heard in 1978. Then Mr Justice Eloff ruled that a trade-union had no "locus standi," or legal interest, in a dispute between its members and their employer.

Yesterday's judgment — handed down by Mr Justice de Wet in the Supreme Court in Port Elizabeth — is binding on courts in the South Eastern Cape and is likely to have a "persuasive" effect on courts in other divisions, lawyers said.

Mr Justice de Wet made his ruling on preliminary objections in a civil suit brought by the unregistered Transport and Allied Workers Union (Tawu) against a Port Elizabeth company, PE Tramways (Pty) Ltd.

The case will now go for trial, legal sources in Port Elizabeth said today.

Jubilant lawyers said the full implications of the ruling would be known only when the text of the judgment became available. But they described it as "historic" and "exciting."

Further labour unrest hit troubled East London yesterday when the entire black labour force of a furniture factory was dismissed after going on strike.

Almost 200 workers at East London Furniture Industries (Pty) Ltd. were paid off after an involved dispute which lasted much of the day, said a spokesman for the South African Allied Workers Union (SAAWU).

16/11/80 SUN 11M

# Deadlock over

By GRAHAM SPENCE

STRIKING black journalists are still deadlocked with newspaper managements over pay demands and a solution to the two-week dispute is not in sight.

The journalists, members of the blacks-only Media Workers of South Africa (Mwasa) are on strike on all SAAN and Argus owned newspapers in sympathy with staff of the Argus-owned Cape Herald

Black journalists on the Herald went on strike last month for higher wages and better working conditions despite the increased salary scale for journalists to be introduced in January

Mwasa also approached black leaders in Soweto this week with requests not to speak to newspaper reporters since

(134)

## news strike

this would "facilitate the production of news"

Mwasa has, however, been in touch with the foreign Press The National Union of Journalists (NUJ) in England picketed the Fleet Street offices of the Argus and South African Morning Group newspapers this week

Newspaper managements of both papers are refusing to pay the journalists while they are on strike. Mwasa will not negotiate unless this is done

Managements of both groups have said that the journalists can return to work any time and that the strike will be regarded in salary terms as annual leave

The Star Bureau

WASHINGTON — The Reverend Leon Sullivan is going to Europe this week for talks on creating an international employment code for foreign firms operating in South Africa.

Most of the big American companies which have branches in the Republic already subscribe to the Sullivan code of fair labour practices.

Dr Sullivan is hoping that his "principles" can be combined with the employment code applied by the nine-nation European Common Market and with other codes which have emerged in the past few years.

He is to meet chief executive officers of British and EEC corporations in London to discuss the progress by big business so far in eroding apartheid at the workplace.

Dr Sullivan hopes that South African companies will also subscribe to a

# New move <sup>134</sup> to expand <sup>17/11/80</sup> labour code

late to the detriment of all," Mr Moose said.

He suggested support for the Sullivan principles from a wider spectrum of the American private sector, bringing in universities, foundations and labour groups.

Mr Moose told the company executives: "The progress and accomplishments achieved to date offer hope for far more effective implementation of the (Sullivan) guidelines."

"One might reasonably expect more progress, not only because it is right but because it is good business."

Prime Minister Botha has publicly turned to the private sector to play a larger role in rationalising a disjointed society.

"This strikes me as tantamount to an invitation to expand on the works you have already begun."

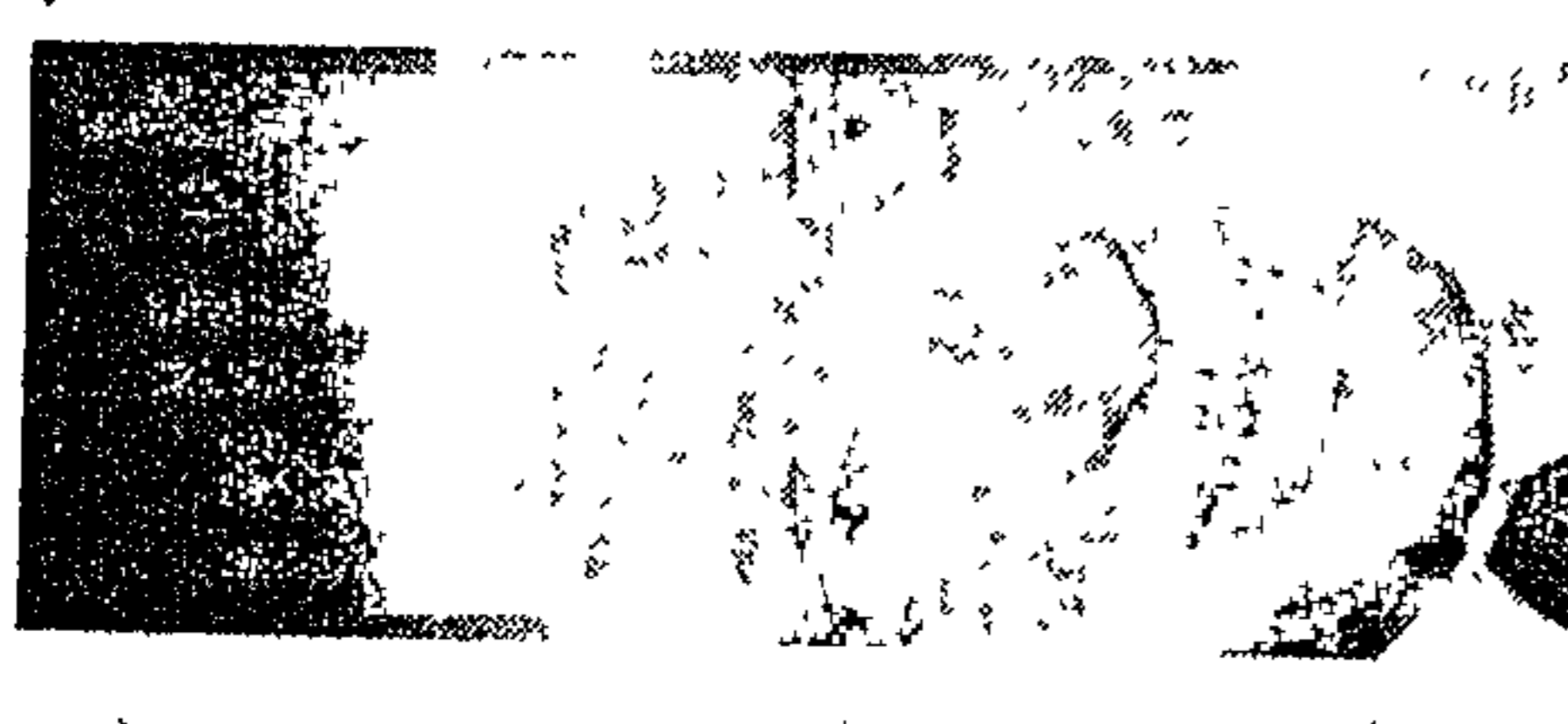
Mr Moose said a 'new dynamic' in black politics and trade union activity had been accompanied by increasing white questioning of apartheid.

"There has been a dramatic rise in black expectations and we fully expect that, in the absence of unequivocal movement away from the structures of apartheid, the pattern of civil disturbances and violent confrontations which we have witnessed this year will persist and

consolidated international code. The new initiative was disclosed at a dinner for signatories of the Sullivan principles attended by representatives of more than 50 major US firms.

The main speaker at the dinner was Mr Richard Moose, President Carter's Assistant Secretary of State for African Affairs, who told of factors which compel us to view the situation in South Africa with increased urgency.

Rev Leon Sullivan . . . hopes South African companies will also subscribe



18/11/80 ARCMS

# 'Keys' complaints to be probed

## Consumer Reporter

GREEN and Sea Point Ratepayers' and Residents' Association is to form an 'ombudsman' committee to investigate complaints that the controversial 'keys by law' is being abused.

The by-law, passed by the Provincial Council at its last session, is not yet in force

When it comes into operation early next year people responsible for maids' rooms will have to have a duplicate key

which they must produce to the police on demand

The Domestic Workers' Union claims that some employers are already anticipating the by-law by calling the police to investigate their maids' rooms

Mr Chris Joubert, chairman of Green and Sea Point Ratepayers' and Residents' Association, said he had investigated a complaint that one employer called on his sick maid at the weekend accompanied by police officers

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The employer was Mr Percy Karbet, owner of Curzon Place, he said 'He told me he had called at the room because he was concerned when his maid did not arrive at work.

'He is an elderly man and he wanted the police to accompany him. The police left as soon as the maid answered the knock at her door.

'My association has decided to form a committee of three, one a justice of the peace, to look into any complaints that the "keys

by law" is being abused when it comes into force.

'Maids will be able to complain and their complaints will be investigated'

Mr Karbet said: 'I was worried about my maid because I had not seen her or heard from her for several days.

'I asked the police to accompany me because I do not go to a maid's room alone. I am a bachelor'

● Handbook to try to bridge gap — Page 5.

# 170 dismissed after dispute at EL factory

EAST LONDON — About 170 black workers at East London Furniture Industries here were dismissed when they returned to work yesterday after downing tools on Friday, according to the South African Allied Workers Union (Saawu)

The decision to down tools came after the workers and management were involved in a dispute about the workers joining a parallel furniture workers union, the union said

Most of the dismissed workers belonged to the Furniture and Allied Workers Union initiated by Saawu

Yesterday Mr Xolani Kota, the branch secretary of Saawu in East London, said Saawu condemned the action taken by management and said they had not considered grievances listed and presented to them

He said workers were forced to sign membership forms of the parallel union for fear of dismissal and that this amounted to intimidation

Two of the dismissed workers, Mr Siphon Dlutu and Mr Elvis Salman, said

they both belonged to the Furniture and Allied Workers Union. Mr Dlutu had 12 months' service at the company and Mr Salman five months

They said management forced them to join the parallel union by calling workers in one by one and threatening them with dismissal if they did not sign the membership form

Within two weeks of signing they received a membership card, and the constitution was explained to them at the meeting. They did not feel "at all satisfied with it"

He said workers gave their membership cards to their own union officials who suggested they present their grievances to management. They did that and management objected because Saawu was involved. Management also suggested the workers select a committee of five. This was done and the committee presented the workers' grievances

Mr Dlutu said management did not accept the grievances. He said management then offered to listen to their grievances again and they

were called in one by one. Management listened to the grievances, but did not do anything about them.

Mr Dlutu said workers felt dissatisfied and decided to stay in the restroom where the meeting was held. They then phoned Mr Kota, who suggested they go back to work. They were on the verge of doing this when three representatives of the Department of Labour arrived

The workers were told that it was an offence to strike and Mr Dlutu said after this it was decided not to go back to work

When they went home later in the afternoon, they were told by a management official to get their wages

They were also told that when they came to work yesterday some would be re-employed selectively. Mr Dlutu said when workers arrived at the factory yesterday at 7 am they were told they had been dismissed. They were also told to collect their holiday pay this afternoon

The managing director of the company, Mr P. W. Mackie, declined to comment yesterday — DDR

DD 18/11/80

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Black unions conflict worsens

STAR  
21/11/80  
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South Africa's largest black trade union grouping — the Federation of South African Trade Unions — has launched a blistering attack on its registered trade union rivals.

This latest round in an ongoing conflict poses a dilemma for the Government which seeks the support of both groups, but will have to side with one of them.

In a Press statement released today Fosatu accuses a number of registered unions of "obstructing" the registration of its affiliates. Six Fosatu unions, representing about 10 000 black workers in a range of industries, have applied for registration, on condition that it is non-racial.

However all the applications were being held up by objections from unions already registered, the statement says.

Under present procedures, registered bodies may object to the registration of newcomers in industries where they consider themselves representative.

The objections, says Fosatu are "frivolous" and "racially styled". In many cases they rested on claims of majority support among workers in a particular race category.

This exposed the "bankruptcy of the professed nonracialism of these unions" the statement says. "It is totally inconsistent to profess a nonracial stand — while attempting to use racial provisions to prevent nonracial unions from registering."

"The activities of the registered bodies were a "disservice to trade unionism," it adds.

The statement calls for the rejection of race as an industrial interest, and for the objections to be ignored.

● The Minister of Manpower Utilisation, Mr Fanie Botha, will meet with unregistered unions on the intended labour legislation on Thursday.

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(ii) Full particulars of all improvements on the expropriated land which in your opinion affect the value of such land

(iii) Where applicable, you are required to give the following particulars

(a) If prior to the date of notice the land was leased for business or agricultural purposes by unregistered lease, the name and address of the lessee, accompanied by the lease or a certified copy thereof, if it is in writing, or full particulars of the lease, if it is not in writing

(b) If prior to the date of notice the land was sold by you as owner, the name and address of the buyer accompanied by the contract of purchase and sale or a certified copy thereof

(c) If a building, which is subject to a builder's lien by virtue of a written building contract, has been erected on the land, the name and address of the builder accompanied by the building contract or a certified copy thereof

(d) If on the date of notice the land was farmed by a sharecropper, the name and address of such sharecropper accompanied by the sharecropper contract or a certified copy thereof if it is in writing or full particulars of the contract if it is not in writing

(iv) You are required to state the address to which you desire that further documents in connection with the expropriation should be posted to you

Dated at Johannesburg this 27th day of October 1980

H J L DU TOIT, Deputy General Manager  
Address General Manager, South African Railways and Harbours, Private Bag X47, Johannesburg 2134  
(21 November 1980)

(ii) Volledige besonderhede van alle verbeterings op die onteiene grond wat na u oordeel die waarde van die grond raak

(iii) Waar van toepassing, moet u die volgende besonderhede verstrek

(a) Indien die grond voor die kennisgewing sake- of landbouoelendes verhuur is by way of an unregistered lease, the name and address of the tenant, together with the lease or a certified copy thereof, if it is in writing, or full particulars of the lease, if it is not in writing

(b) Indien die grond voor die kennisgewing deur u as eienaar verkoop is, die naam en adres van die koper, tesame met die koopkontrak of merkte afskrif daarvan

(c) Indien die grond is waarop 'n gebou wat onderworpe is aan 'n retensiereg ten gunste van die bouer uit hoofde van 'n skriftelike boukontrak of 'n gewaarmerkte afskrif daarvan

(d) Indien die grond is wat op die kennisgewing deur 'n deelsaaiër bewerk is, die naam en adres van die deelsaaiër, tesame met die deelsaaiërskontrak of 'n gewaarmerkte afskrif daarvan, indien dit nie op skrif is nie

(iv) U moet die adres meld waarheen verdere stukke in verband met die ontgronding ge-pos moet word

Gedateer te Johannesburg op hede die 27ste Oktober 1980

H J L DU TOIT, Adjunk-hoofbestuurder  
Adres Hoofbestuurder, Suid-Afrikaanse Spoorweë, Privaatsak X47, Johannesburg 2134  
(21 November 1980)

NOTICE 829 OF 1980  
DEPARTMENT OF MANPOWER UTILISATION  
INDUSTRIAL CONCILIATION ACT, 1956  
CANCELLATION OF REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, hereby notify, in terms of section 14 (1) of the Industrial Conciliation Act, 1956, that as I have reason to believe that the Vereniging van Staatsaagmeul- en Bosbouwerkers van Suid-Afrika has been wound up, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice

M W J LE ROUX, Industrial Registrar  
(21 November 1980)

NOTICE 830 OF 1980  
DEPARTMENT OF TRANSPORT  
AIR SERVICES ACT, 1949 (ACT 51 OF 1949), AS AMENDED

Pursuant to the provisions of section 5 (a) and (b) of Act 51 of 1949 and regulation 5 of the Civil Air Services Regulations, 1964 it is hereby notified for general information that the following flight information is hereby notified for general information:

KENNISGEWING 829 VAN 1980  
DEPARTEMINT VAN MANSKRAFT- EN BENUITING  
WET OP NYWERHEIDSVERSOENING  
INTREKKING VAN REGISTRASIE VAN 'N VERENIGING

Ek, Mattheus Willem Johannes le Roux, Industriële Registrateur, maak hierby kragtens Wet op Nywerheidsversoening, 1956, sien ek rede het om te vermoed dat die Vereniging van Staatsaagmeul- en Bosbouwerkers van Suid-Afrika gewaarmerkte afskrif daarvan, indien dit nie op skrif is nie

M W J LE ROUX, Nywerheidsregistrateur  
(21 November 1980)

KENNISGEWING 830 VAN 1980  
DEPARTEMENT VAN VERVOER  
WET OP LUGDIENSTE, 1949 (WET 51 VAN 1949), SOOS GEWIGS

Hierby word ingevolge die proviesies van artikel 5 (a) en (b) van Wet 51 van 1949 en regulasie 5 van die Burgerlugdiensregulasies, 1964, is hierby kennis gegee dat die volgende vluginligting hierby kennis gegee word:

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# Closed shop bars Sawu says union official

EAST LONDON — The South African Allied Workers' Union (Sawu) had no legal right to approach any employee in the furniture industry, the director of organisation for a registered trade union said yesterday.

Mr A J M Groenewald, of the National Union of Furniture and Allied Workers, yesterday dismissed Saawu claims that the management of East London Furniture Industries was assisting a rival union to recruit members as completely false.

"There is no rival parallel union in the furniture manufacturing industry. The South African Allied Workers' Union has no legal right to approach any employee in the furniture industry or even discuss any terms with them," he said.

In a statement to the Daily Dispatch, Mr Groenewald said in terms of an industrial agreement no employee who was not registered as a member of his union could be allowed to work for any employer registered with the employers' association.

Mr Groenewald's full statement reads:

"The strike action at the firm of East London Furniture Industries was instituted by the direct actions of the South African Allied Workers Union which is not a registered union in terms of the Industrial Conciliation Act No 28 of 1956 as amended.

"During the period 1932-1950 employees employed in furniture manufacturing were eligible for trade union membership of the East London and Border Furniture Workers' Union.

"This union was registered in terms of the IC Act. From 1950 the National Union of Furniture and Allied Workers of South Africa incorporated the East London and Border Furniture Workers' Union.

"The National Union of Furniture and Allied

Workers of South Africa is a registered trade union in terms of the IC Act and is the only legal body to approach any employee in the furniture industry.

"The National Union of Furniture and Allied Workers is registered to represent employees employed in the furniture manufacturing industry, the coffin manufacturing industry, the sawmilling industry, the woodworking industry and the plywood industry of South Africa.

"East London Furniture Industries, which was previously known as Beard Ellis and Perkin, is a registered member of the East London Border and District Manufacturers' Association. This employers' association is registered in terms of the IC Act.

"Prior to the formation of the employers' association in the East London Area, the firm was a registered member of the Midland Furniture Manufacturers' Association, which still exists and is also registered in terms of the Act.

"This employers' association covers various areas, inter alia the East London area.

"During the early part of 1980 a separate industrial council known as the Border Industrial Council for the Furniture Manufacturing Industry was registered in terms of the IC Act.

"The parties to this Industrial Council comprise the East London, Border and Districts Furniture Manufacturers' Association, the National Union of Furniture and Allied Workers and the National Association of Furniture and Allied Workers.

"The last named trade union has now amalgamated with the National Union of Furniture and Allied Workers of South Africa.

"An industrial agreement negotiated by the parties to this industrial council is currently in force and only expires on

March 20 1982

"The National Union of Furniture and Allied Workers is the only legal body which has the right to negotiate conditions of employment and benefits for the employees in the furniture manufacturing industry.

"The union is fully represented throughout South Africa.

"The statement made by the South African Allied Workers' Union that the company was actively assisting a rival parallel union to recruit members is completely false.

"There is no rival parallel union in the furniture manufacturing industry. The South African Allied Workers' Union has no legal right to approach any employee in the furniture manufacturing industry to recruit or even discuss any terms with them.

"They have no legal standing.

"In terms of clause 23 of the industrial agreement no employee who is not registered as a member of the National Union of Furniture and Allied Workers may be permitted to work for any employer who is registered with the employers' association.

"The company has been officially informed that it may only employ persons who comply in all respects with the provisions of the industrial agreement including the closed shop provision.

"These employees must comply with the membership provision of the National Union of Furniture and Allied Workers' constitution.

"The media must clearly understand that the National Union of Furniture and Allied Workers has, and always will, work in the best interests of its members and, as a responsible registered trade union, will not involve its members in any strike action — DDR

# Men to test labour laws

EAST LONDON — Workers dispersed after a stoppage at East London Furniture Industries planned to take up work as normal today as part of a strategy to test new labour legislation and the Mchabane recommendations, Mr S. K. B. Kikine general secretary of the South African Allied Workers' Union (Sawu) said yesterday.

According to Saawu, about 170 workers were dispersed after a dispute with management last Friday about attempts to make them form a "parallel union".

Mr Kikine said some of the alleged workers were approached by security police on Wednesday night who told them they could report on work yesterday.

About 30 had turned up for work and all except two had been re-employed. The two who were turned away said they had been told they were inciters.

Mr Kikine said the re-employed workers suspected they had been given back their jobs only so they could train new workers and that they could then run the risk of dismissal.

All the workers, apart from one or two who feared victimisation because they had been labelled as inciters, would report for work today to see if they would be taken back.

If the company did not reinstate all the workers, it would be a contravention of industrial laws and would amount to a "lockout".

Mr Kikine said the workers' view was they had not gone on strike. They discussed their grievances with management and, while waiting for a reply, were called together by three representatives of the Department of Manpower Utilisation and told they were on strike and could face charges.

Accusing the company of "unfair labour practices", Mr Kikine said it was illegal for an employer to force a worker to join a union of the employer's choice. He said workers had been threatened initially and told they would be dis-

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missed if they did not join the union

"We will test the new laws and the Wichann recommendations and if they are ineffective, they will be exposed," he said

The head of the security police in East London, Colonel A van der Merwe, said yesterday he was not aware his men had called on dismissed workers "but it is quite possible. It has been done in the past. People are afraid of intimidation and we visit them and give them an assurance they can return to work," he said

Mr Kikine also called on the company to send a representative to Saawu's office to return workers building society books held by the company

The books were until recently held for the workers by the building society concerned, but a spokesman said this system had proved unsatisfactory. He said workers would quote their clock-in numbers when wanting to draw money and in some cases had no other identification. This situation had resulted in some cases of fraud and it had been decided to return the books to the paymasters of companies whose employees banked under this system.

He said the paymasters were in a better position to identify workers and emphasised the decision affected a number of other companies and had no bearing on the situation at East London Furniture Industry.

Mr Kikine said dismissed workers would be unwilling to approach the company individually to collect their books for fear of victimisation

He said he would approach the company to send a representative to the Saawu offices to return workers' books there — DDR

# Leading with the right



Trying to make sense of Fanie Botha's proposed legislative tinkering with the Wiehahn dispensation is like trying to figure out who shot JR. There are too many misleading clues, too many groups pushing for their own interests. Small wonder then that the Minister of Manpower Utilisation's latest suggestions for labour reform have been greeted with a mixture of exasperation and suspicion.

Although no final blueprint has materialised, Botha last week took white trade union leaders into his confidence — and appears to have taken certain of their objections into account. What emerged

was a mixed bag. References to race would be struck from the Industrial Conciliation Act; foreign contract workers and commuters would be allowed to unionise; agreements would be signed with neighbouring states to control these workers; Registration procedures would be streamlined, and would emphasise union representation; illegal strikes would be further controlled; there would be tighter controls on strike funds and strike ballots, and foreign subsidisation of trade unions would be prohibited.

All of which shows that while government is aware of the need to accommo-

date the growing militancy of SA's black labour force, it is timid when it comes to reform. As things stand, the proposals will satisfy neither blacks nor whites. In fact, Bollemaekiesie Botha, as Arrie Paulus has labelled him, has to some observers laid the groundwork for greater confrontation: a proliferation of wildcat strikes, and a workforce even more estranged along colour lines than at present.

The de-racialisation of the Industrial Conciliation Act, the inclusion of migrant workers in the industrial relations framework, and the removal of the Minister's discretionary powers over unions, racial

structures were suggested in the first Wiehahn report. But they were turned down and remained glaring inconsistencies within the context of a new labour dispensation for black workers. To that extent Botha's new reforms must be welcomed. But once again government has given with its right hand and taken with its left.

Leaders of independent trade unions fear Botha's suggestions are a further government attempt to curb the independent black trade union movement. Says Alec Erwin, general secretary of the Federation of SA Trade Unions (Fosatu): "If we read the proposals correctly it's clearly another example of government mixing reform with control. This can only taint whatever steps they take. They are merely jeopardising their own progress."

Take the further controls on illegal strikes. Considering existing legislation they seem futile and retrogressive. The fact that there has been only *one* legal strike by black workers in the last eight years, out of a total of 783, is an indictment of the prevailing industrial relations structure — and the new legislation will make a bad system worse.

Tying to stifle strikes, and the proposed steps to control strike funds and strike ballots, are merely attempts to deal with the symptoms, not the root cause of sick labour relations.

### Unions shackled

Race Relations researcher Carole Cooper, in a study of SA strikes, points out that where an industrial relations system has a well-structured dispute procedure and where employees can negotiate adequately with their employers, the strike is not resorted to at the first opportunity. It is essential for the development of a stable system of labour relations that workers have confidence in that system. If they feel it places excessive limits on their ability to bargain collectively or be fairly represented, it stands to reason that they will subvert that system.

Botha's proposals deal foreign contract workers and commuters a singularly backhanded compliment. They will be granted the right to join trade unions, but in the same breath Botha says he hopes to sign agreements with foreign states for the immediate deportation of these workers should they strike.

Whether neighbouring black states other than the compliant homelands will be amenable to this is questionable. What pressures will Pretoria bring to bear on them to sign? A cutting-off of labour recruitment? As important as the effect government's direct interference will have on any employer/employee relationship, says one labour observer, "Employers will not be able to decide on the merits and demerits of a strike. To these critics, government's initiative



Workers . . . still in limbo

spells disaster. Some 17 unions have thus far refused to deal with even the present industrial relations system and if the proposed legislation is an attempt to woo them into conformity, it falls far short of its mark.

Says one labour observer: "It merely reinforces the conviction that registration spells the death knell of workers' control of unions. The state offers recognition on its own terms. It wants to exercise a strict and limiting control over all aspects of the operation of African unions which favour the emergence of a strong independent trade union movement."

Leading industries have set out their viewpoints. The FCI, Assocom and Barlow Rand have recently stressed the importance of fostering a strong, independent black trade union movement. The FCI and Barlow Rand in their updated guidelines for 1981 pointed to the inadequacies of government's present dispensation and called on companies to deal with bodies which truly represent their workers.

Said Mike Rosholt of Barlow Rand: "Workers are by-passing the normal statutory negotiating procedures. They appear to prefer wildcat strikes as a more rapid and effective method of achieving their aims. They want action at company level and not at industry level and they want it now."

A spokesman for the FCI succinctly put it this way: "We have a Third World labour force and we are trying to squeeze it into a First World labour structure. It cannot possibly work."

So why government's insistence on

living in the face of not only radical labour leaders, but historically conservative industry as well? The only conceivable explanation seems to be Botha's pandering to his right wing — particularly those white trade unionists who have balked at any reform from the word go, and who view any progressive move with suspicion.

His recommendations were made in the wake of his meetings with white trade union leaders, among them the most conservative in the ranks. The hardline white unions' attitude is well expressed in this comment from the *Mimeographer*: "It will be noted that the members accuse their leaders of selling them along (sic) the line. One of the members expressed the fear that blacks would take their places on the footplate. Quite frankly this fear is not without ground."

### No middle ground?

As a Tucsua trade unionist puts it: "The white right wing is highly influential. It is trying to make political ground on trade union issues and is succeeding. The Minister cannot move ahead too quickly without them, and they know it."

Botha's attempts to meet the needs of black workers — only, of course, within the unacceptable framework of Nationalist apartheid policy — antagonises both them and the whites, though for different reasons. But pandering to the most conservative whites leaves Botha not in the middle, which is perhaps where he would like to be, but nowhere.

That is hardly the recipe for labour peace.

(134) ~~5/1~~ ~~3/1~~ STAR 24/1/80  
**Neusa pulls out of inquiry**

**Education Reporter**

Members of the non-racial National Education Union of South Africa (Neusa) have withdrawn their support for the Government's investigation into education.

At a weekend meeting members of the Southern Transvaal branch of Neusa questioned the credibility of the Human Sciences Research Council's inquiry into education.

The HSRC investigation appeared to be a stalling tactic and the body was an organisation with no legislative teeth, the meeting was told.

Members stated that even if the HSRC were to make far-reaching recommendations there was no guarantee that these would be implemented to solve the education crisis.

Miss L. Chisholm, chairman of the Southern Transvaal branch said there is no point in

establishing a commission of inquiry to find out about grievances which have constantly made headlines for the past five years.

A resolution adopted at the meeting rejected the grounds on which the HSRC commission of inquiry was established and called on the Government to negotiate all educational issues with people who enjoy the confidence of the majority of teachers, parents and students.

Parents Limited and its Subsidiary Company:

Income Statement for the Year Ended 30 June 1979:

Net Income before items below (140 000+40 000+35 000) 215 000  
 Profit on change in holding 587,5  
 Transfer to Non-distributable Reserve (587,5)

Depreciation (35 000-1 500-1 500) 32 000  
 Net Income before taxation 183 000  
 Taxation 90 000

Net Income after tax 93 000  
 5 175

Net Income attributable to Parent 87 825  
 36 000

Dividend 51 825  
 Retained Income for the year 390 187,5

Retained Income at beginning of year (360 000+30 187,5)  
 Retained Income at end of the year R442 012,5

3. Depreciation Adjustment

Depreciation p.a.

Therefore need to reduce depreciation by 10 p.a. for 3 years

and original increase in depreciation in 4th year

3.1 Depreciation adjustment to 1.10.76 to 30.6.77 = 30

3.2 Depreciation adjustment 1.7.77 to 30.6.78 = 30

3.3 Depreciation adjustment 1.1.79 to 30.6.79 = 30

Management now needed to look to both these factors to deal with appropriate issues.

On liaison, he said management should look beyond the factory floor where employer/employee bodies existed to a second order of relations where more formal relationships with organised labour should exist.

The short term objective for employers should be to minimise their vulnerability by putting their own houses in order as this was the key to survival, he said.

He said 1981 would be one of increasing union activity and organisation and that peace on employers' terms was probably an option not available to all employers.

Addressing the Johannesburg Chamber of Commerce's quarterly general meeting, Mr Levy said black trade union membership had risen by between 59 and 59 percent compared with more or less constant membership in white and coloured unions over the last five years.

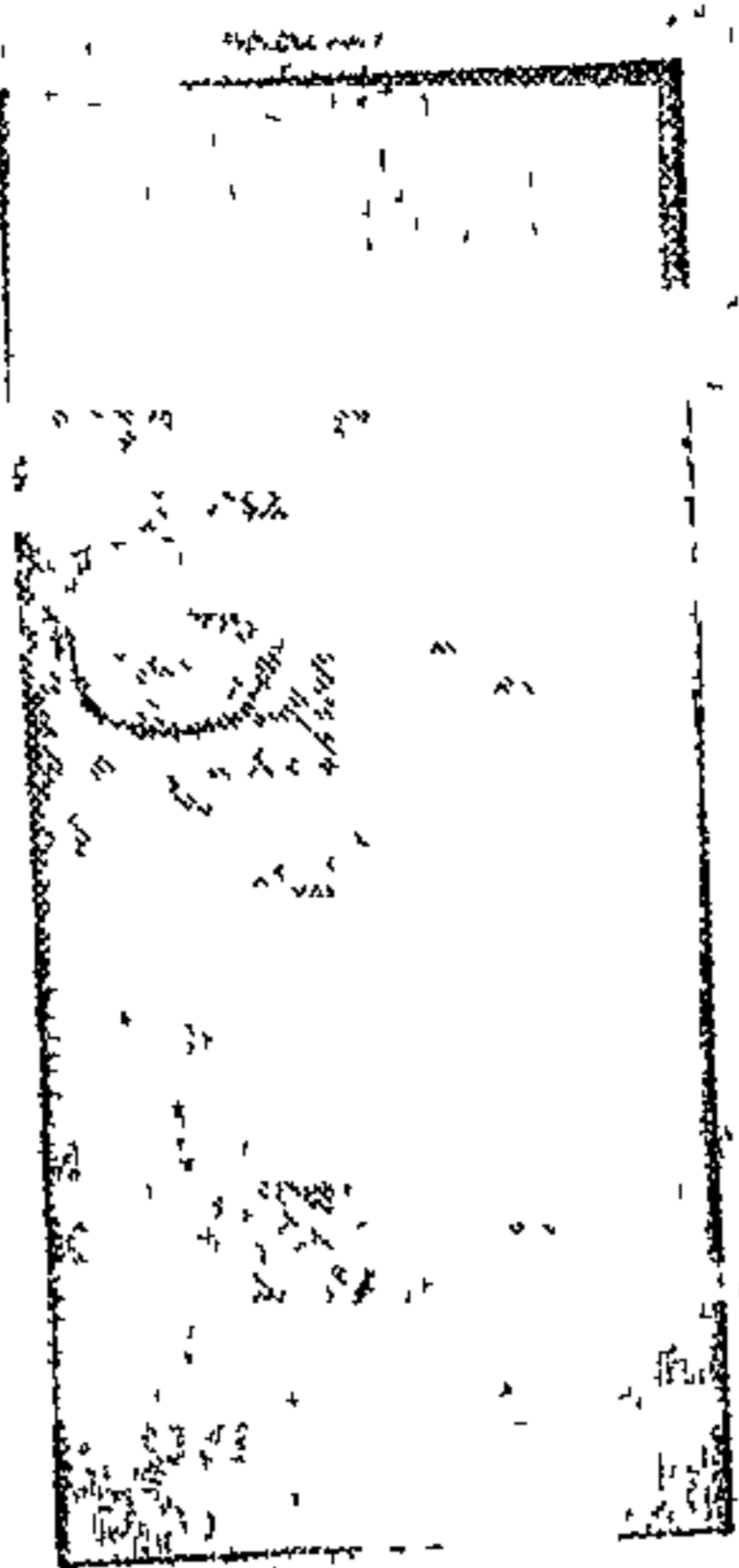
A large section of commerce and industry was ill prepared for the development of trade unionism as it would be manifesting itself in the very near future, Mr Andrew Levy, chairman of the Associated Commercial employers said, writes Geoff Shuttleworth.

Industry not set for trade unions'

5 MAR 25/11/80

(125) (130) (129)

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R1 500
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MR FANIE BOTHA

## New Labour COURSES called for

STAR 28/11/80 (2)  
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By David Foster  
Pretoria Bureau  
The Minister of Manpower  
Utilisation, Mr Fanie Bo-  
tha, last night appealed to  
universities to start  
courses in trade unionism.

He was addressing a  
ceremony at the Univer-  
sity of South Africa in  
Pretoria at which more  
than 60 students received  
certificates.

Mr Botha said only Un-  
isa had had the foresight  
to introduce a course in  
labour relations and he  
appealed to other univer-  
sities and colleges to in-  
troduce similar courses as  
soon as possible.

"In my view the days  
have passed when any  
person can claim that he  
is an expert on industrial  
relations without any for-  
mal training," Mr Botha  
said.

Officials of the Depart-  
ment of Manpower Utilisa-  
tion should also take part  
in such training and he  
said he intended to take  
steps to provide such a  
course for officials.



STAK 28/11/80 (134) (107) (152)

# Black labour federation

## uneasy over changes

The country's biggest federation of black trade unions might pull out of the Government's new labour dispensation if many of the latest proposals for changes to the law are not dropped

The Federation of South Africa Trade Unions (Fosatu) made this clear in a statement today following what it called a "very unsatisfactory meeting with the Minister of Manpower Utilisation, Mr Fanie Botha, yesterday

The statement said Fosatu believed that the "positive steps proposed

by the Government recently were "heavily outweighed by other proposed amendments which would lead to the credibility of the whole package, collapsing

The fact that the meeting with Mr Botha took place was probably a step in the right direction, said Fosatu. But if there were further meetings they should be much longer and involve all unregistered unions.

Fosatu unions have applied to register under the Government's new labour dispensation. But Fosatu warned today that

it would not be prepared to participate if new, unacceptable proposals were implemented

The proposals would have the effect of exerting greater potential control over the activities of emerging trade unions, the statement said

Fosatu said the following proposals were unacceptable

Measures to "freeze out" unregistered unions, such as the prohibition on stop order facilities for them and no legal standing for their agreements with employers.

NOTICE 855 OF 1980

DEPARTMENT OF MANPOWER UTILISATION  
INDUSTRIAL CONCILIATION ACT, 1956  
APPLICATION FOR VARIATION OF SCOPE OF  
REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Witwatersrand Liquor and Catering Trade Employees' Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

*Name of trade union*—Witwatersrand Liquor and Catering Trade Employees' Union  
*Date on which application was lodged*—5 May 1980

*Interests and area in respect of which application is made*—White and Coloured persons who are employees for purposes of the Act and who are employed in the Liquor and Catering Trade in the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Germiston, Heidelberg (Tvl), Johannesburg, Kempton Park, Krugersdorp, Nigel, Randburg, Randfontein, Roodepoort, Vanderbijlpark, Vereeniging and Westonaria.

KENNISGEWING 855 VAN 1980

DEPARTEMENT VAN MANNEKRAG-  
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGI-  
STRASIEBESTEK VAN 'N VAKVERENIGING

Fk, Mattheus Willem Johannes le Roux, Nywerheids-registrateur, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Witwatersrand Liquor and Catering Trade Employees' Union. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p a die Departement van Mannekragbenutting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres Privaatsak X117, Pretoria, 0001).

TABEL

*Naam van vakvereniging*—Witwatersrand Liquor and Catering Trade Employees' Union.

*Datum waarop aansoek ingedien is*—5 Mei 1980

*Belange en gebied ten opsigte waarvan aansoek gedoen word*—Blankes en Gekleurdes wat vir die doeleindes van die Wet, werknemers is en in die Drank- en Verversingsbedryf werksaam is in die landdrosdistrikte Alberton, Benoni, Boksburg, Brakpan, Germiston, Heidelberg (Tvl), Johannesburg, Kempton Park, Krugersdorp, Nigel, Randburg, Randfontein, Roodepoort, Vereeniging en Westonaria.

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For the purposes hereof "Liquor and Catering Trade" means the trade in which employers and employees are associated for the purpose of—

(1) conducting an accommodation business in respect of which a liquor licence (other than a meal time wine and malt licence) is held in terms of the Liquor Act, 1977, by the employer, and/or

(2) supplying food and/or liquor on premises in respect of which a bar liquor licence is held or deemed to be held in terms of the Liquor Act, 1977, but excluding any new bar licence that may have been issued after 1 September 1978, and/or

(3) supplying liquor for off-consumption from premises in respect of which an off-sales privilege is held in terms of the Liquor Act, 1977, and/or

(4) supplying food and/or liquor at a special function conducted under a temporary liquor licence issued in terms of the Liquor Act, 1977, by—

(i) the liquor licensee of an accommodation establishment, or

(ii) the liquor licensee of a bar, first licensed prior to 1 September 1978

Provided that such function is an occasional and incidental undertaking and that the said licensee does not conduct such functions as a major or regular form of business nor to the benefit of any catering organisation, other than that of the said licensee, directly or indirectly associated with him, and/or

(5) conducting on the premises of an accommodation establishment a take-away food outlet for ready-to-consume food and/or refreshments

Provided that the preparation on the premises of an accommodation establishment of ready-to-consume food and/or refreshments for sale on other premises and the business of selling such food and/or refreshments on such other premises shall not fall within the meaning of Liquor and Catering Trade

For the purposes of this definition "accommodation establishment" means premises in or upon which the business of supplying lodging with or without one or more meals is conducted, but shall not include flats

*Interests and area in respect of which registration is held*—White and Coloured employees engaged in the Liquor and Catering Trade in the Magisterial Districts of Benoni, Boksburg, Brakpan, Germiston, Heidelberg, Johannesburg, Krugersdorp, Roodepoort, Springs and Vereeniging, as these areas were constituted on 9 October 1937

*Postal address of applicant*—P O Box 10952, Johannesburg, 2000

*Office address of applicant*—Seventh Floor, York House, 46 Kerk Street, Johannesburg

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall, in terms of section 4 (4) as applied by section 7 (5), be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

Vir die doeleindes hiervan beteken "Liquor and Catering Trade" die bedryf waarin werknemers met mekaar geassosieer is vir—

(1) die dryf van 'n akkommodasie-opsigte waarvan 'n dranklisensie (uitgevoelge maaltyd-wyn-en-bierlisensie) ingevolge die Liquorwet, 1977, deur die werkgewer gehou word, en/of

(2) die verskaffing van kos en/of drank op ten opsigte waarvan 'n kantienlisensie in terms van die Drankwet, 1977, gehou word of geag gehou te word, maar sluit dit 'n nuwe kantienlisensie wat na 1 September 1978 uitgereik is, en/of

(3) die verskaffing van drank vir buiteverbruik-koop ingevolge die Drankwet, 1977, deur 'n kantienlisensiehouer, en/of

(4) die verskaffing van kos en/of drank by 'n spesiale funksie wat kragtens 'n tydelike dranklisensie uitgereik ingevolge die Drankwet, 1977, deur—

(i) die dranklisensiehouer van 'n akkommodasie-inrigting, of

(ii) die dranklisensiehouer van 'n kafee, eerste keer gelisensieerd voor 1 September 1978 vir die eerste keer gelisensieerd

Met dien verstande dat sodanige funksie 'n en toevallige onderneming is en dat genoemde sieshouer nie sodanige funksies as 'n hoofbesigheidsvorm of tot voordeel van enige organisasie, uitgesonderd dié van genoemde sieshouer, wat direk of indirek met hom geassosieer is, dryf nie.

(5) die dryf van 'n wegneemkos-verkoop-opsigte en/of verversings op die perseel van 'n akkommodasie-inrigting

Met dien verstande dat die bereiding op die perseel van 'n akkommodasie-inrigting van klaare verversings vir verkoop op ander persele en/of die verkoop van sodanige kos en/of verversings op ander persele nie by die betekenis van "Liquor and Catering Trade" ingesluit is nie.

Vir die doeleindes van hierdie omskrywing "Liquor and Catering Trade" enige perseel waarin op die besigheid van akkommodasievoorsiening sonder een of meer etes gedryf word, maar nie 'n woonstalle in nie

*Belange en gebied ten opsigte waarvan registrasie is gehou word*—Werknemers in diens in die Verversingsbedryf in die landdrostdistrikte Boksburg, Brakpan, Germiston, Heidelberg, Johannesburg, Krugersdorp, Roodepoort, Springs en Vereeniging, soos hierdie gebiede op 9 Oktober 1937 vasgestel is

*Posadres van applikant*—Posbus 10952, Johannesburg, 2000

*Kantooradres van applikant*—Sewende Verdieping, York House, Kerkstraat 46, Johannesburg

Die aandag word gevestig op onderstaande artikels 4 en 7 van die Wet

(a) Die mate waarin 'n vakvereniging wat aansoek beswaar maak, verteenwoordigend is ingevolge artikel 4 (4), soos toegepas by artikel 4 (4), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat betref maatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwasse lede was, in aanmerking geneem

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged

M W. J. LE ROUX, Industrial Registrar

(28 November 1980)

(b) die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

M W J LE ROUX, Nywerheidsregistrateur

(28 November 1980)

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NOTICE 856 OF 1980

DEPARTMENT OF MANPOWER UTILISATION  
INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE  
OF REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Witwatersrand Tearoom, Restaurant and Catering Trade Employees' Union Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

*Name of trade union*—Witwatersrand Tearoom, Restaurant and Catering Trade Employees' Union

*Date on which application was lodged*—28 April 1980.

*Interests and areas in respect of which application is made*—White and Coloured persons who are employees for the purposes of the Act and are employed in the Tearoom, Restaurant and Catering Trade in the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Delmas, Germiston, Johannesburg, Kempton Park, Krugersdorp, Randburg, Randfontein, Roodepoort and Springs

"Tearoom, Restaurant and Catering Trade" means, without in any way limiting the ordinary meaning of the expression, the trade in which employers and employees are associated for the purpose of supplying or providing persons with eatables and/or meals and/or refreshments, including alcoholic or non-alcoholic liquor refreshments or other beverages, for partaking on or procurement from any permanent or temporary premises or outdoor facility, and includes such activities carried on in premises—

(i) used as public restaurants, fish-and-chips shops, cafés, tearooms, road-houses and all take-away food outlets, except where the preparation and/or supply of ready-to-consume food and/or refreshments takes place on or from the premises of an accommodation establishment,

(ii) in which or from which the activities referred to above are carried on in respect of or in connection with any theatre, bioscope, bio-tearoom, drive-in cinema or other entertainment or function subject to the Demarcation Determination published in Government Notice R 1414, dated 25 July 1975,

KENNISGEWING 856 VAN 1980

DEPARTEMENT VAN MANNEKRAG-  
BENUTTING

gg 7311 28/11/80  
WET OP NYWFRHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGI-  
STRASIEBESTFK VAN N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Witwatersrand Tearoom, Restaurant and Catering Trade Employees' Union Besonderhede van die aansoek word in onderstaande tabel verstrek

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, pa die Departement van Mannekragebenutting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria, (posadres Privaatsak X117, Pretoria, 0001).

TABEL

*Naam van vakvereniging*—Witwatersrand Tearoom, Restaurant and Catering Trade Employees' Union.

*Datum waarop aansoek ingedien is*—28 April 1980

*Belange en gebiede ten opsigte waarvan aansoek gedoen word*—Blanke en Gekleurde persone wat vir die doeleindes van die Wet werknemers is en in die Teekamer-, Restaurant- en Spyseniersbedryf in diens is in die landdrostdistrikte Alberton, Benoni, Boksburg, Brakpan, Delmas, Germiston, Johannesburg, Kempton Park, Krugersdorp, Randburg, Randfontein, Roodepoort en Springs

"Teekamer-, Restaurant- en Spyseniersbedryf" beteken, sonder om enigsins die gewone betekenis van die uitdrukking te beperk, die bedryf waarin werkgewers en werknemers met mekaar geassosieer is met die doel om persone te voorsien van eetware en/of etes en/of verversings, met inbegrip van alkoholiese of alkoholvrye verversingsdranke of ander drank, of dit aan hulle te verskaf om op 'n permanente of tydelike perseel of buitenshuise fasiliteit te nuttig, of dit daar te verkry, en omvat sodanige werksaamhede wat verrig word in persele—

(i) wat gebruik word as openbare restaurante, vis-en-aartappelskyfiewinkels, kafees, teekamers, padkafees en alle wegneemkosverkooppunte, uitgesonderd waar die bereiding en/of verskaffing van klaaretes en/of verversings op of vanuit die perseel van 'n akkommodasie-inrigting geskied,

(ii) waarin of waaruit die werksaamhede hierbo bedoel, verrig word ten opsigte van of in verband met enige teater, bioskoop, kafee-bioskoop, inry-bioskoop of ander vermaaklikheid of funksie onderworpe aan die Afbakeningsvasstelling gepubliseer by Goewermentskennisgewing R 1414 van 25 Julie 1975,

(134)

but does not include activities carried on—

(1) in or from any establishment for which a bar liquor licence, first obtained prior to 1 September 1978, is held or deemed to be held in terms of the Liquor Act, No 87 of 1977,

(2) in premises conducted by the same employer on or adjacent to accommodation premises,

(3) in an accommodation establishment,

(4) at a special function conducted under a temporary liquor licence issued in terms of the Liquor Act, 1977, by—

(i) the liquor licensee of an accommodation establishment, or

(ii) the liquor licensee of a bar, first licensed prior to 1 September 1978

Provided that such functions are purely occasional and incidental and that the said licensee does not conduct such functions as a major or regular form of business or to the benefit of any catering organisation, other than that of the said licensee, directly or indirectly associated with him

*Interests and area in respect of which registration is held*—Employees engaged in the Tearoom, Restaurant and Catering Trade in the Magisterial Districts of Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Krugersdorp, Roodepoort and Springs as these areas were constituted as at 1 September 1941

“Tearoom, Restaurant and Catering Trade” means the trade in which employers and employees are associated for the purpose of providing meals and/or sandwiches and/or refreshments in or from any establishment, whether permanent, temporary, indoors or in the open air, and includes such activities carried on in premises—

(i) used as public restaurants, fish-and-chips shops, cafés or tearooms, and/or

(ii) from which are supplied meals and/or non-alcoholic refreshments, and/or

(iii) in which are supplied aerated or mineral waters, in glasses or other containers, for consumption on the premises,

(iv) in which or from which the activities hereinbefore referred to above are carried on in respect of or in connection with any theatre, bioscope, biotearoom or other entertainment or function,

(v) in respect of which is held a wine and malt liquor licence or a restaurant liquor licence in terms of the Liquor Act, 1928, first obtained after 17 May 1938, and in which the main activities fall within the scope of paragraphs (i), (ii) (iii) or (iv),

but does not include such activities carried on in—

(a) premises other than those referred to in paragraph (v) in respect of which any liquor licence is held,

(b) a boarding-house or any establishment in respect of which a Black eating-house licence is required

Provided that any exclusion from the scope of this definition in respect of liquor-licensed premises

maar dit omvat nie werksaamhede nie word—

(1) in of vanuit enige bedryfsinrigting w. 'n kantienlisensie, wat voor 1 September 1978 die eerste keer verkry is, gehou word of geag te word ooreenkomstig die Drankwet, No. 87 van 1977,

(2) in persele wat bestuur word deur die werkgewer op of aangrensend aan akkommodasiepersele,

(3) in 'n akkommodasie-inrigting,

(4) by 'n spesiale funksie wat kragtens 'n dranklisensie, uitgereik ooreenkomstig die Drankwet, 1977, gehou word deur—

(i) die dranklisensiehouer van 'n akkommodasie-inrigting, of

(ii) die dranklisensiehouer van 'n kantien, voor 1 September 1978 en die eerste keer gesien is

Met dien verstande dat sodanige funksies sporadies en toevallig is en dat genoemde houer nie sodanige funksies as 'n hoof- of besigheidsvorm of tot voordeel van enige spysensienis-organisasie, uitgesonderd dié van genoemde houer, wat regstreeks of onregstreeks geassosieer is, dié nie

*Belange en gebied ten opsigte waarvan registrasie gehou word*—Werknemers in diens in die Teekamer-, Restaurant- en Spysensienisbedryf in die landelike gebiede Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Krugersdorp, Roodepoort en Springs hierdie gebiede vasgestel is op 1 September 1941.

“Teekamer-, Restaurant- en Spysensienisbedryf” beteken die bedryf waarin werkgewers en werknemers saamwerk om te verskaf en/of te dienste te staan van etes en/of toebroodjies en/of versnuttings om in of vanuit 'n permanente of tydelike binnenshuise of buitenshuise fasiliteit, te nutte te maak, en omvat sodanige werksaamhede wat verrig word—

(i) wat gebruik word as openbare restourant-, vis-en-aartappel-kytiewinkels, kafees of eetpersele en/of

(ii) waaruit etes en/of alkoholvrye drankies verskaf word, en/of

(iii) waarin spuit- of mineraalwater verskaf word in drinkglase of ander houers vir verbruik in persele,

(iv) waarin of waaruit die werksaamhede bedoel, verrig word ten opsigte van of in verband met enige teater, bioskoop, kafee-bioskoop of vermaaklikheids- of funksie,

(v) ten opsigte waarvan daar 'n w. dranklisensie of 'n restaurantdranklisensie gehou word ooreenkomstig die Drankwet, 1928, die eerste keer na 17 Mei 1938 verkry is, en waarin die werksaamhede binne die bestek van parag. (i), (ii), (iii) of (iv) val,

maar omvat nie dié werksaamhede nie word in—

(a) ander persele as dié gemeld in parag. (v) ten opsigte waarvan enige dranklisensie gehou word

(b) 'n losieshuis of enige bedryfsinrigting ten opsigte waarvan 'n Swart eethuuslisensie vereis word

Met dien verstande dat enige uitsluiting uit hierdie omskrywing ten opsigte van

shall be deemed to exclude only that portion of the premises concerned in which the sale of liquor is permitted by the liquor licences held by the employer who is the holder of the said licences

Provided further that the above definition shall, as from 2 June 1975—

(a) include the sale and/or provision of edibles, beverages, meals, sandwiches, refreshments and/or aerated or mineral waters to persons attending performances at drive-in cinemas carried on by employers engaged in the Cinematograph and Theatre Industry as defined in the Agreement published under Government Notice R 2336 of 30 December 1970,

(b) not include the sale and/or provision of edibles, beverages, meals, sandwiches, refreshments and/or aerated or mineral waters to persons attending performances at cinemas, tearoom cinemas or theatrical productions carried on by employers engaged in the Cinematograph and Theatre Industry as defined in the Agreement referred to in (a) above

*Postal address of applicant*—P O Box 7135, Johannesburg, 2000

*Office address of applicant*—Seventh Floor, York House, 46 Kerk Street, Johannesburg

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged

M W J LE ROUX, Industrial Registrar  
(28 November 1980)

wat vir drank gelisensieer is, slegs geag word daardie gedeelte van die betrokke perseel uitgesluit waarin die verkoop van drank toegelaat word ooreenkomstig die dranklisensies gehou deur die werkgewer wat die houer van genoemde lisensies is

Vooits met dien verstande dat bogemelde omskrywing vanaf 2 Junie 1975—

(a) die verkoop en/of verskaffing van eetgoed, drank, etes, toebroodjies, verversings en/of spuit- of mineraalwater aan persone wat vertonings by bioskope bywoon, soos uitgeoefen deur werkgewers wat betrokke is by die Bioskoop- en Skoubuigbedryf, soos omskryf in die Ooreenkoms gepubliseer by Goewermentskennisgewing R 2336 van 30 Desember 1970, insluit,

(b) die verkoop en of verskaffing van eetgoed, drank, etes, toebroodjies, verversings en/of spuit- of mineraalwater aan persone wat vertonings by bioskope kafee-bioskope of toneelopvoerings bywoon, soos uitgeoefen word deur werkgewers wat betrokke is by die Bioskoop- en Skoubuigbedryf, soos omskryf in die Ooreenkoms in paragraaf (a) hierbo, uitsluit

*Posadres van applikant*—Posbus 7135, Johannesburg, 2000

*Kantoonadres van applikant*—Sewende Verdieping, York House Kerkstraat 46, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n vakvereniging wat teen die aansoek beswaar maak, verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

M W J LE ROUX, Nywerheidsregistrator  
(28 November 1980)

# Changes made in labour Bill

By STEVEN FRIEDMAN  
Labour Reporter

SOME of the provisions contained in a controversial draft labour Bill, details of which were revealed by the Rand Daily Mail yesterday, will not appear in the final Bill.

The Minister of Manpower Utilisation, Mr Fanie Botha, said this last night in a statement in which he sharply attacked the "Mail" report.

In a statement released through Sapa, Mr Botha said some of the "so-called amendments" reported by the "Mail" yesterday were "incorrect" and "will not be in the final Bill".

His statement confirms information conveyed to the "Mail" yesterday by sources who said the draft Bill would definitely be changed before it was presented to Parliament.

The draft Bill, a copy of which has come into the possession of the Rand Daily Mail, contains important steps aimed at improving the position of workers and unions, but also provides for tough new controls on unions.

Unions yesterday reacted angrily to the draft, describing it as "totally unacceptable".

Yesterday Mr Botha said the "Mail" report was "untrue" and reflected "draft proposals for discussion" only.

The statement came only a few hours after the director-general of Manpower Utilisation, Mr Jaap Cilliers, had refused to discuss the document.

Mr Cilliers' private secretary contacted the paper to say he had been instructed to say "Mr Cilliers has no comment to make to you".

Mr Botha said the legislation had not been completed and was still under discussion. "There can therefore not be a first copy of the final Bill".

He called on the "Mail" to say "from whom it has obtained a draft of the proposals".

According to Mr Botha, broad guidelines for the legislation have already been discussed with unions and employer organisations and further discussions will follow.

He claimed the report gave an "incorrect and untrue" impression of the proposed legislation and said "no value" could be attached to it.

The report, he said, "can only have the effect of causing distrust with those with whom negotiations have already been held, and are still being held".

These organisations, Mr Botha said, had so far expressed "strong support" for the legislation.

● See Page 2

Editorial Comment

— Page 12



# Unions link up in unique federation

room  
2/12/80  
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By STEVEN FRIEDMAN  
Labour Reporter

THREE trade unions for electrical workers joined together on Saturday to form a unique multiracial federation

It consists of one white, one black, and one coloured union which have decided to remain separate but to co-operate through a federation

Its constitution stipulates that no decision may be taken unless a majority of all three union representatives on its national council agree

It is designed to ensure that "no group can dominate any of the others and that no two unions can gang up on the other one"

This was announced yesterday by Mr Ben Nicholson, director of the new federation, the Federation of Electrical Trade Unions of SA (Fetusa)

The three unions which have joined it are the (white) SA Electrical Workers Association, the (black) Electrical and Allied Workers Union and the (coloured) Electrical and Allied Trades Union. All three unions are registered

They have decided to form a federation as an alternative to merging as a non-racial union

Mr Nicholson said Fetusa's constitution was approved on Saturday at a joint meeting of the three unions' executive committees

A representative of the white union had been elected president, the first vice-president was a member of the black union, and the second vice-president, of the coloured union

The constitution stipulated that each union must have a representative in one of the top three positions

Mr Nicholson said the meeting had been "harmonious"

"Although there was lively debate on the constitution, all delegates are pleased with developments and are happy with the new federation," he added

One of its major tasks would be the drawing up of common policy between the unions on a range of issues, including negotiations

The federation's members would also pool finances and other resources. However, "all three unions will be completely free to manage their own domestic affairs," Mr Nicholson said

Fetusa's national council would consist of five representatives from each of the affiliated unions

At present the three unions would remain separate but mergers could take place in the future, Mr Nicholson said

Argus

# Suspensions

5/12/80 (134) (152)

## SASJ call

THE Argus chapel of the Southern African Society of Journalists (SASJ) has called for an immediate end to the suspension of Cape Times and Argus Company journalists which followed their two-day strike in sympathy with striking workers dismissed from the Post newspaper in the Transvaal.

At a meeting yesterday the Argus chapel passed a resolution which said: 'This chapel calls for an immediate end to the suspension of journalists by the Cape Times and The Argus Company.'

By a majority vote, the chapel also resolved: 'While we do not necessarily agree with all the stands taken by Mwasu (the Media Workers' Association of South Africa) we empower the executive to make available to our three Argus colleagues R200 from chapel funds in lieu of salary lost as a result of their suspension.'

generated by a comparison of actual employment that would be needed if all the able bodied South African men and women were engaged in full-time employment (Kantor, 1980: 143). Yet such people may choose not to work ('choose to be unemployed' is Kantor's phrase) 'in order to search for jobs or to wait for something better to turn up' (Kantor, 1980: 106); these people appear in unemployment statistics but in no sense constitute an unemployment problem. The first assertion is simply not true - no study has postulated economic activity rates of close to 100% for adult men or women as a whole, though my study (Stimkins, 1978a) has them close to 100% for men between 25-44. The rates used are probably a bit too high, yet men in this age group have passed the age where education is a reason for economic inactivity and not yet reached retirement age, so one would expect activity rates to be high. Of course, what is at stake here is the wage rate. To arrive at estimates when wage rates economic theory it should be n to measure the found in the C people as not without inquiry be prepared to

Labour supply depends on economic activity rates. Our supply over a period of make assumptions which Naivete on this score, led to academic attempts ment but is also to be Survey which classifies ve, unemployed or employed e below which they would not

## LABOUR LEGISLATION

### Bottha's leaky bill

Government's first attempt to streamline its laws on labour dispensation "leaked" the week after a copy of the draft labour bill which has been under discussion for some time was leaked to the press.

The document, which proposed legislative changes to the Industrial Conciliation Act, aimed at a "total labour control" because of the harsh measures proposed to curb union activities. A number of particularly important provisions are: to curb union activities which are not in line with the spirit of the Bill; to curb union activities which are not in line with the spirit of the Bill.

Despite Minister Fanie Pottha's claim that the report on the draft bill could have no value attached to it, the proposals formed the basis of recent discussions held between the Minister and trade union leaders and have also been bandied about in union circles in the last few weeks of November '71.

The draft bill contains improvements to present labour legislation such as the removal of all references to race in the Industrial Conciliation Act, abolition of sex discrimination in wage agreements, and measures to force employers to deduct union dues from workers' pay. But

## FIRST DRAFT

### BILL

To amend the Industrial Conciliation Act, 1956, so as to define or further define certain expressions, to further regulate the functions of the National Manpower Commission; to further regulate the registration of trade unions, employers' organizations and federations; to further regulate the establishment and functions of a court; to further

harsh controls proposed far outweigh these positive developments and have triggered angry response from independent trade unions — both those who, post-Wiehahn, agreed to apply for registration and those who refuse to work within government's industrial relations structure.

Says David Lewis, Western Province General Workers' Union organiser "We opposed the controls suggested in the original Wiehahn report and the draft Bill has vindicated all our fears with respect to State intervention in independent trade union activities.

"The draconian controls are totally unacceptable. We will not be party to any attempts to turn unions into dummy institutions controlled by the State via an unacceptable system of registration."

Other trade unionists have also condemned the draft and the Federation of SA Trade Unions (Fosatu) has threatened to withdraw from the present system of registration should the changes be introduced.

Proposals include giving the Registrar powers to recommend the closing down of a registered union or federation if he thinks they have acted "unreasonably", barring unions from operating in "independent" homelands, restricting further union associations with "political bodies", and stricter controls on unregistered unions, such as banning stop-order facilities for them.

Says Lewis, "They have shown that their new labour dispensation amounts to little more than an elaboration on the ruthless control which they have exercised over the independent trade union movement."

He points out that these controls still exist and adds "Currently nine trade union officials and members are in detention. The draft bill is only an attempt to refine this crude repression as the State deems it necessary to continue detaining union leaders in order to ensure success of its new initiatives."

Publication of the proposals also sparked sharp reaction from the Minister. Although he would not comment further when the FM contacted the Department on Wednesday, in a press release on Monday he said the "so-called amendments" were incorrect and "will not be in the final draft." He said the Bill reflected "draft proposals for discussion only."

Labour observers say they "sincerely hope this is the case."

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# SASJ appeal

Staff Reporter

THE Argus chapel of the South African Society of Journalists (SASJ) yesterday called for an immediate end to the suspension of 22 black Mwasa journalists by the Argus and the Cape Times

The chapel also decided to make R200 available from its funds to compensate the three Argus Mwasa journalists who have been suspended, and will lose a week's pay.

The chapel's decision to supplement the pay of the suspended journalists follows a decision by Cape Times SASJ journalists to contribute individually and to donate R200 of their chapel funds to the eight Mwasa Cape Times journalists who have been suspended

16 11 21 80  
Membership  
hit rock c. Timm  
bottom (134)

Staff Reporter

**THE GRAVE DIGGERS and Cemetery Employees' Union is dead. Lack of interest among members of this ancient profession has forced the Department of Manpower Utilization to liquidate it.**

A notice to this effect appeared in the legal notices of newspapers last week asking anyone who wished to institute a claim against the union to contact the liquidator.

A spokesman for the Department of Manpower Utilization said the affairs of the union were being wound up as there no longer appeared to be any members.

Siemens

Siemens  
strikers

1/15/30  
go back

Eight hundred workers at the strike hit Siemens plant in Rosslyn, Pretoria returned to work yesterday as their union prepared to enter wage talks with management

The workers walked out on Monday after management had refused a demand for an across-the-board increase of R1 an hour

However the secretary of the Electrical and Allied Workers' Union of South Africa, Mr Ben Nicholson said the workers had dropped their original demand, and had left negotiation to union officials

Talks would start tomorrow, he said

No workers had been dismissed Mr Nicholson said The company had offered to pay those willing to return for the period they had been on strike

# Unions hit out at draft labour Bill

By STEVEN FRIEDMAN  
Labour Reporter

TOUGH controls on trade unions contained in a controversial draft labour Bill drawn up by the Department of Manpower Utilisation were slammed yesterday by a wide range of trade unions.

Unionists said the draft contained "unacceptable controls" and that it was "totally unacceptable". One accused the authorities of "trying to bring Poland here".

Yesterday, the Rand Daily Mail revealed the contents of the draft Bill, which contains several important measures aimed at improving the legal position of workers and unions but also includes the toughest controls on unions in the country's history.

Most sources approached yesterday expected the Bill to be modified, at least in part, before it was put to Parliament next year.

Yesterday the general secre-

tary of the Federation of SA Trade Unions, Mr Alec Erwin, said the draft Bill as it stood "thoroughly jeopardises any chance the new legislation has of starting out on the right footing".

Referring to controversial legislation introduced after the Wiehahn Commission reported in 1979, he said "This means we will be getting off on the wrong footing for the second time".

The controls in the draft were "totally unacceptable" and "confirm our suspicions that reform would be mixed with Government control".

Mr Erwin called on established registered unions to "make their voice heard" in protesting against the Bill.

The director of the Confederation of Metal and Building Unions, Mr Ben Nicholson said he was reluctant to comment fully without seeing the draft Bill, but added "If this is correct, the draft Bill seems to

provide for extraordinary control over unions".

The CMBU is largely composed of established registered unions.

Mr Nicholson said he was in favour of "some sort of control" but said that controls over unregistered unions suggested in the draft Bill "could drive unions underground".

The general secretary of the SA Allied Workers Union, "Er Samuel Kikine, said the draft was "an attempt to bring the Polish system to South Africa".

SAAWU has refused to register under the Government's labour dispensation.

The general secretary of the National Federation of Black Workers, Mr Matthews Oliphant, said the draft was a case of "one step forward, nine steps back".

Rightwing unions are also likely to react to any further clamps on political activity as they have indirectly supported the HNP on some occasions.

Handwritten notes and stamps in the top right corner, including "12/11", "13/11", and "14/11".

# TOUGH NEW LEGISLATION ON UNIONS

CP 112-80  
 11/12/50  
 31/35

By STEVEN FRIEDMAN  
 Labour Reporter

THE toughest ever controls over South African trade unions are advocated in a new draft Bill — which at the same time proposes measures to improve the position of workers and their organisations.

The draft wants all references to race abolished; sex discrimination in wage agreements outlawed; and for it to be compulsory for employers to deduct union dues from workers' pay on behalf of the unions.

But it also seeks to give the Government's Registrar the power to close down unions, bar donations to unions without Ministerial provision, widen drastically the bars on union political activity, make it compulsory for union federations to register, and extend official controls to unregistered unions. Further it seems to intend to prevent unions from having offices in the homelands.

The draft Bill is the Labour Relations Amendment Bill, drafted by the Department of

## New clamp on unions planned

other homelands. Besides other changes to the present law, the draft also proposes that unions should not be allowed to negotiate with employers on behalf of other than their own members.

Till now, registered unions have not been allowed to affiliate to a political party, receive funds from any political party or to act as a political party's agent.

Many black and non-racial unions have been seeking to make the law more liberal, but the Government has refused to do so. The draft Bill is a compromise between the Government and the unions.

The draft also proposes to give the Registrar the power to close down unions, bar donations to unions without Ministerial provision, widen drastically the bars on union political activity, make it compulsory for union federations to register, and extend official controls to unregistered unions.

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ROM 1/12/80

Manpower Utilisation — and a first copy of it has come into the possession of the Rand Daily Mail

Though there are likely to be alterations to it before presentation to Parliament, the Bill is certain to provoke bitter protest from large sections of the union movement in South Africa and overseas unless major changes are made

A source who has studied the draft described it yesterday as "a strange mixture of important progressive moves and highly draconian controls"

The proposal making it an offence for wage agreements to discriminate on grounds of sex would be welcomed. It would bring an important change for thousands of black women workers, because most wage determinations and some industrial agreements set minimum wages for women below those of men

The clause proposing the removal of all race reference would allow all workers to join unions, and for all unions to become fully integrated if they wanted to

Unions are likely to welcome the clause making it compulsory for employers to deduct workers' dues on behalf of unions, whether or not the union is representative

The draft also seeks to abolish the system of provisional union registration, which has been criticised strongly by them

However, the other wideranging controls in the draft are likely to be fought bitterly by many unions.

Among the key controls are

- The Government's registrar would have the power to recommend the closing down of registered unions or union federations if he believed the union had acted "unreasonably", in such a way that its members were "dissatisfied with it", or if there had been certain "irregularities".

If he believed this, he could recommend that the union's registration be cancelled — and it would then cease to exist. Its funds would go to a rival union in the same industry

- Unions would be prohibited from operating in "independent" black homelands — and may also be barred from non-independent homelands

The draft forbids unions having their head office, "or any other offices", in an area which does not fall "within the sole jurisdiction of the Government of the Republic of South Africa"

This rules out offices in "independent" homelands, but could also rule them out in

[REDACTED]

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INDUSTRIAL RELATIONS -

WORKERS ORGANISATIONS -

GENERAL

14/1/81

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31/12/81

# SASJ voices objections to inquiry into media

By Kevin Murray

The Southern African Society of Journalists (SASJ) today protested at the appointment of a commission of inquiry into the mass media

In a memorandum handed to the commission in Johannesburg, representa-

tives of the SASJ said they objected to the inquiry because circumstances indicated an intention on the part of the Government to extend its control of the Press irrespective of the findings or recommendations of the commission

The memorandum was compiled by SASJ president John Allen, attorney Mr Kerth Lister, and SASJ Transvaal vice-president Mr Chris Smith. "We record that it is with extreme reluctance that we are participating at all in the proceedings of this commission," said the memorandum.

Five reasons were given for the SASJ's objection to the commission

● The SASJ felt the Government would extend its control of the Press irrespective of the commission's findings

● The commission's terms of reference were "blatantly political issues"

● The SASJ did not believe a judge of the Supreme Court should have been chosen as chairman

● Regulations had been declared to be applicable to the commission which would prevent free debate about the political issues which had been referred to it

● It was "nonsensical in our opinion" to suggest that a small group of individuals were capable of making scientifically valid findings on issues such as those which had been referred to the commission

The SASJ stated it felt the commission should rather deal with the matter as if the following had been its terms of reference (The bold sections being SASJ additions to the present terms). "To inquire into and report on the question whether the conduct of, and the handling of matters by, the mass media is considered by different members of the South African community to meet the needs and interests of the community and the demands of the times, and if not, to report on different views which are held within the community as to how they can be improved"

Page 9 Friction will grow "if Press is restricted."

61  
a  
obtaining

course.

C S Jones

Second Year

J A L Chapman

First Year

For the best student in each year of study of the degree course.

Book Prizes

For the Building Industry

National Development Fund

M R I Ness

For the best project in structure and design.

R Stubbs Award

J G Kirkman

design work.

best use of bricks in his

For the student who has made

S A Brick Association Prize

Miss M F J Sandilands

first year.

For the best work in

Mrs. Thornton White Prize

BUILDING

(Conti)  
ARCHITECTURE

# 'Deep anxiety' of NPU over 2 black papers

134 SIMC  
21/1/81

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## Political Staff

CAPE TOWN — In a special statement to the Steyn Commission today, the Newspaper Press Union, which represents the proprietors of South Africa's major newspapers, expressed deep anxiety over the government's action preventing publication of the country's two leading black newspapers.

The statement was read at the start of the commission's public hearings on the media in Cape Town by Mr Dawid de Villiers, managing director of Nasionale Pers.

Mr de Villiers said the NPU delegation, which was giving evidence to the Steyn Commission today, had requested him to make the statement "so that it would be apparent that it is being made on behalf on the NPU as a whole."

Earlier Mr P W McLean, current president of the NPU and general manager of the Argus Company, told the commission that it was more

appropriate that the statement be made by someone else since he was an executive of the company which owned the two affected newspapers, Post (Transvaal) and Sunday Post.

After Mr De Villiers had read the NPU's statement, the chairman of the commission, Mr Justice Steyn, asked, "Must I understand that the newspaper owners concerned were not informed?"

Mr De Villiers replied that he had no knowledge of such reasons being given Mr McLean then said that to the best of his knowledge detailed reasons were not given by the Government.

Mr de Villiers said that "the NPU was and is opposed to the executive authority having the power to close newspapers by its own decision without charge, trial, the provision of reasons for its action or the possibility of effective review."

"In a State which

attaches importance to democratic principles the closure of a newspaper could only be justified as an action of the utmost importance to protect the safety of the State and its people.

"And to avoid the slightest trace of this being a biased action to smother political opposition, the criteria would be a trial and conviction by an unbiased judiciary on a properly formulated charge.

"In its representations to the Rabie Commission, the NPU pointed out that in this type of case there could be no objection in the interests of security against a public hearing since the charge, in the nature of things, would have to be based on matters which had already appeared in the newspaper and thus not on secret investigative methods or on information supplied by informers who needed protection against intimidation."

Mr de Villiers notes that the closure of Post (Transvaal) and Sunday Post had taken place while the Rabie Commission still had to make recommendations on the continued existence or possible scrapping of the administrative powers to close newspapers and while the Steyn Commission was still conducting an inquiry into, among other things, the handling of news by the mass media at the present time.

## REACTIONS

"To initiate its oral representations, the NPU delegation expresses its deep anxiety over the whole matter.

"Because no reasons for the decision have been given by the authorities the NPU refrains from a discussion of the merits of this particular case.

"The reactions which have already been invoked nevertheless underline its anxiety over the system under which the decision was taken

"The delegation brings to the attention of the commission with renewed concern the representations from the NPU and especially to its conviction that the authority and the use of authority of this kind requires drastic revision with an eye to the future healthy relationships between the authorities, the media and all sectors of society."

## Qoboza warns Govt on Post

By John D'Oliveira

WASHINGTON — Mr Percy Qoboza, former editor of Post has warned the South African Government that it is fast eroding "even the limited amount of understanding and goodwill some people in the Reagan Administration have for South Africa."

Mr Qoboza was bitterly critical of the Government effectively closing down South Africa's only major black newspapers

Mr Qoboza resigned as editor earlier this month.

Mr Qoboza said that once again the Nationalist Government had acted in a way that would seriously harm South Africa's position in the international community.

He spoke of the Government's "guerilla warfare against the South African Press" and said the most tragic result of the Government's actions would be the creation of what he called an information vacuum

"What will happen now is that the white community in South Africa will be left in utter ignorance of what is happening in the black community"

# NPU: leading editors are SA citizens

CAPE TOWN — Major newspaper groups in South Africa appoint, as a matter of policy, only South African citizens as editors

The NPU said in representations to the Steyn Commission yesterday that it was unnecessary to

formalise this practice through legislation

NPU members had undertaken not to appoint foreigners as editors but were opposed to a formalised and inflexible rule

"In the wider context such a rule would mean that it would be impos-

sible for say, a Portuguese immigrant to edit a cultural publication for Portuguese people in South Africa"

The Government itself had not always strictly applied that requirement

To The Point, which was started by the Depart-

ment of Information and financed by it for a number of years, was published by a Dutchman and later edited by a foreigner — the Welsh born former Information Director of Mr Jan Smith's government in the former Rhodesia" the NPU said — Sapa

# Press and Cabinet should talk — Steyn

CAPE TOWN — In view of the internal situation in South Africa and threats from abroad it was probably now the time for open-hearted high-level talks between the Press and the Cabinet, the chairman of the Steyn Commission of Inquiry into the Mass Media, Mr Justice M T Steyn said here today

He was speaking to a delegation from the Newspaper Press Union on the second day of their appearance before the commission

Discussions centred on the need in the present circumstances for freedom of the Press to inform the public of the true position in South Africa

Mr Justice Steyn asked

to what extent real efforts had been made to bring the Cabinet and the Press together, and whether Press leaders and leading journalists had been involved in exchanges of opinion

Mr D P de Villiers, managing director of Nasionale Pers and a member of the NPU delegation, said 'friendly talks' had on occasion taken place

Mr H de G Laurin, a member of the NPU delegation, asked who should take the initiative — the Press or the authorities"

Mr Justice Steyn said that in such an important matter there should be no hesitation. The one must not be shy to ap-

proach the other"

Referring to Press freedom and greater co-operation from the authorities on certain matters of national importance, Mr de Villiers said part of the internal threat against South Africa was the fact that the public at large was ill-informed about the true situation

"We have used the external threat against the country as an excuse to affect certain basic freedoms and rights of the people, with the result that communications have become imperfect"

This was partly because of certain laws on the Statute Book and partly as a result of fear of persecution

The country's youth had not been adequately informed of the basic rights of a democracy and could not contrast these values with those of communism and other ideologies

We are closing up instead of opening up"

Mr de Villiers recalled that at a recent international conference one of the speakers had said of South Africa that its people were unaware of the full facts regarding communism and merely left them "to a few bureaucrats in Pretoria to interpret"

"This is, in fact true" said Mr de Villiers

There was a tendency among black youths to be pro-communist in a very superficial way. The general concept was that it would give them a greater share

This tendency, which was borne out by moderate black leaders, could be ascribed to a lack of proper information

Yesterday, the NPU submitted that newspapers and other interested groups should be allowed to acquire rights to commercial radio and TV stations in competition with the SABC

Mr P W McLean, chairman of the NPU, told the commission

"A better balance as well as a more competitive relationship for radio and TV would be achieved by allowing newspapers and other interested groups to acquire rights to commercial radio and TV stations in competition or partnership with the SABC" — Own Correspondent, Sapa

DD 22/1/81 (134)  
EAST LONDON — The Border Chamber of Industries (BCI) has supported a call by the Federated Chamber of Industries (FCI) to talk to unregistered trade unions

And yesterday spokesmen for the South African Allied Workers Union said they would be prepared to talk to organised industry — providing no pressure is put on them to register against their will

After an executive committee meeting on Wednesday night, the BCI said it "strongly endorses the Federated Chamber of Industries document on the Guidelines for Industrial Relations in the 1980s"

Yesterday Mr Thozamile Gqweta of Saawu said the union would talk with organised industry, "if such talks are for the benefit of workers"

But Mr Gqweta warned that attempts to use such talks to force unregistered unions to register would not be successful

Explaining the Saawu stance in respect of registration, another official of the union, Mr Sisa Njikelana, said black workers opposed registration because registration meant swearing an oath of allegiance to racially discriminatory laws with

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**We'll talk says Gqweta**

which the worker did not agree

"If we were to register now we would in effect be asking the workers of our union to say they agree with the Group Areas Act, the Urban Areas Act, Pass Laws and other laws which discriminate against black labour," he said

"When registration of unions was opened to all in 1979, labour laws were not changed, and so if we were to register into the institutionalised labour system we would be acknowledging support for the present labour laws

"This we cannot do because the workers do not want to," Mr Njikelana said

But both Mr Gqweta and Mr Njikelana said if talks between unions and managements lead to improvements in black

labour conditions then they would support such talks

In their statement, the BCI said the FCI guidelines on industrial relations suggest that structures should be introduced to discussions between employers and workers' organisations in an environment of "trust and good faith."

"Agreements reached between parties should not conflict with current Industrial Council agreements.

"The Federated Chamber of Industries document gives employers guidelines in setting industrial relations policies — it gives employers the confidence that they need in dealing with both registered and unregistered unions and importantly, it strongly encourages employers to take more notice of the needs and aspirations of employees in the region — particularly black employees

"The document must therefore be seen as having a positive influence on employer-trade union relations in the Border.

"The Border Chamber of Industries supports totally the concept of co-prosperity zoning and believes that it is the only approach which will maximise the creation of jobs in the region"

For the best student  
David Haddon Prize

Miss C Tredgold

in third year.  
For the best woman student  
Molly Gohl Memorial Prize

P A Rappoport

1st, 2nd and 3rd major courses.  
satisfactorily completed  
For a student who has  
Helen Gardner Travel Prize

P F Dunkley

Sixth Year

For the best student in :-  
of Architects' Prize  
Cape Provincial Institute

last year

Leaders of independent trade unions in particular have come out in strong support of the FCI guidelines. Says David Lewis, general secretary of the Western Province General Workers' Union: "They are a welcome deviation from the current position taken by the state. It is also, unfortunately, at odds with the actions of the vast majority of employers who still clearly favour confrontation rather than conciliation with the legitimate leaders of the workers. It is clear that the only alternative to the new guidelines would be an escalation of unrest."

Alec Erwin, general secretary of the Federation of SA Trade Unions (Fosatu) adds: "It is encouraging to see that employers have realised they must decide on an industrial relations structure themselves. Equally good is the emphasis on consultation and a belief that out of this an acceptable industrial relations structure will evolve."

Although the guidelines depart significantly from government's line on the preferred industrial relations structure, Jaap Cilliers of the Department of Manpower Utilisation has welcomed the initiative taken by the FCI. "It is not for the department to decide how employers should settle grievances. The law provides the guidelines, but employers must decide for themselves whether they want to make concessions and how they will deal with disputes."

An FCI spokesman says the document is an attempt to prompt "negotiations about a negotiating procedure." He says: "Employers are faced at present with an important transitional phase in the development of industrial relations in SA. Some 3m black workers must be brought into the collective bargaining system."

While the FCI suggests that employers consult with all unions and recognise unregistered unions if they are representative, the guidelines do, nevertheless, stress the need for employers and unions to continue using the present legal structure. The FCI says that a first consideration should be a willingness to become part of, and to cooperate within, the industrial council framework.

The document also contains fundamental criticisms of government's present registration system. Labour observers are hopeful that the suggestions could form a broad framework from which government could revise the system that has kept many unions out of the formal negotiating structure.

The FCI acknowledges that some unions

have failed to register because they believe the regulation and control elements in registration are excessive. It says it supports a system of voluntary registration and looks to a streamlining of a registration procedure.

In what labour observers see as a highly significant step, the FCI calls for the implementation of the International Labour Organisation (ILO) Convention No 87 which states that workers and employers' organisations shall not be liable to be dissolved or suspended by administrative authority. Observers point out that this is clearly not the case in SA at present.

#### Limited effect

Some reservations about the guidelines have been voiced.

Unionists have expressed concern that they could have limited effect if they do not really influence employers and if employers are not assisted in their implementation. Erwin says: "The significance of the guidelines depends on what independent companies do. Managements have been dragging their feet and will have to move quickly to make up for lost time. We will have to wait and see if they are prepared to do this."

Some union observers also doubt whether the FCI's suggestions will be enough to draw the independent unions into the industrial relations system. They say the industrial council, which the FCI fully supports, at present serves the interests of employers and white unions. "It provides some employers and white unions a great deal of protection and if this exclusive relationship is allowed to continue independent unions will choose to remain out of the present structure," says one observer.

Unionists also point out that the guidelines are only the first step and that until government revises its present system of registration, a large proportion of the black unions will continue to remain outside the official structure.

"Registration for some unions means allowing government a substantial amount of control of union activities. This is unacceptable and until these controls are removed, we will continue to operate independently," says one.

## LABOUR MATTERS

### Advice to employers

Despite some reservations, trade unionists, employers and government have generally welcomed the guidelines on labour negotiations released this week by the Federated Chamber of Industries (FCI). The guidelines stress again the need for employers to deal with, and recognise, representative unions — even if they are unregistered.

The document, the most wide ranging yet issued by an employer group, updates and extends suggestions released by the FCI in November last year and offers important suggestions to both government and management.

Labour observers feel the guidelines are particularly significant as they pre-empt draconian measures which the Department of Manpower Utilisation has hinted would be introduced during the next parliamentary session. The department indicated that strict measures might be introduced to bring unregistered unions into line — a move many observers feel would be retrogressive.

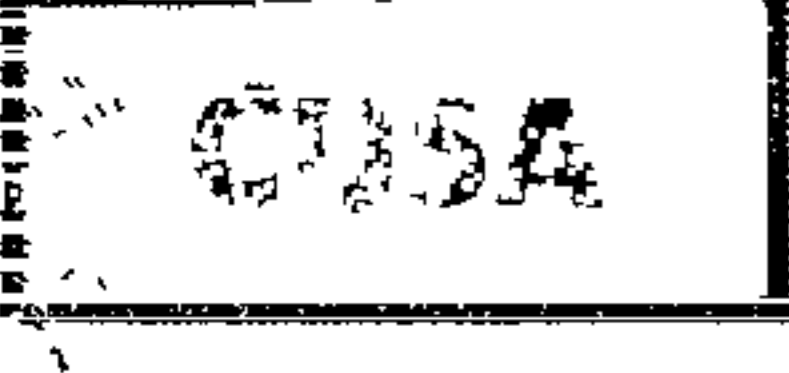
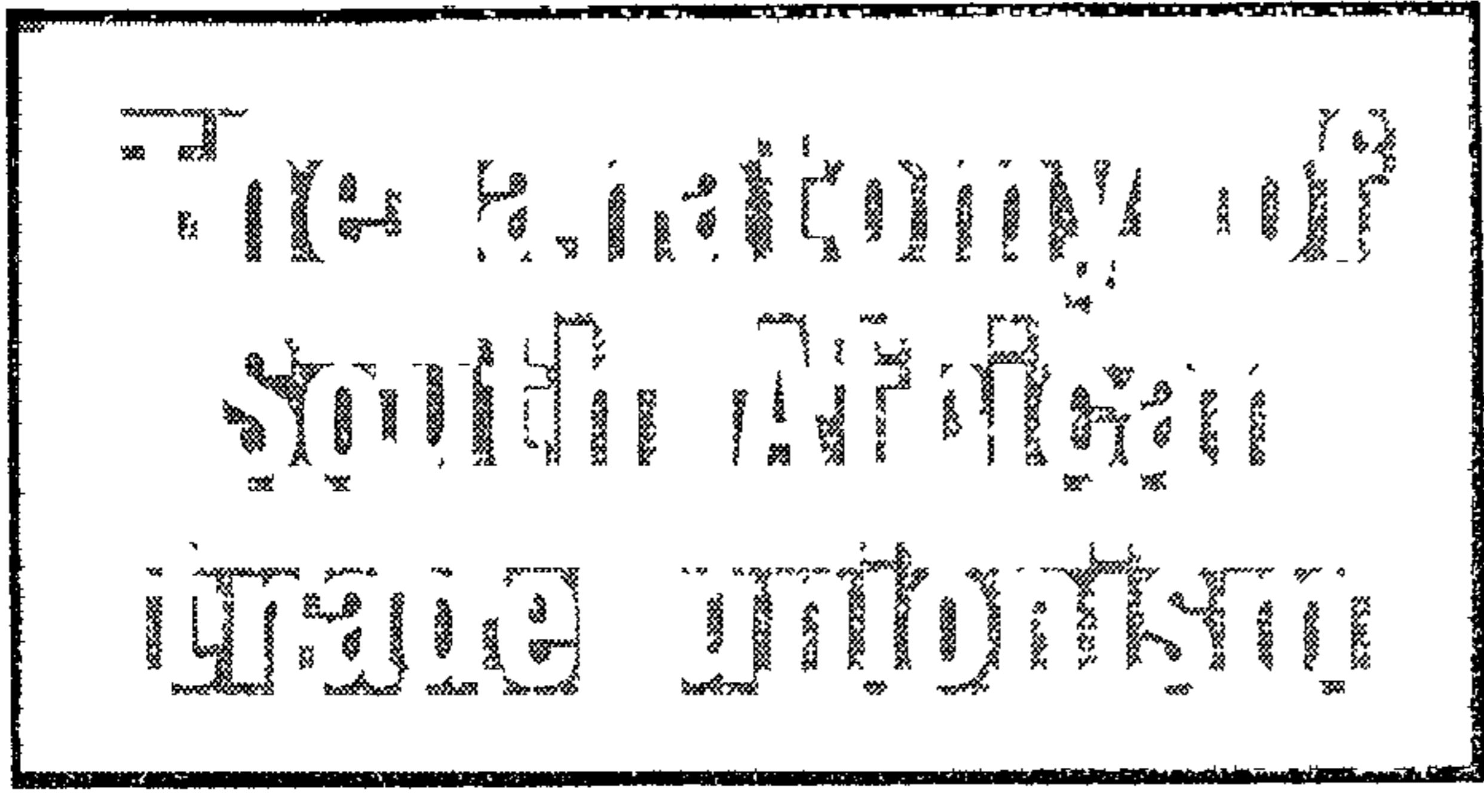
The FCI suggestions mirror the line industry has taken over the last six months, and have been ratified by Asso-com and Barlow Rand, both of which produced similar documents at the end of

(134)

So. Africa

**TRADE UNIONS**

Trade unions are among the largest organised interest groups in South Africa, numbering some 205 with more than 838 000 members. But, despite its size, the labour movement is deeply split by divisions of race and ideology. CRAIG CHARNEY has compiled an anatomy of South African trade unionism, spelling out the differences between the rival union groups and the membership of each.



**Confederation of Unions of South Africa**

Eight unions with a total membership of 36 019 (Oct 1980) — all black

Cusa is an outgrowth of the Urban Training project, a workers' service organisation founded in Johannesburg in 1971. By 1976, nine UTP-associated unions had formed the Consultative Committee of Black Trade Unions (CCBTU).

The CCBTU members attended unity talks with the future Federation of South Africa Trade Unions (Fosatu) unions in 1978, but most of them pulled out over the issue of the participation of white worker-aid bodies in the planned grouping.

These five unions joined with three others to form Cusa in late 1980. The Media Workers Association of South Africa and the Black Municipal Workers Union are

interested in joining, but have not yet done so.

The main objective of Cusa at this point is a completely black-led union federation, according to general secretary P Camay. The organisation has not specified any social or economic programme beyond that.

The UTP received funds from Western European affiliates of the International Confederation of Free Trade Unions, to which many Cusa affiliates are closely linked. UTP also received contributions from the British Trades Union Congress, and the West German Catholic Development Fund and Frederick Ebert Foundation.

Building (Construction and Allied Workers Union) secretary F Mohlata, 5 400 members Unregistered

Commercial, Catering, and Allied Workers Union secretary E Mashini, 6 205 members Unregistered

Food and Beverage Workers Union secretary, S Sikhakahne, 2 196 members Unregistered

SA Laundry, Dry-Cleaning and Dyeing Workers Union secretary, A Molefe, 1 785 members Registered

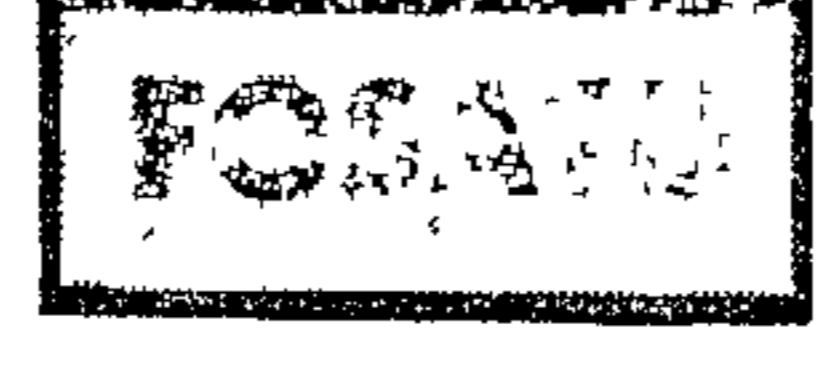
SA Chemical Workers

Union secretary, D Tau, 9 479 members Registered

Steel, Engineering and Allied Workers Union secretary, J. Hlongwane, 4 507 members Unregistered

Transport and Allied Workers Union secretary, M Mohatla, 6 248 members Unregistered

United African Motor Workers Union secretary, D Nwaha, 200 members Unregistered



**Federation of South African Trade Unions**

Eleven unions with 58 260 members of whom 32 700 are paid-up. Non-racial but mostly African — South Africa's largest black union body.

The predecessor of Fosatu, the Trade Union Advisory and Co-ordinating Council, was founded in Durban in 1973 to link the unions which emerged in the wave of strikes there that year. Five fledgling unions belonged

TUACC was tied to the Institute for Industrial Education, also founded in Durban in 1973, which offered literacy and unionism training.

After a worker aid group, the Industrial Aid Society, was established in Johannesburg in 1974, the TUACC unions gained a foothold in the Transvaal. Active recruiting also began on behalf of the Metal and Allied Workers Union (Transvaal).

The sequence of events leading to the formation of Fosatu began in late 1976, when the National Union of Motor and Rubber Workers (coloured) and the United Auto and Rubber Workers Union (African) dropped out of the Trade Union Council of SA (TUCSA). Their general secretary, Fred Sauls, arranged meetings of the CCBTU and TUACC unions along with representatives of the Food and Canning Workers Union and the worker aid societies, to discuss a new central body for trade unions.

CCBTU officially left the talks, though four of its members remained. The FCWU declined to join the new federation as well, which was ultimately composed of the TUACC

unions, the four CCBTU breakaways, the auto unions and two other Cape unions. The founding conference was held in April 1979, with a claimed membership of 20 000.

The aims enshrined in Fosatu's constitution include replacing craft unions (the most common Tucsas approach) with broad-based industrial unions, building a united, non-racial union movement, and achieving decent living standards, social security and conditions of work. The federation's structure is highly centralised with national, regional, and local councils.

The unregistered Fosatu members have applied for non-racial registration, and their applications have been gazetted for comment. The Institute for Industrial Education had to rely on local and overseas subsidies in its early days. However, last year the Minister of Health banned any fundraising by Fosatu, forcing it to scale back its activities and rely on members' contributions.

Automobile and Allied Workers Union Secretary, F Sauls, 15 000 members Registered

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LOOKING FOR YOU  
EVERY FRIDAY.**



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So, if you only started hunting for a new job yesterday, or if you missed an issue of The Star this week — you needn't miss out on a job. Because you get a second chance with Career Opportunities Weekly.

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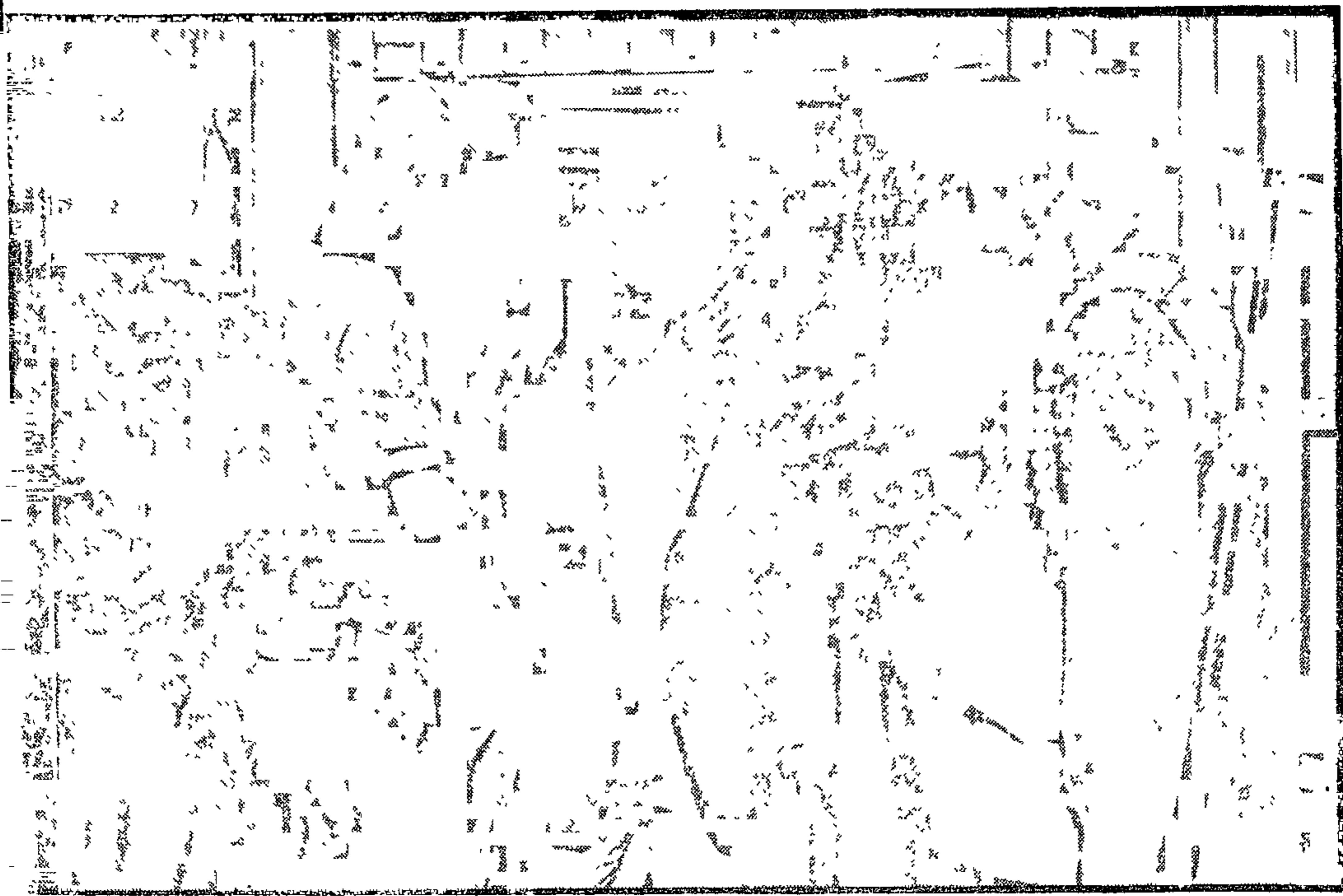
**OVER 300 OPPORTUNITIES WEEKLY  
AT ONLY 50c  
YOU CAN'T AFFORD TO MISS IT.**



27/1/81

134

# A giant split by



One of thousands of strikers who rallied to the call of the Johannesburg Black Municipal Workers' Union is herded out of Selby Compound for deportation to Lebowa last August.

Chemical Workers Industrial Union secretary, Dhlamini, 1900 members Unregistered.

Eastern Province Sweet, Food and Allied Workers Union secretary, V. Mene, 1600 members Registered

Engineering and Allied Workers Union secretary, Nkabinde, 3000 members Unregistered

Glass and Allied Workers Union secretary, M. M. Unregistered

Jewellers and Goldsmiths Union, secretary, E. Frazer, 460 members Registered

Metal and Allied Workers Union secretary, Nala, 8400 members Unregistered

National Union of Textile Workers secretary, O. Zuma, 8300 members Unregistered

Paper, Wood, and Allied Workers Union secretary, F. Malaza, 3500 members Registered

Sweet, Food, and Allied Workers Union secretary, M. Magubane, 2000 members Unregistered

Transport and General Workers Union secretary, I. Shongwe, 3300 members Unregistered

Workers project 10 000 members

Running and Operating Staff Union Group C — SAR & H secretary, J. R. Benade, 8016 members Registered

SA Diamond Workers Union secretary, R. Rich, 801 members Registered

SA Engine Drivers Firemen and Operators Association secretary, T. Becker, 7000 members Registered

SA Iron, Steel and Allied Industries Union secretary, W. Bornman, 36374 members Registered

SA Karweierswerknemersvereniging secretary, J. Kidson, 515 members Registered

SAR & H Employees Union secretary, G. van Rensburg, 12381 members Registered

SAR & H Salaried Staff Association secretary, G. Peterson, 27363 members Registered

SA Railways Police Staff Association secretary, B. Reinecke, 2827 members Registered

SWA Municipal personeelvereniging 1004 members

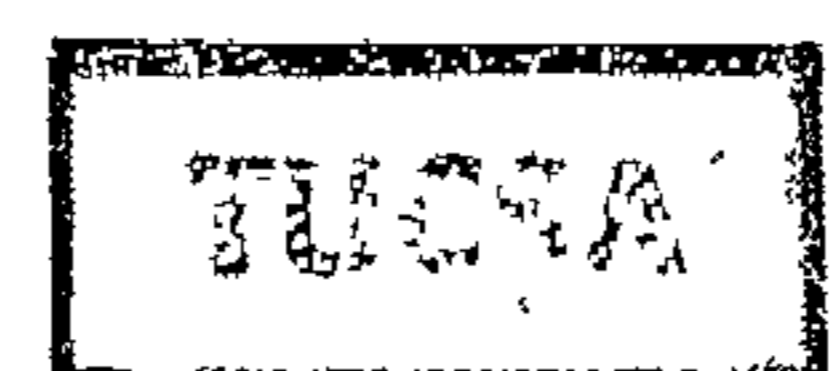
Transvaal Transportwerkersunie secretary, D. Breedt, 300 members Registered

Volkskas Amptnarevereniging secretary, S. E. Spies, 7000 members Registered

Wesrandse Administratieraad Personeelvereniging chairman, F. Ropins, 1172 members Registered

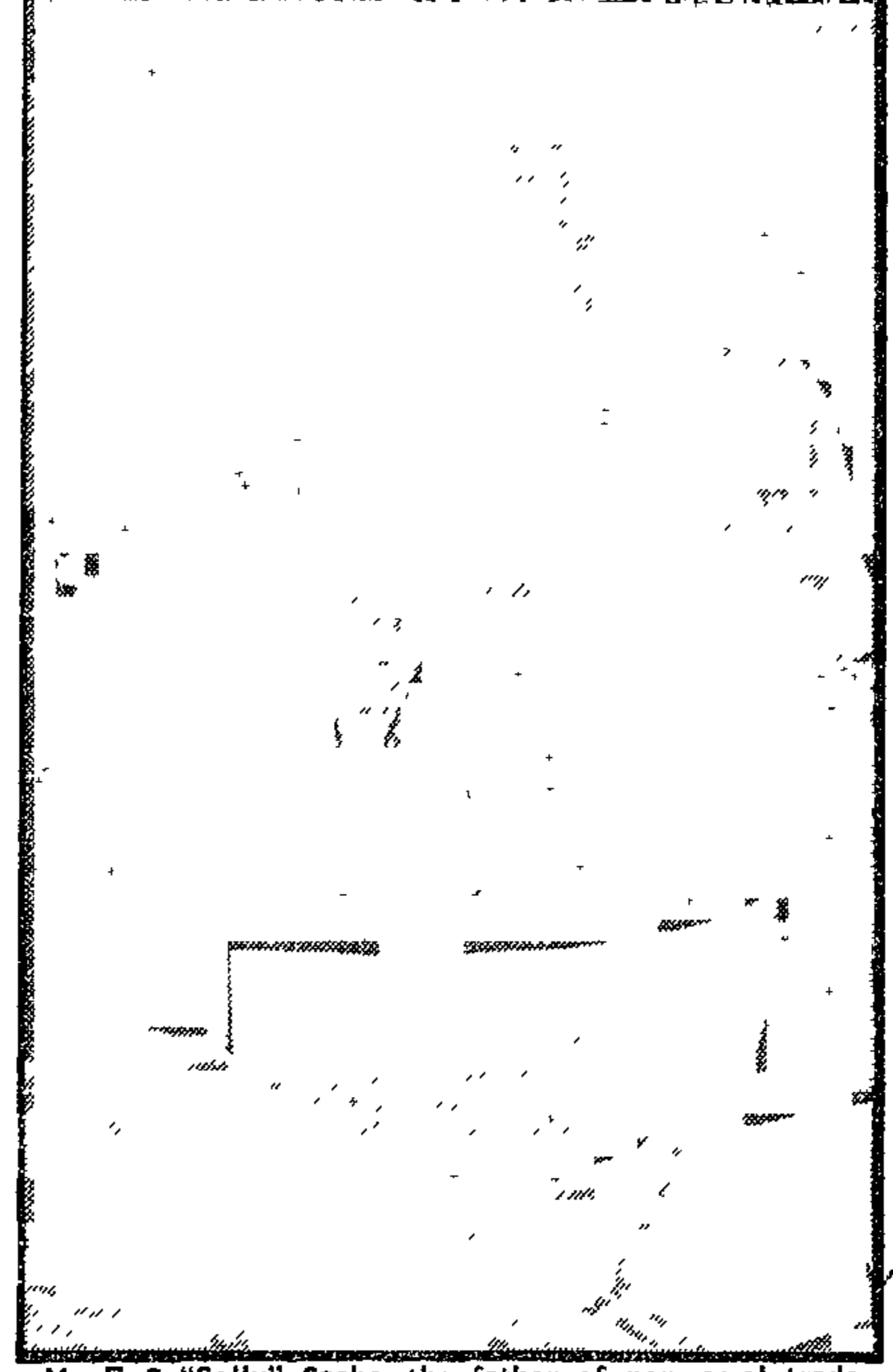
national minimum wage of R50 a week, indexed to inflation, four weeks paid leave for all workers, retirement at 60 on full pension, an unconditional right to strike, the abolition of migrant labour, and full political rights for all Sactu is the sole South African trade union body recognised by the International Labour Organisation, and has actively called for economic boycotts of South Africa.

Sactu's funds reportedly come from the World Council of Churches, European governments, Dutch trade unions and the World Federation of Trade Unions



**Trade Union Council of South Africa**

A total of 299 455 members in 60 unions — 73 859 whites, 187 180 In-



Mr E S "Solly" Sachs, the father of non-racial trade unionism in South Africa, in his Johannesburg office in 1952. Long before it was popular, in the 1930s and 1940s, he taught Afrikaans, coloured and African women to stand by each other in his Garment Workers' Union. For his pains he became the first person to be banned in terms of the Suppression of Communism Act in the 1950s.

dian and coloured, 38 416 African. The largest union body in SA

Tucsa was formed in 1955 out of the breakup of the Trades and Labour Council. Unlike Sactu, Tucsa excluded unregistered trade unions, which barred membership by blacks

This bar on black unions was lifted in 1962, but black unions were forced out again in 1969 after government and white union pressure. They were allowed back in 1974

Tucsa is generally considered the most conservative of the multiracial trade union bodies. In many cases, its black and coloured workers are organised into "parallel" unions, operating under

the wing of white unions in the same field

The council follows the American pattern of "pure and simple" unionism, according to secretary A. Grobbelaar, opposing the European view where unions are involved in party politics

The goal of individual member unions is improved wages and conditions for members. Nationally, Tucsa advocates a minimum wage, comprehensive social security and improved education, especially technical. To achieve these aims, the body believes in discussion with the authorities

Tucsa strongly opposes communism in all its forms, and is also against any form of economic boycott against SA

Historically, Tucsa has been close to the British Trade Union Council (TUC), and developed ties with the West German union federation DGB in the 1960s. It was also closely linked to the US AFL-CIO in the 60s and early 70s, but the contacts with that body have declined sharply since 1977

tionists Union (Coloured): secretary, J. Hendricks; 68 members Registered

Concession Stores and Allied Trades Assistants Union secretary, I. Roets; 257 white members. Registered

Durban Integrated Municipal Employees Society: secretary, P. Henry; 3896 Asian members Registered

Durban Rubber Industrial Union secretary, L. Durrant, 81 white members, 113 coloured members Registered

East London Liquor and Catering Trades Employees' Union secretary, J. Bush, 60 coloured members Registered

East London Municipal Transport Workers' Union secretary, H. Wierzbowski, 54 white members Registered

Engineering Industrial Workers Union chairman, A. Benn, 11 849 coloured members Registered

Garment Workers Industrial Union (Natal): secretary, M. Stanley, 4 white members, 28 000 coloured members Registered

Garment Workers Union of SA secretary, B. Krynauw, 479 white members, 5514 coloured members Registered

Garment Workers Union of the Western Province secretary, L. Petersen, 314 white members, 45 686 coloured members Registered

Glassworkers Union: secretary, L. Scheepers, 93 black, 330 coloured, and 13 white members. Registered

Hotel, Bar and Catering Trade Employees' Association secretary, G. Munsook, 2500 coloured members Registered

Iron Moulders Society of SA secretary, C. Bronkhorst, 1513 white members, 865 coloured members Registered

Johannesburg Municipal Combined Employees Union secretary, M. Narsoo, 562 coloured and Indian members Registered

Johannesburg Municipal Transport Workers Union: secretary, H. Wallis, 625 white members, 265 coloured members. Registered

Johannesburg Municipal Workers Union: secretary, A. Hammon, 200 white members Registered

Kaffraria Divisional Council Employees' Association secretary, H. Wierzbowski, 51 white members Registered

Mine Surface Officials Association of SA secretary, R. Botha, 13 625 white members. Registered

Motor Industry Combined Workers' Union: secretary, R. Webb, 13 135 coloured members Registered

Motor Transport Workers Union secretary, H. Wallis, 405 white members Registered

Natal Baking Industry Employees Union: secretary, M. Govender, 550 coloured and Indian members Registered

Natal Liquor and Catering Trades Employees' Union secretary, A. C. Reddy, 18 white members, 3339 coloured and Indian members. Registered

**South African Confederation of Labour**

18 unions with 134 864 members — all white

The origins of Sacla lie in the first split in the old multi-racial SA Trades and Labour Council in 1948. Fourteen all-white unions broke away over the issue of admitting African trade unions, to form the Co-ordinating Council of SA Trade Unions

In 1967, the Co-ordinating Council members, along with other all-white unions, joined together to form Sacla. The basic aim was to advance the interests of the white worker

The confederation has gone through difficult times in the two years since the publication of the Wiehahn Report. Several affiliates, including that of its former general secretary, Attie Nieuwoudt, have been forced to drop out after deciding to admit black workers.

Blanke Bouwerkersvakbond van SA secretary, G. Beette; 7412 members Registered

Die Spoorbond secretary, E. Jacobs, 6300 members Registered

Mine Workers Union secretary, P. Paulus, 12 000 members Registered

National Association of Furniture and Allied Workers secretary, A. Groenewald; 737 members Registered

Pretoria Vakkbond vir die Kleinhandel Vleisbedryf secretary, F. Maree, 200 members Registered

Provinciale Medewerkersvereniging secretary, J. van Rensburg, 3462 members Registered

**SACTU**

**South African Congress of Trade Unions**

Sactu was formed out of the breakup of the old SA Trades and Labour Council in the wake of the 1954 legislation barring registered mixed trade unions. It was formed out of the T & LC unions which refused to accept the law, and the members of the Council of Non-European Trade Unions

The organisation was non-racial, and committed to militant economic and political action to end apartheid and labour exploitation as well as to win immediate concessions. It formed part of the Congress Alliance of the 1950s, along with the African National Congress (ANC)

Initially it was composed of 33 unions with 41 000 members, mostly black. By the end of 1959, it had close on 100 000 members

Between 1960 and 1962, 50 Sactu leaders were banned and 35 others were detained. Though the organisation was never banned outright, by 1964 it had gone underground.

No unions now officially support its cause, but several former affiliates remain active. The organisation has said it remains quite active underground. It publishes a newsletter from its London base, "Workers Unity", which reaches several hundred South African unionists and others interested in labour affairs

Sactu's aims include a

# divisions of race and ideology

Ford Cortina plant in Port Elizabeth in a 1980 breakaway from the United Auto Workers, after dissatisfaction with the Fosatu union's handling of an industrial dispute. Linked closely to the Port Elizabeth Black Civic Organisation and the black consciousness philosophy.

Media Workers Association of South Africa: acting president, P Mthimkhulu; 400 black members. Mwaasa is the union which led the eight-week black journalists strike against newspapers late last year. It adheres to the black consciousness philosophy, and has opened its doors to all black media workers, though most of its members remain journalists.

National Union of Engineering Industrial and Allied Workers secretary, A Poole; 1 536 African members.

SA Allied Workers Union president, S Kline, 20 000 African members. A non-racial breakaway from BAWU. SAAWU appears to be the fastest-growing union in the country since its formation in April 1979, it has fought a series of strikes in a variety of plants.

Cape Town Municipal Workers Association secretary, J Ernstzen, 9 600 coloured members.

Chemical Workers Union secretary, D Smit, 140 white and 570 coloured members.

Coloured Postal Employees' Association secretary, F Lutjg; 1 500 members.

Diamond Cutters Union secretary, R Rich; 100 members.

Durban Municipal Employees Society secretary, J Maree; 4 000 members.

Durban Municipal Professional Staff Association secretary, D Gillies; 218 white members.

Durban Municipal Transport Employees Union secretary, G Verdon, 71 white members.

East London Meat Trade Union secretary, J Taylor, 63 white members.

Electrical and Allied Trades Union secretary, B Nicholson, 5 400 coloured members.

Electrical and Allied Workers Union secretary, B Nicholson, 2 000 black members.

Escom (Cape Western Undertaking) Salaried Staff Association secretary, V Packwood, 36 white members.

Escom Salaried Staff Association secretary, C J

coloured and Indian members.

Port Elizabeth Tramway Officials and Salaried Staff Association secretary, A Seaman, 48 white members.

Pretoria Catering Trades Employees Union secretary, Ernest Whinney, 314 white and 45 coloured members.

Pretoria Liquor and Catering Trade Employees Union secretary, Ernest Whinney, 350 white and coloured members.

Pretoria Baknywerk-heidsvereniging secretary, C Pretorius; 52 members.

Pretoria Vakbond vir die Klerhandel Viesbedryf, secretary, N Galdenhuy; 71 white members.

Provinciale Huisouders-ke Personeelvereniging secretary, J van Wyk; 250 white members.

Rustenburg Tabakwerkersvereniging secretary, J Roux, 33 white members.

SA Association of Dental Mechanicians Employees secretary, A McQueen.

SA Association of Municipal Employees secretary, J Stander; 41 492 members.

SA Engineering Association secretary, H Pearson, 1 800 white members.

SA Broadcasting Staff Association secretary, E Nienaber, 920 white members.

SA Electrical Workers Association secretary, B Nicholson, 17 000 white members.

SA Footplate Staff Association secretary, P Roodt; 9 211 white members.

SA Jockey's Association secretary, A Grobler; 82 white members.

SA Operative Masons' Society secretary, J Harper.

SA Posvevereniging secretary, P van Arwegen; 3 000 white members.

SA R and H Coloured Staff Association (Southern Areas) secretary, R Fortuin, 8 000 coloured members.

SA R and H Coloured Staff Association (North-Vern Areas) secretary, V Brown, 1 672 coloured members.

SA R and H Indian Staff Association (Natal) secretary, M Subramoney, 560 Indian members.

SA Staatsdiens en Provinsiale Werksvevereniging secretary, J van Wyk, 770 white members.

SA Teleprinter Operators Society secretary, D Bezuidenhout, 23 white members.

SA Theatre Union secretary, J Heinberg; 530 members.

SA Tin Workers Union secretary, A Fobhah, 450 coloured and Indian members.

SA Technical Officials Association secretary, H Mallett-Vale; 2 833 members.

Stranger Association of Municipal Employees secretary, N Murrugan.

Sugar Industry Employees' Union secretary, Catto, Young, and Lester; 31 white members.

Sweet Workers Industrial Union secretary, A Fobhah, 180 coloured members.

Tailoring Workers Dressmaking and Furriers Industrial Union secretary, R Ward, 204 white, coloured and Indian members.

Tramways Officials Staff Association secretary, Mr Adams, 90 white members.

Transvaal Radio, Television, Electronic and Allied Workers Union secretary, L Scheepers, 468 African members.

Transvaal Retail Meat Trade Employees Union secretary, G Kok; 924 white members.

Umbogintwini Industrial Workers Union secretary, S Sydney, 206 white members.

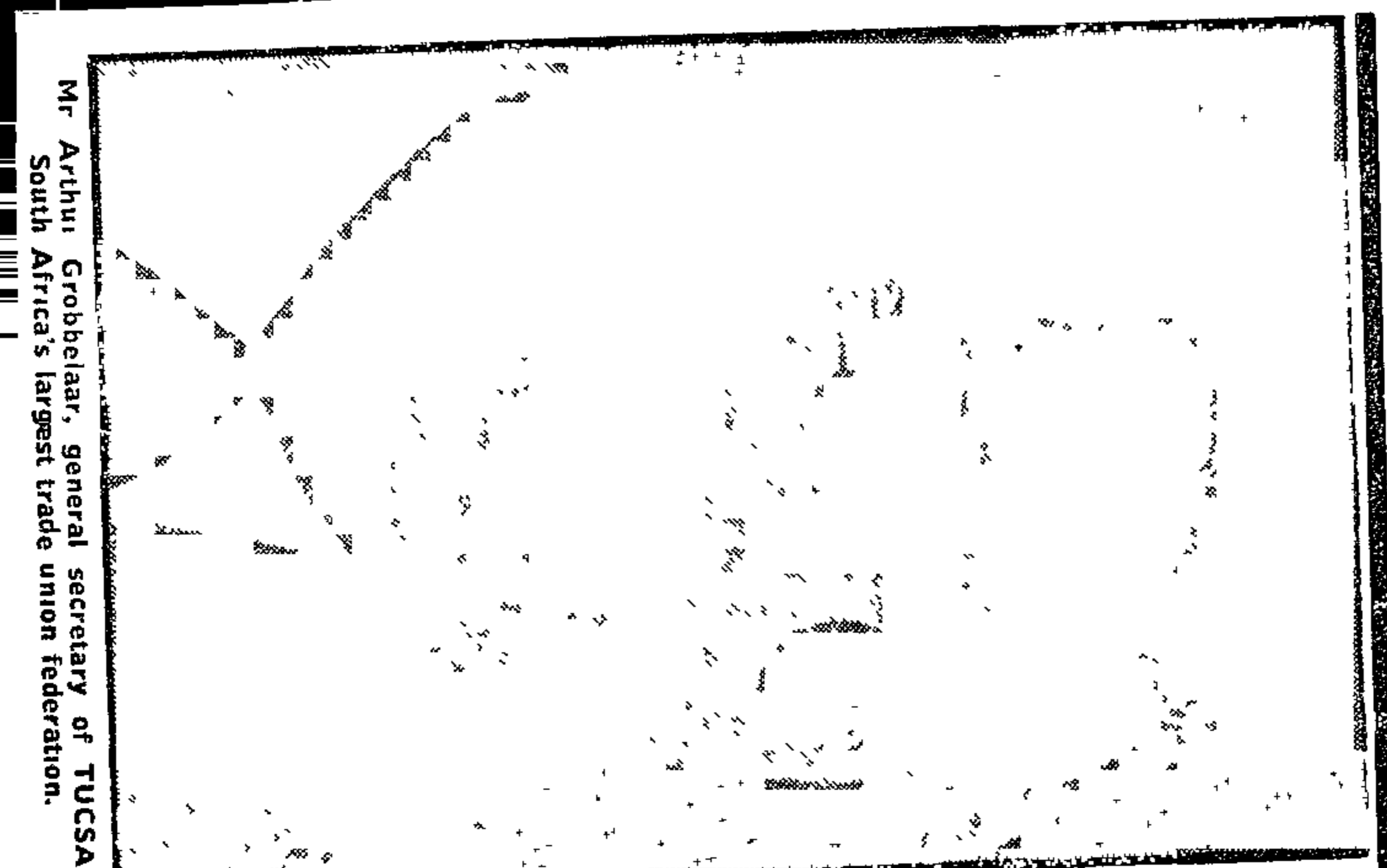
Underground Officials Association secretary, R Coertze; 14 462 white members.

Vereniging van Staatsaangneul en Boswerkers secretary, G Beelge.

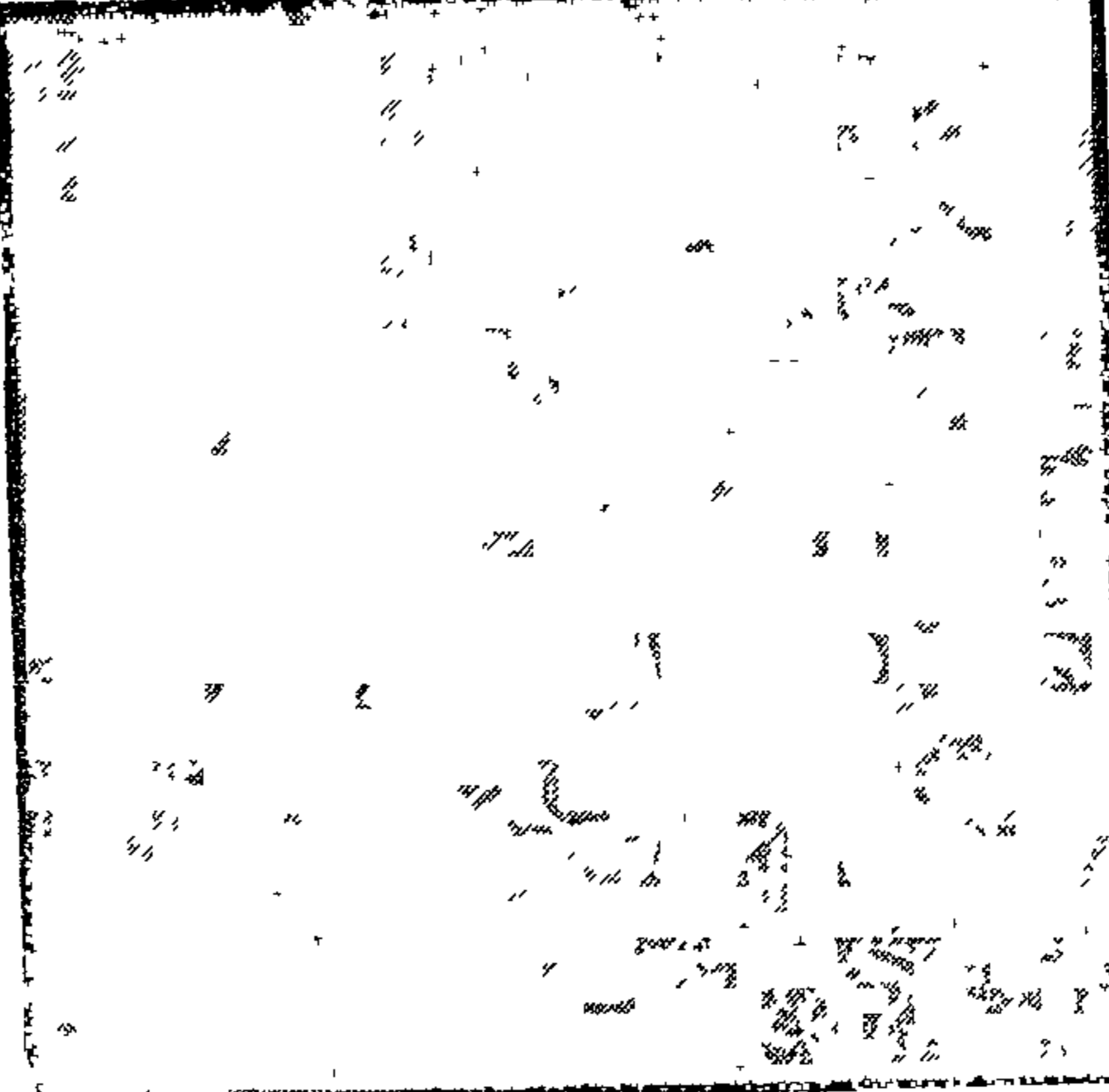
Vernium Indian Municipal Employees Association Western Province Sweet Workers Union secretary, J Heeger; 330 coloured members.

Wine Spirits and Allied Workers Union secretary, Br Krynanu.

Witwatersrand Brewery Employees Union secretary, J Coombes, 101 white members.



Mr Arthur Grobbelaar, general secretary of TUCSA, South Africa's largest trade union federation.



They started the ball rolling: the Durban strikers of 1973 led directly to the resurgence of black trade unionism in recent years. Here a group of angry strikers wave sticks, branches and umbrellas during a street march.

Natal Sugar Industry Employees' Union secretary, R Pillay; 200 coloured and Indian members. Registered.

National Union of Bank Employees secretary, A Malherbe; 2 631 coloured members. Registered

National Union of Cigarette and Tobacco Workers secretary, C du Preez, 372 white members, 296 coloured members. Registered

National Union of Clothing Workers secretary, L Mvubelo, 20 418 black members Unregistered

National Union of Commercial, Catering and Allied Workers secretary, D Hartwell, 5 500 coloured members Registered

National Union of Distributive Workers secretary, D Hartwell, 4 995 white members

National Union of Furniture and Allied Workers secretary, M Latham, 10 764 coloured and 6 000 African members. Registered

National Union of Laundry, Cleaning and Dyeing Workers: secretary, A Vahen, 800 coloured members. Registered.

National Union of Leather Workers: secretary, F Jordaan; 3 574 black, 17 029 coloured and 207 white members. Registered.

National Union of Operative Biscuit Makers and Packers secretary, N Daniels; 17 white members, 625 coloured members. Registered

Radio, Television, Electronic and Allied Workers Union secretary, L Scheepers, 1 124 coloured members Registered

SA Bank Employees Union secretary, A Malherbe, 765 African members. Registered

SA Boilermakers, Iron & Steelworkers, Shipbuilders & Welders Society secretary, A van der Watt; 11 500 white and 6 900 coloured members Registered.

SA Canvas and Rope-workers Union chairman, B Singh; 15 white and 135 coloured and Indian members Registered

SA Canvas and Rope-workers Union (Cape), secretary, J Heeger, 405 coloured members. Registered.

SA Hairdressers Employees Industrial Union: Secretary, J Daniel, 3 319 white members, 882 coloured members Registered.

SA Theatre and Cinema Employees' Union secretary, E Siew, 233 coloured and 678 white members. Registered

SA Typographical Union; secretary, E van Tonder, 10 713 white members, 9 105 coloured members, 7 000 African members Registered

SA Woodworkers Union: secretary, A Stanley, 1 429 coloured members. Registered.

Sweet Workers Union: secretary, H Wierzbowski, 1 100 African, 220 coloured and 76 white workers Registered.

Textile Workers Industrial Union secretary, N Daniels; 6 227 members Registered

Textile Workers Union (Transvaal) secretary E Seloro, 850 African members Registered

Tramway and Omnibus Workers Union (Cape), secretary D Benade, 50 white and 2 116 coloured

members Registered

Transport Workers Union (Coloured and Asian) secretary, A Hammon, 222 coloured and Indian members Registered 27/11/81/13

Transvaal Leather and Allied Trades Industrial Union secretary, L Scheepers, 1638 members Registered

Transvaal Musicians Union secretary, M Herbert, 314 white members Registered.

Trawler and Line Fishermen's Union secretary, C Du Preez, 8 white members, 1 132 coloured members Registered

Trunk and Box Workers Industrial Union (Transvaal) secretary, L Scheepers, 100 coloured members Registered

Witwatersrand Liquor and Catering Trade Employees Union secretary, M Kagan, 2 180 white members, 404 coloured members Registered

Witwatersrand Tearoom, Restaurant and Catering Trade Employees Union Secretary, M Kagan, 700 white members, 200 coloured members. Registered.

## Others

### Unaffiliated Trade Unions — (Unregistered)

15 Unions with 49 090 members — mostly African

African Food and Canning Workers Union secretary, J Theron, 10 000 African members A former Sactu affiliate, the AFCWU fell on hard days in the 1960s, but revived significantly in the 1970s It has spread nationwide from its Western Cape base, and won the highly-publicised Fat-tis and Monis dispute in 1979, among others. It works closely with the registered Food and Canning Workers Union.

African Garment Workers Union (Natal): secretary, F Dube; 5 600 African members

Black Allied Workers Union president, M Kumalo No membership figures available Originally intended as the worker organising spearhead of the black consciousness movement, BAWU has been plagued by three splits which have drained most of its vigour Early in 1979 it claimed a membership of 20 000 in Johannesburg and Natal, but it now appears moribund here and very weak elsewhere At one stage, it received aid from the West German DGB Union federation

Black Municipality Workers Union secretary, P Dlamini, 2 000 members The union which led the municipal workers strike last July

Cadbury In-Company Union secretary, F Cornelius; 229 African, 118 coloured and 45 white members

General and Allied Workers Union secretary, M Ntseke Johannesburg-based breakaway from BAWU

Motor Assembly and Component Workers Union of SA Membership, 700 Established at the

when the National Federation of Black Workers broke away from BAWU to join it, but the general workers union remains based in East London and Durban It has come under great pressure from the Ciskei authorities, who detained several officials

SA Musicians Association secretary, D Varner, 650 white members

SA Society of Journalists president, J Allen, 672 white, 21 coloured and Indian and 10 African members

Sugar Manufacturing and Refining Employees Union secretary, S Nsibandé, 4 100 African members

Union of Johannesburg Municipal Workers secretary, S Mnisi, 40 African members The union the Johannesburg City Council wanted to talk to in place of BMWU

Western Province General Workers Union organiser, D Lewis, 12 000 signed-up members, mostly African of whom 3 000-5 000 are active in 50 to 60 firms Because so many Western Cape African workers are migrants who move quickly from job to job, the WPGWU is organised so that they stay within the union despite their moves, simply switching from one plant committee to another.

The union has been active in a number of well-known disputes, including the meat workers strike in Cape Town, and two of its organisers were detained during the Cape unrest last year

### Unaffiliated Trade Unions (Registered)

91 unions with over 288 000 members — mostly white, coloured and Asian

Amalgamated Engineering Union secretary, T Neethling, 34 065 white members

Amalgamated Society of Woodworkers secretary, R Beech, 600 members

Amalgamated Union of Building Trade Workers secretary R Beech, 19 000 white, coloured, and Indian staff members.

Artisan Staff Association secretary, C P Grobler, 22 500 white members

Association of Asiatic and Coloured Building Society Employees secretary, E Stockenström, 496 coloured and Indian members.

Bakery Employees Industrial Union secretary, J Daniels, 1 659 white, coloureds and Indian members

Bloemfontein Municipale Werknemers Vereniging secretary, C Jackson

Brewery Employees Union (Cape Peninsula) secretary, A Frazer, 16 white and 116 coloured members

Boland Inmaakwerkers Vereniging (Paarl) secretary, D Hartogh

Building Society Officials Association general secretary, E Stockenström; 10 466 white members

Building Workers Union secretary, R Simmons; 9 000 coloured members

Cape Divisional Council Workers Union secretary, F Williams 550 members

Cape Explosives Industrial Workers Union secretary, H van der Wath, 90 white and 530 coloured and Indian members

Cape Town Gas Workers Union Secretary, S Losper

members

Federated Mining, Explosives and Chemical Workers Union: secretary, A van der Walt

Food and Canning Workers Union secretary, J Theron, 8 000 coloured members

Golden Arrow Officials Staff Association secretary, A Adams; 50 coloured members

Industrial Salaried Staff Association secretary, W Marais; 5 100 white members

Johannesburg Municipal Employees Association secretary S van den Berg; 6 000 white members.

Johannesburg Municipal Water Works Mechanics Union secretary, M Sampson 65 white members

Kimberley Shop Assistants, Warehousemen and Clerks Association secretary, E Thomas

Kimberley Municipal Coloured Workers Association secretary, A Adams, 350 coloured members

Kimberley Transport Workers Union secretary, C Groenewald

Ladysmith Indian Municipal Employees Association secretary, S Olla; 52 Indian members.

Laundry, Dry Cleaning and Dyeing Employees Union (Natal) secretary, S Pillay, 915 coloured and Indian members

Liquor and Catering Trades Employees Union secretary, A Frazer, 1 207 white members

Motor Industry Employees Union secretary, P Pienaar, 23 000 white members

Motor Industry Staff Association secretary, J Boon, 19 342 members

Natal Bespoke Tailors Non-European Employees Union secretary, J Naidoo, 54 Indian members

National Cement Employees Union secretary, M Walther, 119 white members

National Certificated Fishing Officers Association secretary, H Lennox, 6 African, 135 coloured and 15 white members

National Milling Workers Industrial Union: secretary, W Stewart; 95 white and 3 coloured members

National Union of Dairy Industry Employees secretary, A M Shceltema 500 white members

National Union of Wine, Spirits and Allied Workers, secretary, B Krynauw

Nedbank Staff Society secretary, E Kruger, 2 700 white members

Operative Bakers, Confectioners and Conductors Union secretary, G Francis; 264 coloured members

Optical Workers Union secretary, G Kok; 64 white members

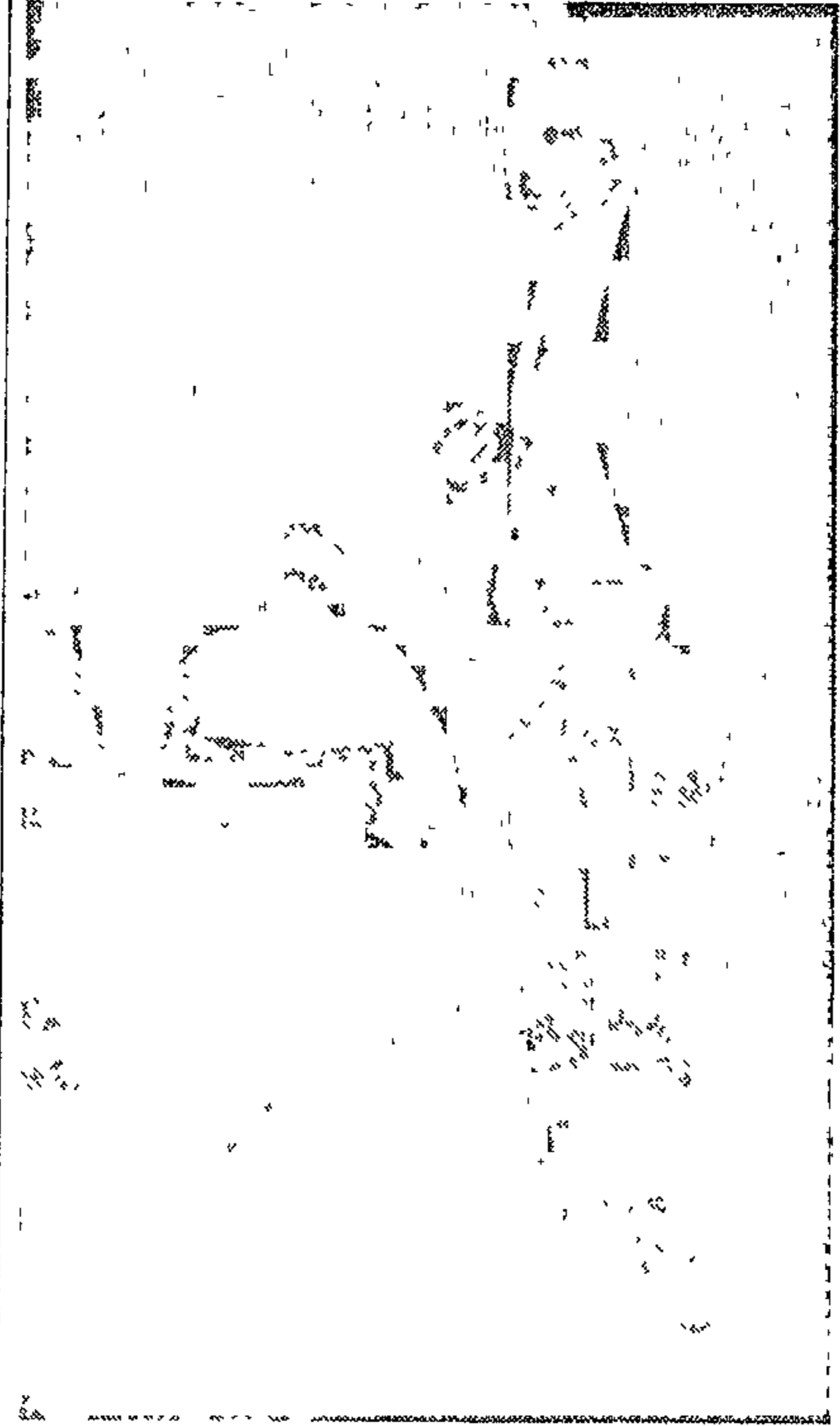
OVS Provinsiale Werkersvereniging secretary, J Liebenberg, 243 white members

Port Elizabeth Coloured Municipal Employees Association secretary, P Smith; 550 coloured members

Port Elizabeth Operative Plumbers Employees Association secretary, B Despard; 38 white members

Personeelvereniging van die Transvaalse Raad vir die Ontwikkeling van Bultstedelike Gebiede secretary, W de Bruyn

Port Elizabeth Tram and Bus workers Union secretary, L Marx, 663 white,



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Mr Daniels . . union is colour blind  
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**Textile union  
branch in EL**

EAST LONDON — A branch of the Textile Workers Industrial Union was established here last night

A large number of textile workers attended a meeting held in the City Hall and addressed by the union's officials

The Regional Director of the union in the Eastern Cape, Mr Wesley Beam, said the union was the only true non racial union in the country. Any textile worker, regardless of his skin colour, could join the union

He said a lot of the other unions in East London were just trying to push the workers over the cliff and caused friction to lead the workers to confrontation

The aim of the union was to uplift every worker in the city, no matter what colour he was

The National Secretary of the Union, Mr Norman Daniels, said the union had over 10 000 members but aimed to represent many more people

He said the only thing a worker had to sell was his labour. It was his duty to see that he sold his labour for the highest price

"You don't go to work because you like it but because you have to go"

He said things like lunch and tea breaks which most people just accepted these days, also had to be fought for in the past

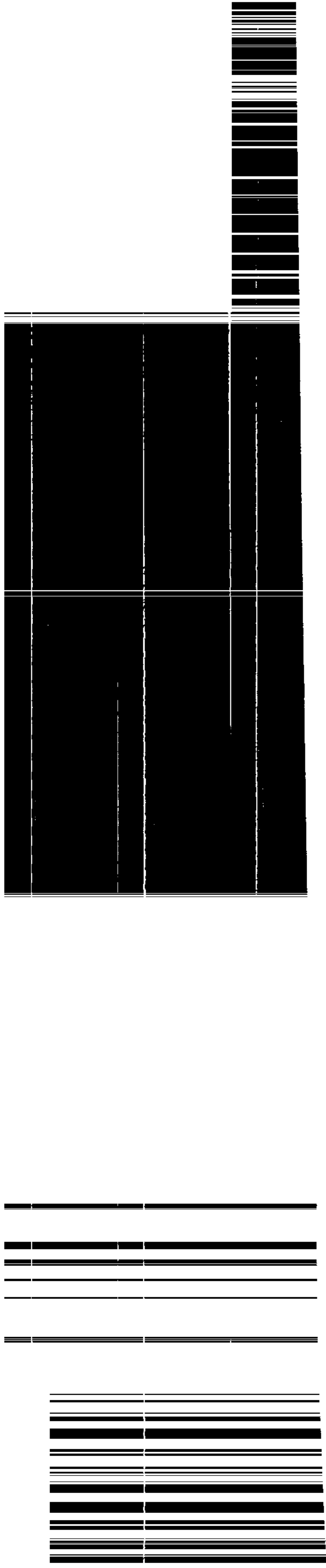
The Regional Director of the Border Region, Mr Gladstone Stolo, said the union's power had to be mixed with tact and understanding. A committee of 12 members had been elected for the new East London branch. Mr Adolphus Majiwaxaza was elected chairman of the branch and Mr Desmond Ndulaza, vice-chairman  
— DDR

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Militant right-wing whites and striking blacks . . . HOWARD BARRELL reports

# LABOUR CONFRONTATION ... IN BLACK AND WHITE

134 S. Tribune 1/2/81

**INDUSTRIAL** relations — and hence the economy — could face their severest challenges as conservative white workers and black workers now give notice of their demands.

As the right-wing Mineworkers' Union this week threatened a confrontation "worse than the 1922 miners' revolt," records showed that, in the 31 days since the beginning of the year, about 200 black workers a day either went on strike or were involved in industrial disputes stopping production.

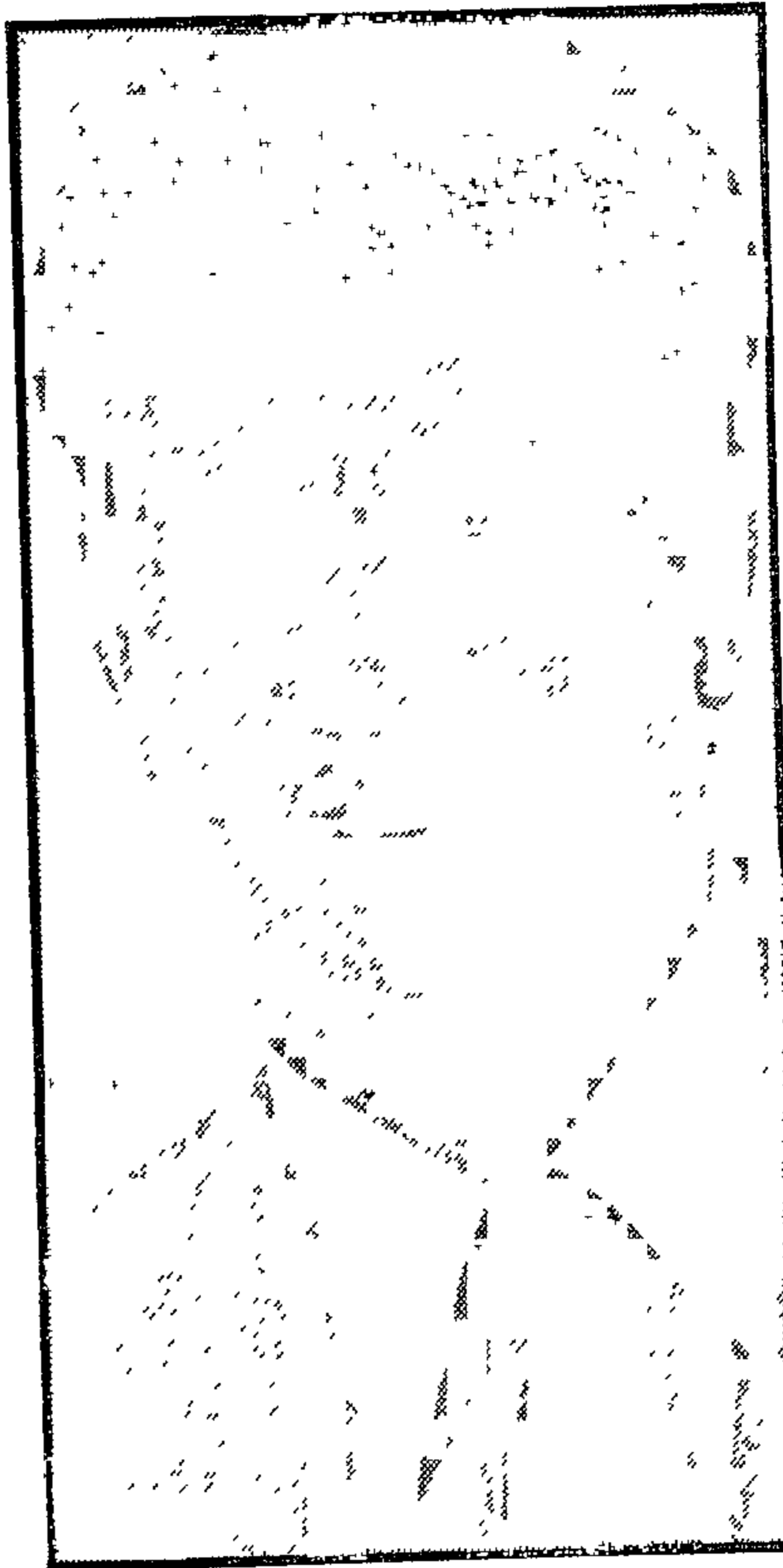
The Government was to introduce new labour legislation this year, widely expected to result in some liberalisations. Among others, full union rights are expected to be granted (without exemption) to black contract and migrant workers, and the registration procedure for black unions could be marginally eased.

It is not known how the general election will affect the legislative programme.

Conservative white workers, led by the Mineworkers' Union secretary Arrie Paulus, continue to object to these concessions, saying they endanger the position of white workers. But this week, Mr Paulus' rhetoric reached new heights.

The warning of a repeat of the 1922 blood-bath came amid white mineworkers' fears that the Government could allow blacks to gain blasters' certificates on the mines, the only racial protection presently enjoyed by white mineworkers.

In line with the Government's moves towards "colourblind" labour legislation, this



**Arrie Paulus . . . new warning**

change in the law must be on the cards — if not this year, then shortly afterwards, according to a source close to Government.

Hence Mr Paulus' threat becomes real.

The Federated Chamber of Industries chief economist, Arthur Hammond-Tooke agrees with the view of black trade union leaders that the country's industrial relations system, and hence the economy, would face severe challenges this year, "in fact this decade," he added.

"Industry is no longer protected or sheltered by legislation. It must now deal with the real underlying weights of the various labour groups in the economy," he said.

"The pressures are now being reflected in the form of strikes. Management is in the front line — with Paulus and others on the one hand and black workers

on the other. Management must maintain labour peace and hold together the fabric of labour relations," he added.

Black trade union leaders in both the Federation of South African Trade Unions (Fosatu) and the Western Province General Workers' Union predicted that this year would see substantial wage demands from black workers.

Inflation, according to WPGWU organiser, David Lewis, was hitting at the basic costs encountered by black workers — transport, food and clothing.

Black union leaders were also agreed that employers were frequently requiring workers to work overtime, rather than creating more jobs through investment in new plant.

One reason for this, according to Professor Jill Natrass of Natal University's economics

department, is that managements still need a clear sign from the Government on its intentions as regards reforms. Without this, business confidence suffers, and hence investment.

The majority of strikes by black workers this year have been over wages in line with the relatively new concept of a "living wage" for blacks rather than the old "poverty" datum idea.

Mr Hammond-Tooke and other economists spoken to by the **Sunday Tribune** this week agreed that in recent years the Government had moved increasingly away from traditional National Party alignment with white workers.

Mr Paulus was unlikely to find very much support for his battle in the upper echelons of the Government.

The rhetoric of free enterprise being exposed by Mr P W Botha and the "market forces" his economic policy was unleashing would, among others, eventually smooth out the peculiar hump on the South African wage curve. The hump represents the high pay given (white) skilled workers and artisans.

The Government and big business both appear to want the hump smoothed. Mr Paulus wants to keep it, and keep it white, black workers want access to it.

The East London secretary of the South African Allied Workers' Union (SAAWU) Sisa Njikelana, said the coastal city was "rumbling" over the Government's proposal to make the transfer of pension money from one firm to another obligatory if a worker changed jobs.

Workers needed to be able to cash in their pensions if they changed jobs. Cash in hand enabled them to support themselves before getting new jobs.

A mass meeting of SAAWU workers in East London's city hall this weekend is expected to adopt several strong stands.

The other "burning issues" remained wages, "appalling conditions", and the possibility that the Government is planning legislative or other action this year against unregistered unions like SAAWU.

# Investigation of closed shops

STAR 3/2/81 (465) (130)

## Labour Reporter

The National Manpower Commission is likely this year to make recommendations to the Government on closed shops at companies and industrial relations training for trade unions and managements.

This was said in Pretoria this week by the chairman of the commission, Dr Hennie Reynders.

Dr Reynders said the commission was preparing a report on the pros and cons of the closed shop principle and would possibly be making recommendations to the Government on this sensitive issue.

He also said some company managements and trade unions were inexperienced in conducting proper industrial relations training, and the commission had looked into this.

Sharing financing of training facilities was also being investigated.

Concern had been expressed by the private sector over a provision in the Draft Training Bill which would enable the Department of Manpower Utilisation to transfer training costs to private industry.

Dr Reynders said he was most disappointed in the private sector's reaction to Government initiatives in black apprenticeship training as there had been only 82 registrations since mid-1979.

It was still possible for unregistered trade unions to conduct industrial relations training, although they first had to register with the department.

This would in turn place such unions under the scrutiny of department officials. (Pending draft legislation would assign this task to training advisers.)

The Manpower Commission may also review registration procedures for trade unions, Dr Reynders said.

Some unions had waited many months to be registered.

Dr Reynders referred to several key labour issues which arose last year. These were:

- Government commitment to a free enterprise system

- Government acceptance that black trade unions be accorded legal rights and other advantages

- The registration of black apprentices throughout the country, and not only in the "national states"

- The increase in the number of strikes and work stoppages.

- The increased interest shown by employers in employee training

CHEM

## Professor George Menzies Prize Awarded on results of final

P M Salmon  
T J Cumming  
D P Weeks  
J H Rens  
B F McClelland

Fourth Year (Gold Medal)

Miss N C Davidson

Third Year (Silver Medal)

Miss C Littlewort

Second Year (Bronze Medal)

For the best student in each of the 2nd, 3rd and final years.  
Corporation Medals

# Builders' advice (134) on free unions 5/2/81

By Frank Jeans

In the new era of free trade unionism for all race groups the building industry will have to face the likelihood of industrial unrest until the collective-bargaining process is sound.

Much of the expected dispute could be averted if employers grasp the nettle now through sustained educational programmes to prepare staff and management for the new charter.

This was the message which Mr C A (Robbie) Robinson, outgoing president of the Master Builders' and Allied Trades' Association (Witwatersrand) took to the association's AGM last night.

He also cautioned builders on the crest of the wave attitude and doubted the projections of a growth rate of about 8 percent

## PENALTIES

Mr Robinson said: "On the one hand we could see rapidly rising unemployment, if growth was reduced measurably with a definite negative influence on the inflation rate. On the other hand we could see a reasonably stabilised figure of unemployment, if growth were to be kept at peak figures, which, in turn, would no doubt have a positive influence on inflation."

If the industry ignored the need for caution it would take the risk of attracting heavy penalties in the form of growing

wage and salary demands, increased bidding for all classes of labour in short supply, rising costs, and rising inflation.

"Unrestrained rapid growth is not the medicine our industry needs to cure the malady of a serious labour shortage. A business is never so healthy as when, like the chicken, it must do a certain amount of scratching for what it gets."

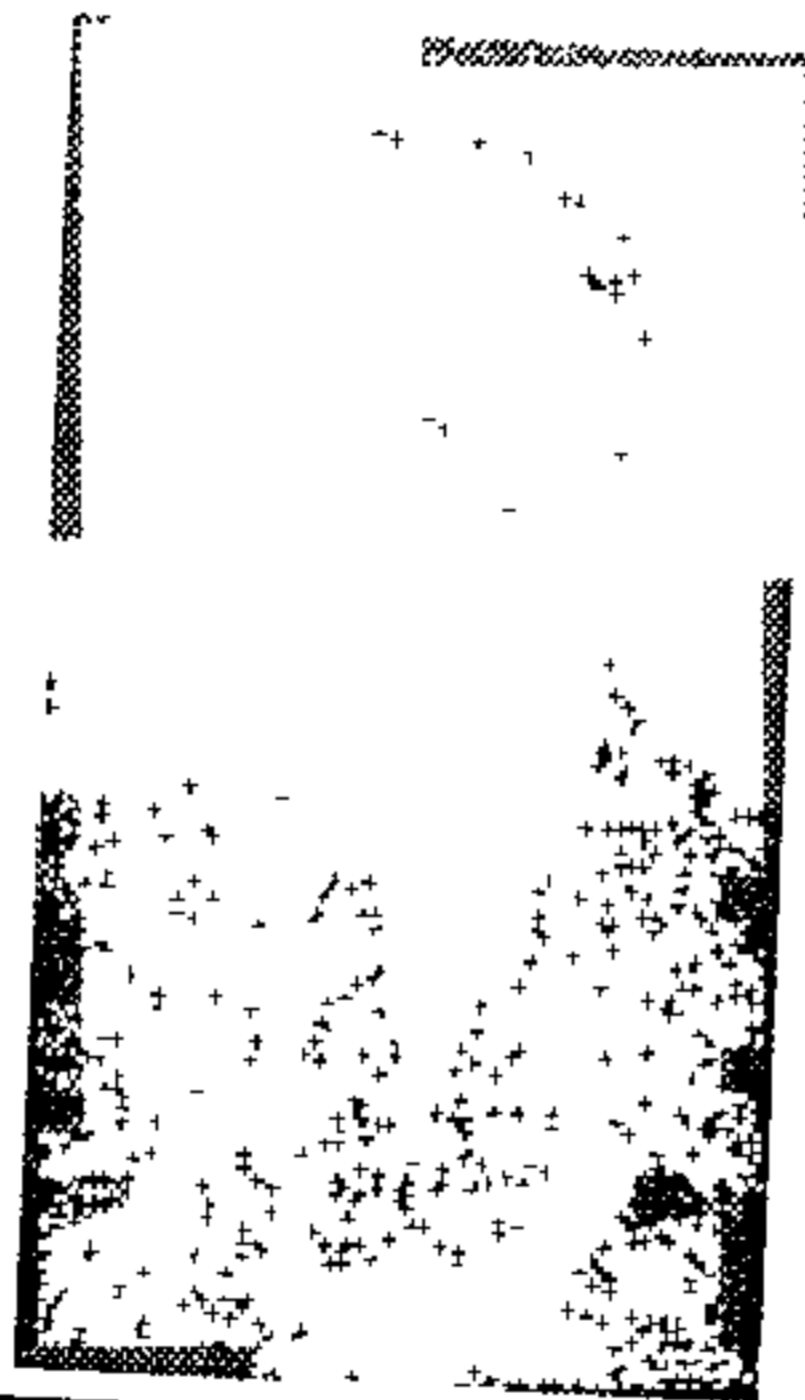
The MBA annual report, tabled at the meeting, said a "dynamic expansion programme" in black housing can be expected

during the next five years, with an annual increase in this sector of 12 percent in real terms.

The MBA also expects that the growth rate of from 6 to 8 percent in the residential sector will be maintained, although a slight recession is predicted for next year when growth will still be plus-minus 3 percent.

## BUOYANT

During 1979 and 1980, housing was the most buoyant sector of the industry in the Transvaal and contributed 65 percent of the total provincial programme.



Mr Thomas Leslie Richards, an "old brick" in building, has been elected president of the Master Builders' Association (Witwatersrand). Mr Richards has been in the brick business since 1944 when he joined his father's company, Fortress Brick and Potteries, later bought by Primrose Brick. After amalgamation of major manufacturers he became sales manager of the new company, Brickor. When Corobrik acquired control he went on to the Transvaal board.



RDM. 7/2/71 (24) (12) (134)

# Mine unions reject black artisans deal

By RYANDE VUIERS  
Labour Correspondent

ARTISAN unions yesterday officially rejected employer proposals for introducing black artisans in the plant mining industry for the first time.

The proposals were contained in a productivity package deal submitted to the unions by the Chamber of Mines about a year ago.

The unions informed the chamber of their rejection of the package at a meeting yesterday morning.

However, it is believed that there is some possibility that discussions on some aspects of the package may continue.

Unionists have been reluctant to comment fully on the reasons for the breakdown in the talks.

But it seems a major cause was the way in which the proposals were structured.

As in the past the chamber combined proposals for black job advancement with the concession of certain fringe benefits to white artisans.

Unionists say they have rejected this as they refuse to 'trade off black job advancement for increased benefits'.

They demand that negotiations on benefits and working conditions be handled separately from those on black job advancement.

One senior unionist involved in the talks said yesterday

# Trade union 'know-how'

Argus Correspondent

PRETORIA. — South Africans need to know more about trade unionism, says the University of South Africa's Institute of Labour Relations

At the same time trade unionists need better training and Dr D de Villiers, head of the institute, says its aim is to provide a community service by supplying knowledge of trade unionism in the local context

He says the institute could play a positive and

practical role in the community as South Africa moved into the Wiehahn era of labour relations.

He noted there was a general lack of knowledge about unionism among South Africans.

He said the knowledge possessed by black trade unionists was derived mainly from academic overseas writings and had little relevance to the problems they would face in the reality of the South African situation

South Africa was in the

process of social, economic and political change, he said, and this was manifest in the rapid growth of black trade unionism which in turn had an effect on white trade unionism.

It was at this time of change, as the principle of 'freedom of association' came to be accepted as applicable to unions, that an interpretation of the South African situation using the available academic knowledge was needed.

Dr de Villiers said the institute would act as a neutral organisation for the training of people in labour relations.

The institute would thus not limit itself to the pure academic sphere but wanted to provide practical knowledge.

The South African situation, he said, lent itself to conflict and unions and the public should be made aware of the differing attitudes of the parties in labour relations.

Plans 3 Trade unions: registration (13)  
129 Dr A L BORAINÉ asked the  
Minister of Manpower Utilization (15)  
12/1/81

How many trade unions applied between 1 January 1980 and 31 December 1980 for registration in respect of (a) Black employees only, (b) White employees only, (c) Coloured employees only and (d) employees of more than one population group?

The MINISTER OF MANPOWER UTILIZATION:

- (a) 19
- (b) Nil
- (c) 2
- (d) 10

DD 10/2/81 (134) (186)

# Union leader denies communist control

EAST LONDON — The local branch chairman of the African Food and Canning Workers' Union, Mr Welile Mzozoyana, strongly denied on Saturday that his organisation was controlled by communists.

He was reacting to a statement in a document which was alleged to have been circulated to employers in the East London area, claiming that the Food and Canning Workers' Union was controlled by a listed communist in Zambia.

Mr Mzozoyana, whose union was sharing a platform with the South

African Allied Workers Union and the Western Province General Workers Union, told a large crowd at a mass meeting in the City Hall here that the allegations were all fiction designed to split the workers.

"We are not dictated to by any listed communist in Zambia," he said. "The highest man in our organisation is the president and he takes his orders from nobody but the workers."

"Our union is a gathering of workers united to work as a collective body in order to achieve their liberation," he said. —  
DDR

# UNION STATISTICS FOR REVIEW

The National Man-power Commission — the Government's labour 'think tank' — is to review official registration procedures for trade unions as a "priority".

This was said today by the commission's vice chairman, Dr P J van der Merwe.

His assistant comes in the wake of a major row over the racial registration of three affiliates of the Federation of South African Trade Unions.

The unions have been registered for blacks, and in one case black and coloured workers only. Fosatu has in the past insisted that it will accept registration for all race groups or not at all.

Reacting to Fosatu threats that it might withdraw from the whole registration exercise if appeals against the registration certificates failed, Dr van der Merwe said the Industrial Registrar had no choice but to administer the law as it stood.

The existing procedures have come under fire from a leading figure in the registered union movement, Mr A J "Ike" van der Walt, general secretary of the S A Foundryworkers' Society.

He said, "It is a mockery to promise unions full autonomy in organising the workers of their choice and then register them for workers of a particular race-group".

Registration should do no more than establish the unions bona fides, he said, and objections should not be permitted. The question of black workers the union represented was a matter for the union, and employers, to be resolved at a later stage.

## Inkatha warns unions

Disagreements between Chief Gatsha Buthelezi's Inkatha movement and some black trade unions could aggravate tensions in both black politics and industrial relations. The inner committee of Inkatha has accused certain unions of "exploiting black workers for political ends" and serving as "mere

surrogates of certain exiles. It also referred to "white activists" exploiting black workers for political ends.

Although the committee did not identify any union, it is believed to have been aiming at some in Natal.

The resolution, however, came as a surprise to labour observers because of Inkatha's commitment to working closely with the union movement.

Sam Kikine of the South African Allied Workers Union (Saawu) told the *FMI* that "there is absolutely no conflict between Saawu and Inkatha."

Inkatha is apparently concerned about possible competition for membership between itself and the tightly organised unions. Labour activism, with strong political undertones, has galvanised black workers and may be more attractive to some than Inkatha's relatively low-key approach.

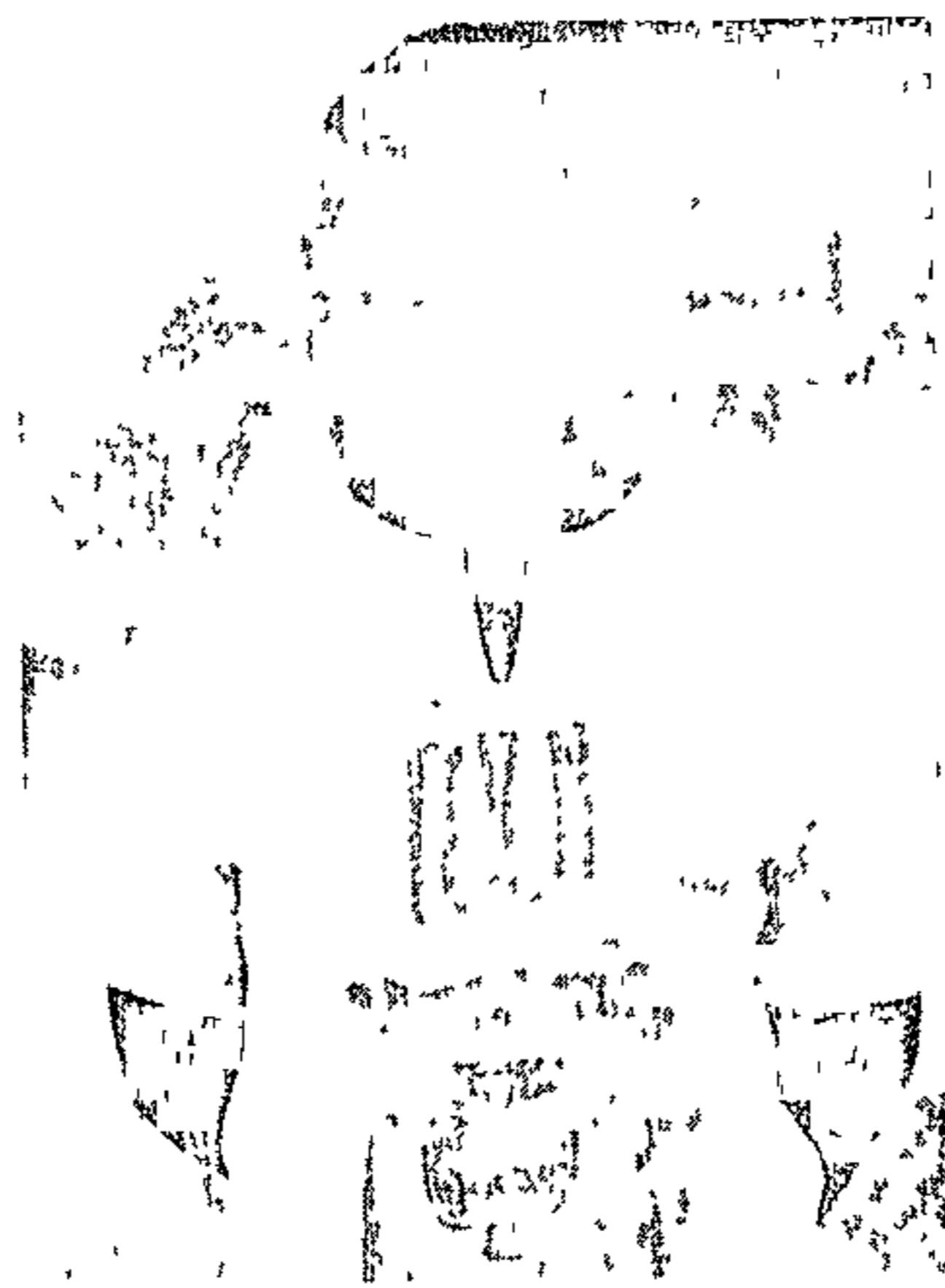
Inkatha's warning that certain unions should check their political direction lest there be "unnecessary internecine strife among blacks, with disastrous consequences for the black trade union movement and for black unity, can possibly be interpreted as an indication of uneasiness about rivals for political support. In the past it has repeatedly used its platform as the largest black political movement to call for unity among the political groups.

The *FMI* is told that reconciliation talks are under way between Inkatha and some unions but there is speculation that if they fail Inkatha might ask its members to disassociate themselves from the unions.

The apparent conflict is in contrast to Inkatha's normal stand on labour matters. The inner committee has defined Inkatha's role as being that of a channel between workers and management with a strong emphasis on conciliation. Whether the movement can hope to maintain this stance in an

era of increasing labour militancy remains to be seen.

However, the clash emphasises once again the difficulty in keeping black politics separate from the black labour movement. Much as employers and the government might like to handle industrial relations in isolation, this seems impossible.



Inkatha's Oscar Dhlomo eyeing the unions

CT 23/2/81 (62) (73) (101) (134)

# US firm opposed to 'racial' unions

Own Correspondent

JOHANNESBURG — A major company has criticized the government's decision to grant trade unions affiliated to the Federation of SA Trade Unions "racial" registration.

Mr Murray Rogers, managing director of Kellogg's (SA), said in an interview that his company was "disappointed" by the government registrar's decision and felt that it made "a mockery" of labour reforms.

"The effect of this decision is that these unions are prevented from representing the workers of their choice and we sympathize with them in their

plight," he added.

Kellogg's recognizes a Fosatu-affiliated trade union, the Sweet Food and Allied Workers Union which is one of those Fosatu unions to have received a registration certificate preventing it from bargaining officially for some race groups.

Mr Rogers said that as a US company operating in South Africa Kellogg's was committed to desegregation in the workplace.

"As such a non-racial union such as those affiliated to Fosatu is precisely the type of union we would prefer to have to deal with.

"However, this decision

seems to make it impossible for us to deal with one union. Unless it is rescinded we could have to deal with separate unions for each race group. Having taken a decision to desegregate, we would be forced against our will to re-segregate in a crucial area."

This created problems for US companies operating here which were keen to demonstrate to their critics that they were fully committed to desegregation.

He added that it was possible that whites would be working alongside blacks on the Kellogg's packing line within the foreseeable future.

"We cannot see the sense of forcing people doing the same jobs to belong to different unions."

The company was also worried about the decision because it could prompt Fosatu unions to reject registration.

"We want to work within the law and the official labour system. But this decision is making this difficult to achieve."

Mr Rogers said he hoped Fosatu unions would decide to take a sensible view of the decision and appeal against it. The company hoped the appeal would succeed in overturning the decision.

12/15/42  
STIME

# Electricity men working to rule

2/4/43 (34)

DURBAN — Between 250 and 300 Durban Corporation electrical department vehicles will stand idle until they are roadworthy — and a similar number of artisans who are working to rule until wage demands are satisfied will not leave their depots until they are "licensed as management requires"

One electrician said today the entire department was carrying out a week-old "go-slow" threat until salaries were increased by R200 across-the-board.

"According to corporation rules, each worker

must be relicensed each year."

The secretary of the Durban Municipal Employees' Society, Mr. J. J. Maice, said the work-to-rule threat had not been discussed at last night's DMES committee meeting called to discuss the workers' demands.

The city electrical engineer, Mr. Denis Fraser, said the matter of the lapsed driving permits was being seen to, but he could not comment on the implications of the un-roadworthiness of the vehicles until he received a full report.



# New black medical trade union to be formed today

134

By MARLAN PADAYACHEE (34)  
Tribune 8/3/81

THE Medical Association of South Africa (Masa) — criticised for its handling of the Steve Biko Affair — faces opposition from a new black medical trade union to be formed in Durban today

And the organisers of the new health workers' association which will include doctors, nurses and hospital workers as members, strongly believe that Masa's handling of the inquiry into the death in detention of the Black Consciousness leader is the major catalyst in the launching of the new body.

Two similar associations have already been formed by doctors in Cape Town and Johannesburg and efforts will be made to co-ordinate the formation of a national body which will eventually supplant Masa

Leading medical men will gather at the Medical School in Umbilo Road this afternoon at 2pm to officially launch the association which will dedicate its efforts to underprivileged people in rural areas

Acting president of the Natal Coastal Branch of Masa, Dr John Hamilton said yesterday. "Splits are not desirable. We welcome a special body to provide health care in rural areas which is of great need"

# SAR union to hold mixed race debate

RDM  
10/3/81

134

### Pretoria Bureau

ONE of the largest and most conservative trade union umbrella organisations in South Africa will hold its first multiracial meeting in Johannesburg tomorrow

The meeting of the Federal Consultative Council of Railway Staff Associations will be opened by the general manager of the South African Railways, Dr Kobus Loubser

The federal council's constitution was amended last year to admit an Indian and two coloured staff associations.

Labour leaders said yesterday that the meeting would be an important milestone in South African labour affairs.

It was an acknowledgement of the irreversible trend in which blacks are moving deeper into semi-skilled and skilled work.

The chairman of the federal

council, Mr Jimmy Zurich, said it had realistically faced the situation that, as blacks were now doing responsible and skilled work in vital sectors of the Railways administration, their registered unions were entitled to affiliate to the council

He said there were now at least 22 000 blacks in semi-skilled jobs on the Railways once done only by whites

"This is not only because there is an acute shortage of skilled white workers, but because there are semi-skilled jobs on the railways which whites don't want to do"

He added that if blacks were not given the jobs, "they just would not get done"

Mr Zurich said the railways would have come to a halt if the sensible policy of using non-whites in formerly reserved jobs had not been adopted.

He stressed that the advance of blacks into more skilled work categories was done only after talks and agreements between the relevant unions and management

"So far it has worked without a hitch, and we don't see why it cannot continue to work in an economic climate where there are just not enough whites — nor ever will be"

The president of Tucsa (Trade Union Council of South Africa), Mr Andre Malherbe, said it was greatly welcomed that the federal council, representing one of the largest groups of workers in South Africa, had decided to open its doors to unions representing other groups on the railways

He said it was an important and significant move by a conservative umbrella body representing about 116 000 white workers in seven unions

(134) 3/6/134

## Unions fail on interim

### Wage rises

STAN 11/3/61  
Labour Reporter

Unions were unsuccessful in persuading employers that interim wage increases in the engineering and steel industry were necessary, the director of the Confederation of Metal and Building Unions, Mr Ben Nicholson, said today

As a result of yesterday's wage negotiations, artisans will receive minimum increases of 15 percent and the lowest skilled workers will receive increases of about 22 percent from May 1

However, cost of living increases this year will probably mean more wage demands, Mr Nicholson warned

He said that management were unwilling to consider "modest" interim wage increases which would help workers during inflationary times.

He stated that while the wage increases granted were helpful it was still necessary to restructure the wage agreement

He was also critical of minimum wage standards

# Union leader praises SAR labour policy

~~2/3/81~~ 13/81  
SIR  
12/3/81

By Drew Forrest

More than 20 000 coloured, Indian and African workers are now doing jobs on Railways that were formerly done by whites and more will be needed if standards of service are to be maintained, says Mr Jimmy Zurich, chairman of the Federal Consultative Council of the SAR & H Staff Association.

Last night Mr Zurich, who is also chairman of the Artisan Staff Association, told the council's

annual meeting in Johannesburg that the seven trade unions represented on the council were the most responsible in the country. Their approach, coupled with the dynamic leadership of the Railways management, had enabled the SAR to carry more goods last year than in any previous year with a smaller workforce.

The absorption of 20 000 coloured, Indian and African workers into the Railways workforce had been achieved without disturb-

ing or upsetting race-relations, he said. This was an example to the rest of the country.

Management would have to continue to consult the council about its labour policies, particularly when more than one personnel group was affected. And, to provide the service expected by commerce, industry and the public, greater use would have to be made of workers who were not white.

## UNPRECEDENTED

The growing prominence of such workers on the Railways was shown last night by the unprecedented presence of observers from three coloured and Indian staff associations.

Last November the council's constitution was amended to allow 'non-white' unions to affiliate to it. Because of this 'momentous decision,' Mr Zurich said, the way had been cleared for the coloured and Indian staff associations to become full members of the council.

"Should this happen it would make the council more representative — and this could only be in the interests of all Railway personnel," Mr Zurich said.

# Creating a pattern

FM 13/3/81

134

The SA subsidiary of the American multinational giant 3M was started in the Fifties by one man with one other staff member — his wife. Today the firm employs some 1 400 people, has an annual turnover of about R100m and markets a range of products from its well-known Scotch tape to highly sophisticated micro-film equipment.

But what is perhaps the remarkable thing about 3M SA is its elaborate and extensive training programmes for its workers.

All multinationals operating in SA are under intense pressure to upgrade conditions for their non-white staff (see leader). epitomised by the famous Sullivan

Principles 3M SA, with five factories nationwide producing about 50% of the company's 300 or so locally manufactured products, is no exception.

Its parent company, in St Paul, Minnesota, was one of the original 12 signatories in 1977, but 3M SA MD EC 'Woody' Woods insists that 'we were well on the way to developing these programmes before Reverend Sullivan came into prominence'.

Perhaps. At any rate, the company has long been non-discriminatory in its pay policies, Woods claims, with personnel manager Barney Bower checking monthly to ensure compliance.

The figures support his claim. Workers

are placed in job classifications having a corresponding wage scale and are paid according to their grades within that classification. In the group representing tool operators and junior clerical staff, for instance, 3M SA's 48 blacks earn an average of R457 a month, while that group's 43 whites earn an average of R416. Bower says that "this illustrates pay according to merit." The minimum salary for any worker is R240.

The company also has a works council, with 10 white and 10 non-white members elected by their peers. The racial breakdown reflects the make-up of the firm's 50% white, 50% black employees. The council can negotiate over wages and

not the white population but occurs in rural areas and number of 17 374 doctors in 41) only 482, or 2,8% (Hansard, overall figures estimate ratios contrasted to 1 40 000 doctors all doctors live in urban areas than a third of the population only service the needs of the doctors is a mirror of the can society. Indeed the vides a clear illustration of hat 'The availability of good he need of the population

existing organisation of South in Sciences Research Council pa (Financial Mail, 14 November id where professional advance- on must question whether the edicine among blacks and in supported. A simple increase er the law of inverse care, rate factor in approaching this offered the opportunity to candidates who would undertake ngst the black population for a .271-77). Such a plan if and practical step, not involving alter this current feature of .

1. poses certain not insuperable ggests that students prior to legal contract to work on gradu- ried time. Such a contract could riting those who had signed it from rgeographical areas, the contract total real cost of medical educa- in Africa toward the channelling of needed is found in the South ctors frequently are assigned to

Third, South African medicine is characterised in its organisation by having weakly developed ancillary services in many vital areas. The dental services in South Africa, for instance, have been described by the Minister of Health as being 'so inefficient, unbalanced and uncoordinated' that they fail to meet the needs of the country (Sunday Express, 24 March 1976). To take another illustration in the area of ancillary services, within the three African townships in Cape Town there is not one pharmacy for the use of the population and residents have to leave the townships to obtain drugs if clinics are not open. One need hardly quantify the obvious: the number of qualified dentists, pharmacists, ophthalmologists, or more importantly, the number of health visitors and health educators is severely limited, as is the number of institutions available, particularly to the Black population, to serve the needs of the mentally ill, the handicapped and the elderly. In short ancillary medical services, especially those available to the black population, are in chronically short supply, and are weakly developed.

The fourth, and probably the leading characteristic to be mentioned, typifying the social organisation of South African medicine is that it is dominated and controlled by whites and is deeply permeated by the structure of apartheid. Its own professionals are trained in different institutions according to their skin colour and paid differentially (although it would cost South Africa only R1,4 million pa to pay equally qualified doctors the same salary and R14,2 million pa to give equally qualified nurses the same pay (Hansard 1977, Col.579)). Similarly gross segregation runs throughout the bulk of medical facilities available to the population and thus inevitably many, if not most, of these facilities are not equal either in terms of their physical capacities, physical quality or in terms of the quality of care that they are able to offer.

There can be no other country in which the application of expensive facilities on an unequal basis on the grounds of colour is the norm. Most vitally though apartheid has meant that the majority of the population are shut out from any real part in the political decisions shaping South African medicine and cannot participate in the design of services, in decisions about the distribution of medical resources or in decisions about the development and future directions that medical services are to take. That a few blacks in some homelands can help decide about the

3 See Assen Jablensky 'Racism, Apartheid and Mental Health' *Koedoe Health* December 1977, 16-21, who gives figures to indicate such racial inequalities in the field of mental illness as the ratio of beds to population being 2,55 per 1 000 white and 0,76 per 1 000 black popula-

# Questioning the codes

Black labour unions play a role in SA far beyond that of negotiation with management

Their leaders and some of their members see them as a means of political expression and leverage. This makes life difficult for managers trying to meet union demands on a rational basis. Even chairmen of massive companies can't do away with the Group Areas Act.

Sometimes, therefore, management and black unions tend to talk past one another.

However, there is one surprising area of agreement. Both sides seem to feel, on balance, that codes — such as those of the EEC and Leon Sullivan — are losing relevance in SA.

Fred Sauls, general secretary of the National Motor Assembly Workers Union, puts it crisply: "Workers were not consulted and they do, therefore, not accept that the codes represent their interests. For workers, the only acceptable agree-

ment on employment practices is one negotiated between them and management."

Another labour observer says that managements have to "work at bringing about change — in their companies and in the broader context. It's not enough that they subscribe to statements of high-sounding principles. This, of course, calls for business to enter the political arena — an impractical approach.

The FM also learns that some companies among their foreign subsidiaries are questioning the relevance of the foreign codes in the light of recent developments in labour relations in SA — changes in labour legislation, the growing strength of black unions, and guidelines initiated by bodies such as the Federated Chamber of Industries and Barlow Rand.

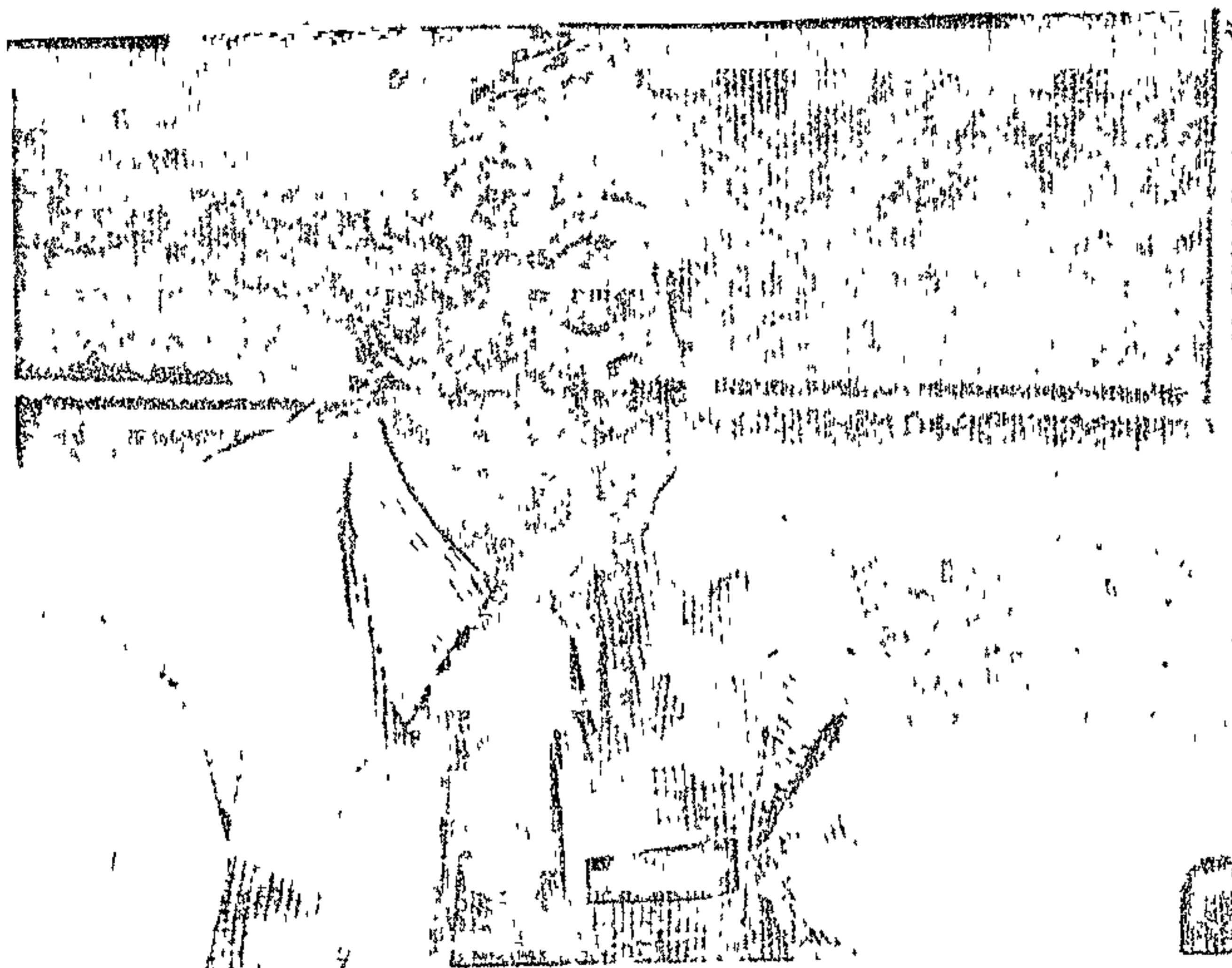
Indeed, some companies argue that they have "gone beyond" measures proposed by the codes, and that their usefulness on

the factory floor has been spent. "The codes are not much more than just plain and good management and it is essential in SA at present to move faster," says a spokesman for Chloride.

A spokesman for the FCI says that as far as peaceful labour relations are concerned, the codes are becoming a non-story. They do not, and cannot, deal with issues in detail. It's becoming more evident that this has to be done locally.

Adds Mike Rosholt, executive chairman of Barlow Rand: "We should be reaching the stage where foreign employment codes are replaced in SA by local codes. Certainly, Barlow Rand has its own which we believe goes further in certain crucial areas than either the Sullivan or EEC codes and which are specially tailored to our own requirements."

Labour observers support this view. "The codes are tame because they do not compel a company to do anything. A



Barlow's Rosholt . . . moving to close the gaps

signatory could live with a set of principles for 10 years and not do anything," says one. Furthermore, he feels companies in many instances have been "hiding behind" the codes in an effort to avoid implementing real changes.

A key issue here, however, is monitoring the codes. Neither the EEC countries nor Reverend Sullivan have successfully found ways of keeping tabs on subsidiaries. Both the EEC and Sullivan monitoring relies on annual company reports. Labour observers argue that this gives a picture that is remote from the shop floor.

After his visit to SA last year, Sullivan warned that he would set up an effective monitoring system and threaten disinvestment action against companies which do not come up to the mark. In addition to the presumption inherent in this approach,

it is, in any event, not practical.

Predictably, to date nothing has happened.

But black unions, too, need to be circumspect. The codes have been beneficial and could continue to be so, although at a lower key.

After all, certain multinationals in key industries have been labelled "pace-setters" in the development of a "progressive" industrial relations structure in SA — among them Ford, Siemens, 3M and Chloride.

Professor Willie Bondix, industrial relations lecturer at the University of Stellenbosch, says: "The codes do serve a purpose in that they set precedents for companies. In the long term, if subsidiaries are signatories to the codes, they will have to answer for their action, or lack of

action."

In a recent study conducted by the University of the Western Cape's Institute for Social Development it was found that overseas companies in the Cape had made many more steps towards change than the SA firms surveyed, in terms of pay scales, benefit coverage, training programmes and general company policies.

It found that the SA companies paid lower wages than overseas companies, while the latter offered, on average, longer leave and higher bonus pay than their SA counterparts, as well as a greater number of fringe benefits.

The survey did not name the companies and it is open to question whether the findings are applicable to all companies in SA. For example, Barlow Rand has implemented a programme to close wage gaps and radically improve the employment conditions of its 200 000 employees.

Of course, it is not always easy for local companies employing vast and unskilled work forces to move rapidly towards the standards of the codes. To do so would push up unit costs and ultimately could prejudice job opportunities.

It is much easier for foreign companies employing only 5%-8% of the total work force to make these adjustments rapidly. US companies, for instance, employ only between 50 000 and 70 000 blacks.

There is reluctance among some firms to recognise unions, particularly those that have not joined the official bargaining system through registration under the Industrial Conciliation Act. Of course, there are always the intransigent and the restrictions in labour mobility play short-term into their hands.

Regrettably, some companies in areas like the Eastern Cape can obtain very easily large supplies of labour. To them, attempts at creating a settled and happy workforce appear unnecessary. Only time will prove the opposite.

DOM 14/3/81  
**Electrical  
workers  
pay hike**

Own Correspondent

CAPE TOWN — Electrical workers in the Cape have been awarded a 30% pay rise following mediation of a dispute with employers

The regional chairman of the Electrical Contractors Association, Mr Ralf Pinto, said the agreement reached with the employees' SA Electrical Workers' Association would come into effect as soon as it could be gazetted. It would take about six weeks.

A new category of labour has also been introduced in terms of the agreement intended to cut the cost of electrical work on housing schemes by allowing "systems installers" to do work previously done by more qualified electricians.

# Anger over

# new shifts in gold mines

By Drew Forrest

The simmering dissatisfaction of white workers over the introduction of new shift systems on many mines is threatening to disrupt industrial peace in the gold mining industry.

The situation has become so serious that the Federation of Mining Unions has requested an urgent meeting with the Chamber of Mines, the federation's chairman, Mr Ben Nicholson, said yesterday.

Six trade unions are affiliated to the federation, representing more than 10 000 white engineering workers employed in mining.

The trouble was sparked a fortnight ago after an agreement between the Chamber of Mines and the federation over working hours. The agreement reduced the number of hours worked by most mine artisans from 96 to 92 for an 11-shift fortnight.

But the agreement soured almost at once, with the unionists accusing mine managements of "manipulating" shift systems without consulting workers.

A major bone of contention has been attempts by some managements to turn Saturday's current half-shifts into full seven-hour shifts, Mr Nicholson said.

The matter was currently being pursued through the grievance procedures on individual goldmines. But because of the unrest throughout the industry, the federation had decided at a meeting yesterday to "draw the attention of the chamber to the seriousness of the situation."

Failing all else, Mr Nicholson said, the federation would recommend to union members "certain forms of action which could be embarrassing for the mining industry."

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TABLE 14

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On eight of the 13 farms,  $r > 0,5$  and on two  $r > 0,7$ .

\* includes one unknown.

n	$\bar{x}$	$\bar{y}$	$r_{xy}$
6	26,33	15,70	0,87
6	35,50	12,32	0,31
5	38,40	10,22	-0,07
5	43,00	16,66	0,61
7	40,36	18,95	0,57



# Film extras get their union rolling

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By Tony Davis  
Labour Reporter

A new union — the Union of Film Extras — was formed last night in Johannesburg

Mr Brian Steafel, general secretary for the UFE, said the union represented film and television actors who played in short or walk-on roles as well as stuntmen and models involved in film advertising

He said the union, which is non-racial, was well supported.

Mr Steafel stated the UFE would apply for registration with the Department of Manpower Utilisation after an obligatory three month waiting period.

Mr Dennis McInerney was elected president of the UFE.

REINALD HOFMEYR

# Logical negotiations



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FM 20/3/81

Last week Barlow Rand updated its labour guidelines and broke new ground for SA employers in its progressive approach to industrial relations. The FM talks to Reinald Hofmeyr, executive director of Barlow Rand responsible for personnel and industrial relations.

**FM: Why did Barlow Rand decide that managements should speak to representative unions, irrespective of registration (considering many employers and government still strongly oppose unions outside the legal structure)?**

Hofmeyr: We felt that registration should be voluntary. Once we had accepted this we were halfway there and had to accept that representation was the key. It should be entirely up to employees how they want to be represented — whether through a union, liaison committee or works committee. Once that has been indicated it is only logical to negotiate with that body. This is not an employer's decision. He can express preferences but cannot impose a decision.

**What role do you envisage industrial councils playing considering the current proliferation of recognition agreements with unregistered unions?**

What I am about to say will be considered by many employers as heresy. Although I believe that much can be said for negotiating issues such as wage agreements at industry level, employers will have to live with plant level bargaining as well. I think the fear that there will be 'leap frogging' if unions negotiate independently with employers is unfounded. Employers need not bend to pressure arising from other agreements in the same industry if they feel the agreement they have reached is an equitable one. We at Barlow Rand are slowly coming round to the point of view that plant level bargaining is also of vital importance. **Do you think industrial councils are an efficient means of resolving industrial**



disputes?"

Yes, but a speedier process must be found.

**Do you foresee registration being made, in your words, "simple, voluntary and attractive" in the near future?**

I think it will continue to be voluntary as it is now. But government needs to go further. The registration of unions should be equivalent to that of companies which have to show acceptable articles of association as laid down in the Companies Act. The criteria that government should ask for should be objectives of the union, categories of workers the union will represent, how funds will be controlled and procedures for the election and expulsion of office-bearers. What particularly disturbs me is that the Registrar can use race as an important criterion.

**What stand will Barlow Rand take should government introduce restrictive legislation to curb unregistered unions?**

The company would be bitterly opposed to any such move but I cannot see how government can outlaw unions.

If unions are representative companies will still enter into 'good faith' agreements no matter what government's stand might be.

**What measures is Barlow Rand taking to ensure its subsidiaries implement the company's employment code?**

Managements have to give account of their progress in a questionnaire and in a face to face exchange with the chairman, Mike Rosholt, other board members and executives from other divisions. The questionnaire is merely a working paper. Most important though is the interchange between managers and the board which can question any aspect of the report. Mr Rosholt does not hesitate to say if he feels progress towards fulfilling commitments is not sufficiently rapid.

**Do you think black unions are an outlet for the aspirations of disenfranchised blacks?**

I feel that the two major federations, the Federation of SA Trade Unions (Fosatu) and the Council of Unions of SA (Cusa) are concerned almost exclusively with improving conditions at the workplace. I feel the non-aligned unions such as the Western Province General Workers Union, the African Food and Canning Workers Union, and the South African Allied Workers Union (Saawu) would certainly go beyond this. But this is predictable since unionists see unions as the only means of applying leverage in a society where they have no other outlet.

**Should managements get into the business of, not being partners to, but challenging government on social issues?**

Certainly management should challenge government on any issues which affect its business, productivity and its people. I am not quite sure where one ought to draw the line. Certainly approaches should be made on issues such as education, training, housing, and aspects of industrial legislation.

# Settlement of miners' dispute shifts likely

By Drew Forrest

Prospects for a settlement of the dispute over new shift times for white artisans in the mining industry brightened yesterday after a meeting between the Federation of Mining Unions and the Chamber of Mines.

Leaders of the six unions affiliated to the FMU had made "good progress" towards persuading the chamber of the need for consultation with workers over changes, said the federation's chairman, Mr Ben Nicholson.

Yesterday's meeting was requested by the FMU to draw the chamber's attention to the mounting unrest among white engineering workers employed mainly on the gold mines.

The dispute was sparked three weeks ago after an agreement between the unions and the chamber

which provided for a reduced working week. The subsequent reorganisation of shift times prompted an outcry from the unionists, who claimed mine managements were "manipulating" hours without consulting workers.

A major flash-point, according to unionists, has been attempts by managements to extend the current Saturday half-shift into the afternoon.

Some mine managements have also been called on to consult workers on the implementation of an "additional" bonus scheme, offered by the chamber as an incentive to accept the new 11 shift fortnight.

The unions' proposals would now be forwarded to the Gold Producers' and Collieries' Committees — the supreme executive bodies for both sections of the mining industry — Mr Nicholson said.

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# Union leaders sceptical about new labour Bill

By Tony Davis,  
Labour Reporter

Trade union leaders are sceptical about proposed amendments to the Industrial Conciliation Act in today's Government Gazette.

The provisions of the draft Bill were announced last night by the Minister of Manpower Utilisation, Mr Fanie Botha

Major amendments include

● Regulation of political activities by trade unions

● Acceptance of the principle of trade union autonomy, allowing unions to manage their own affairs and financing, and to determine who may be admitted to the union

● Repeal of provisions which differentiate on the basis of sex

● Regulation of the compulsory deduction of trade union membership fees

Mr Ike van der Watt, general secretary of the Boilermakers' Society which is a Trade Union Council (Tucsa) affiliate,

said it was important that the amendments effect some change to the process of registration

He felt that the draft Bill largely affected the constitutional part of the act and not provisions of registration

## AFFILIATIONS

The general secretary of the South African Allied Workers' Union (Saawu), Mr Sam Kikine, said he questioned the amendment about "autonomy" for trade unions when provisions were also made for restricting political affiliations

"Many unions have members who do have political affiliations," he said "Must they now drop these ties?"

The general secretary of the Federation of South African Trade Unions (Fosatu), Mr Alec Erwin, said the problem still remained of a racial union blocking a multiacial union from receiving registration

Mr M Khumalo, the president of the Black Allied Workers' Union, said in Natal today that Bawu would probably make representations to the Minister on the amendments

the mortality, and make suggestions for improvements in living and working conditions of African miners. (149) This Committee of Doctors led to the informal inauguration of the Mine Medical Doctors in 1904 under the auspices of the Chamber of Mines, and in 1921 it was formally instituted as the Mine Medical Officers Association whose members provided part-time and full-time medical care for black miners. (150)

Although the Department of Mines and the Chamber of Mines adopted the recommendations of the Committee of Doctors and the Coloured Labourers Compound Commission, individual mining houses were not receptive to many of them on the grounds of 'great expense'. (151) One mining house director was alleged to have complained that these suggestions would lead to 'pampering Africans' who had 'too much already'. (152) This led the Lieutenant Governor to introduce the Coloured Labourers Health Draft Ordinance in September 1905 which, when passed, enabled the Lieutenant Governor to enact regulations for the improvement of the health of

RDM 1/4/81  
 No curbs  
 on trade  
 unions,  
 says FCI

By STEVEN FRIEDMAN  
 Labour Reporter

THE Federated Chamber of Industries, which represents organised industry throughout the country, says curbs should not be imposed on unregistered trade unions unless the Government's union registration procedure is changed.

The FCI said this yesterday in a statement on the Industrial Conciliation Amendment Bill, which imposes tough new clamps on unregistered unions, removes all references to race, abolishes sex discrimination and scraps the controversial committee system of bargaining.

The statement follows a meeting of the FCI's executive council in Pretoria.

However, the FCI welcomed most aspects of the new Bill and said it contained "many positive elements".

Yesterday's statement said the FCI will make representations to the authorities to amend some of the provisions of the Bill but added that it nevertheless "accepts its pragmatic approach which is in line with the flexible FCI guidelines for industrial relations".

The FCI said it would give evidence to the authorities on the need to make "a more effective distinction" between "registration for the purpose of notifying the authorities of (unions) establishment and to determine the scope of bargaining of that union".

POLITICAL comment in this issue by Alistair Sparks Benjamin Pogrand Lin Menga news bills by Peter Bunkell headlines and sub-editing by Chris Smith cartoons by Bob Connolly all of 171 Main Street Johannesburg

negligent in case... owners objected to the Coloured Labourers Ordinance on the grounds that it was a 'dodge' to introduce 'contentious legislation' which would bypass the Legislative Assembly, especially regarding the housing and feeding of Africans; and they also believed that inspection would undermine the authority of the mine managers. (155)

The Witwatersrand Native Labour Association (the WNLA), established in 1900, had obtained monopolistic recruiting rights for Africans in South African territories, Portuguese East Africa and British Central Africa, and took steps to introduce founder medical examinations at its border depots and its central depot in Johannesburg. It also provided Africans with waiting stations at intervals of a day's march, and provided the recruits with food, clothing and blankets. (156) Despite these innovations, and improvements to the compounds and hospitals - the latter, which were really 'appendages' to the compounds, and which in 1905 were described by a medical doctor, F.C. Sutherland, as 'models of what such places should be' (157) the disease mortality figures, especially of 'tropical'

Africans, namely those who came from Africa North of latitude 22° South, were still a cause for considerable concern. (158)

A breakdown of the disease mortality rates shows that throughout the entire period under discussion, pneumonia, even after recruiting was prohibited in 1914 from Africa north of latitude 22° South, leading to a drop in its mortality rate, was 'still the most formidable disease'. (159) The Committee of Doctors found that in the latter half of 1903 63 per cent of the total mortality could be ascribed to pneumonia, phthisis (meaning pulmonary tuberculosis) and other diseases. (160) Pneumonia, the 'most deadly' disease, contributed 32 per cent of the entire death rate. (161) Next in order of importance was tuberculosis which was found to be prevalent in the compounds and was a considerable 'factor in the death rate.' From July to December 1907 pneumonia had the highest prevalence rate of any disease (49.43 per thousand per annum) while its mortality rate

increased from 1914-1915-1916 to 19,98, 30,66 and 36,83 respectively, despite the fact that it was a punishable offence for management to employ a person suffering from tuberculosis underground. As in 1903 and 1910, the death rate from pulmonary tuberculosis was still lower than that of lobar pneumonia, but the causes of both were still attributed to poor and overcrowded sleeping quarters in the compounds and to the fact that underground work increased miners' susceptibility to the disease. No longer was it attributed to the absence of change houses because the Mines and Works Regulations of 1911 had stipulated the construction of shelters - change houses were for whites - at the head of shafts, and some were built with temperatures at 10° F higher than outside temperatures. This was to prevent black miners catching chills when emerging from the hot and humid deep-level underground conditions. (165)

From 1916 to 1928 the incidence and prevalence of simple pulmonary tuberculosis dropped. (166) This may have been because of the introduction

# Actors reject open union

By KAIZER NGWENYA

THE SOUTH African Theatre Union (Saftu) has been granted permission to become non-racial but many black artists and promoters are not interested.

A spokesman for the union said yesterday in Johannesburg that the Minister of Manpower Utilisation, Mr S P Botha, had granted the union permission to change its constitution and this meant the body would soon become non-racial.

A recent referendum of the present membership showed overwhelming support for the concept of Saftu being non-racial, the spokesman said.

Soweto playwright Sam Mhangwani reacted strongly. "We don't want to be used under the cloak of non-racialism. Let them start a new body altogether with new office-bearers."

Actor James Mthoba said he is not interested in Saftu even if the union can offer him the post of chairman.

"The union wants blacks to join for the white man's gain. No, these people want to use us to gain recognition overseas," he said.

Actor/playwright Sam Williams said Saftu had done a good thing by opening its door to all artists. "I am going to join the union. I feel black artists need a union like Saftu. We have battled for a long time to get our own union and failed," he said.

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# Unionists welcome US stand on ILO

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## Labour Reporter

The United States proposal to have South Africa readmitted to the International Labour Organisation (ILO) has been welcomed here by trade union leaders.

South Africa left the ILO in Geneva in 1964 before a possible vote of expulsion could be passed.

Last week the United States' ambassador to United Nations organisations in Geneva asked the ILO to readmit South Africa.

Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa (Tuca) who has attended ILO sessions annually for 15 years as an observer, said South Africa's readmission would be a "positive step".

## MISTAKE

"The ILO certainly cannot influence changes in South Africa if it doesn't allow us to participate," Mr Grobbelaar said.

"At the time South Africa withdrew from the ILO it was a mistake for the Government to do this. It was also a mistake for the ILO to allow the situation to develop to that stage."

Mr Grobbelaar said that South Africa's participation would allow for a more balanced perspective on the country's labour affairs.

Mr J R Benadé, general secretary of the Federal Consultative Council for Railway Staff Associations, said the proposal to readmit South Africa was an encouraging one.

## OPPOSITION

Mr Benadé, who has also been an observer at the ILO in recent years, said he was appointed by his council to attend ILO sessions over the next three years with the aim of establishing more contacts there.

"We also have the ultimate view of having South Africa readmitted and this new proposal certainly gives the issue a new perspective," he said.

"However, we should be concerned that this could increase opposition to South Africa in the ILO," Mr Benadé warned.

The United States' Geneva ambassador, Mr Gerald Helman, asked the ILO to readmit South Africa because it would then be able to encourage an equal role for black labour in the trade union movement and further "undermine the system of apartheid"

Our Pretoria Bureau reports that senior officials in the Department of Manpower Utilisation said if the invitation of readmission was made it would have to be considered at the highest Government level



## UNIONS 1

# Fear of control

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FM 10/4/81

Close scrutiny of the Industrial Conciliation Act Amendment Bill published by government two weeks ago discloses even more strenuous controls on unions than was first believed (*Current Affairs* April 2). These controls relate to registered unions and their implementation threatens to undermine government's attempts to draw all unions into its industrial relations system.

The provisions deal with the deregistration of unions and give new powers to the Industrial Registrar. Deregistration powers have always been vested in the Registrar but the Bill goes further by making it possible for him to wind up the affairs of a trade union once he has decided on its deregistration.

Previous interpretations of the Bill were that deregistration would merely cost a union its official bargaining status without threatening its existence. But the Bill in fact stipulates that a union be closed down on losing its registered status.

Says one labour observer: 'The whole purpose of labour reform will be defeated if the controls have the effect of scaring off unions. The Bill is just another example of expansion of the discretionary authority of bureaucrats outside the scope of legal control.'

Labour observers say the provisions might force unions across the board to reconsider their registration status as it would be safer for them to work outside the official bargaining system. They also point out that the controls will frighten away any unions that might have considered registration.

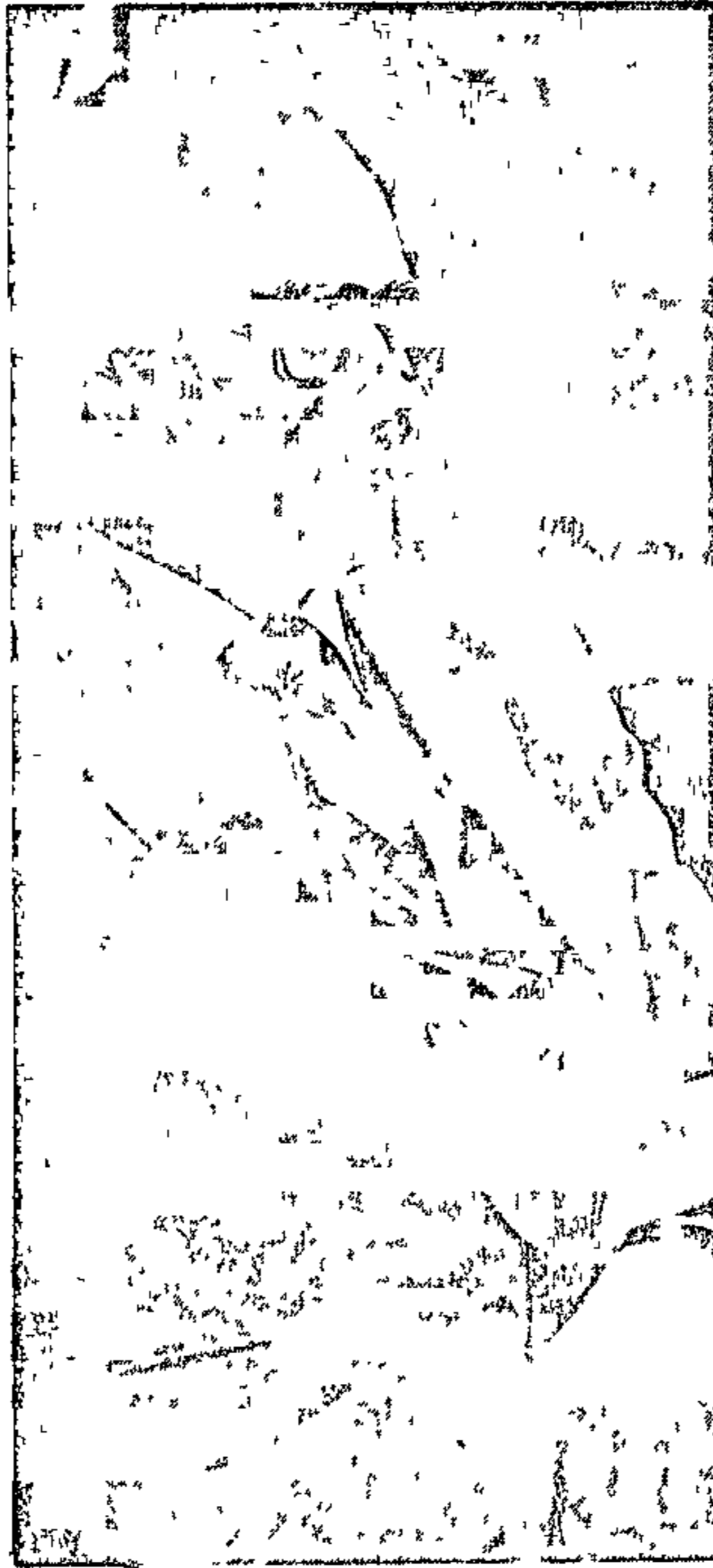
### Suicidal

Says Fred Ferreira, Ford's industrial relations manager: 'If the interpretation is correct, the added controls sound illogical. On the one hand, government is trying to entice unions to register and on the other, it is threatening those that register with tougher controls. What union would elect for registration if its affairs could be wound up at the discretion of government?'

Already the Federation of SA Trade Unions (Fosatu) has hinted that it will be forced to reconsider registration if the Bill is passed. Spokesmen for unregistered unions have said the new controls would make it 'suicidal' for them to apply for registration.

Trade unionists fear that the Registrar's new powers could be misused as the Bill does not provide for appeal. Says one:

I would go along with the provision



**Ford's Ferreira... 'added controls are illogical'**

providing there was a form of appeal to higher authority. I would like to see this as a balance check. Without this, the consequences could be frightening.

Unionists have expressed particular concern about vague wording in the Bill. The Registrar is given the power to cancel the registration of a trade union, employers' organisation or federation if he believes the organisation has failed to observe any provision of the constitution or has acted unlawfully.

He may also take this step if he feels the union has acted in a manner which is unreasonable in relation to the members and which has caused serious dissatisfaction among a substantial number of its members.

Argues one unionist: 'This is wide open to misinterpretation and could sound the death knell for any unions government wants to stamp out.'

The Department of Manpower Utilisation has made it clear that it will consider

all representations on the draft legislation. A spokesman said all interested parties should make representations suggesting changes. There are two weeks left for comments to be filed.



With all this extra work it would probably be that or two members of each committee would have to be paid a stipend, so that they could regard their duties as a full time occupation. The full expense that this would entail, would be far offset by the ability of the health services to cover the ground, which they cannot possibly hope to do under the present circumstances.

Improvement could be made to the technology as well as the organization of case finding. The state of the microscope at St. Lucy's has already been mentioned, and this may have been remedied by now, but the point is important. The most efficient method of screening for open infectious cases of tuberculosis is by microscopy, and investment in a good microscope is vital in a department that ought to be screening large numbers of specimens, each week. The same applies to fluorescent microscopy, which is a simple and accurate method for the rapid screening of sputum for the tubercle bacillus.

The question of compliance is too complicated for detailed discussion in this paper. Two general comments are however worth making. It is essential to tackle the problem of compliance in the locations, the Transkei does not have the resources to treat all the tuberculosis in hospital, and unless the patients comply no programme will meet with any success. More than this all that is known or common sense about compliance suggests that it is likely to reflect the closeness of the trust of patient for doctor and nurse. The closer the bond and the more sympathetic the relationship, the greater the compliance is likely

Compliance at Ilshigo was clearly very poor even though the location was close to the hospital and had received much attention, where by way of health education. James' report that the best solution was to treat all patients for as long as possible in hospital (Transkei, 1971), but this may be unrealistic. The prevalence of the disease is so great that it would be impossible to treat all those with active disease in hospital. It is besides far from certain that all those in hospital (especially those in the poorly staffed tuberculosis wards) take their treatment. At St. Lucy's Hospital the pigs that fed on the swill from the T.B. wards became ill from the high concentration of anti-tuberculous medication thrown away by the patients when the nursing staff were not looking.

Conclusions and Recommendations

As a cause of both mortality and mortality tuberculosis would appear to far exceed all other pathology in the Transkei. The results of the SAMPC Tuberculosis Research Unit are consistent with the finding of a high prevalence of tuberculosis in Transkei. Fearful of a repeat of the disease shows no indication of abating (Kleber, and de Ville de Goyet, 1971), consideration should be given to diverting more resources to meet this formidable problem.

The elimination of infection which predispose to infection is the proper

# Film extras must be paid more — UFE

**BLACK film extras are not treated as artists which they are but as necessary evils, said Denis McInerney, chairman of the Union of Film Extras (UFE).**

"The union views with extreme displeasure the unethical methods many agents have adopted to extract monies from photographic models, stuntmen, film and TV extras and associated small part actors. It is Ufe's intention to reveal these, and other practises at a meeting of protest to be held at the Johannesburg Public Library on Wednesday night (April 15)" he added

"The union", he said "was formed last month to look after the interests of stuntmen, extras, photographic models and small part actors"

He said the union want black artists and photographic models to join and a provision has been made for blacks to sit on the executive

"In an inaugural meeting held recently I made it clear to the members of Ufe that as long as I am the chairman of the union there will be no discrimination between black and white artists I intend to stick to this policy of mine", he said

Mr McInerney said Ufe is looking for an agent who will agree to operate to the standards laid down by the union He insisted that there is no truth in the allegation that production companies refuse to engage artists who are members of a union

What will the Union of Film Extras do for black photographic models, stuntmen, film and TV extras and associated small part actors?

"It will work towards improving their fee and general working conditions Ufe will also establish overtime pay for "shoots" on Saturdays and Sundays, initiate a clothing and travel allowance, insists on a cancellation fee and ensure a minimum of delay in payments."

The union wants to create a sliding scale of payment for individual "on camera" action or speech It will encourage its members to exercise their potential in playing small parts and negotiate a higher fee for those parts", he explained

The Ufe meeting will start at 8 pm and is open to persons of all races who have worked for a minimum of 3 days in front of a camera and who are

treatment. If the children who run the highest risk of succumbing to a tuberculous infection are to be helped by vaccination, the campaign must be decentralised. Vaccination must be given to all neonates, and again at six months of age when the immune system is more mature, if the PPD test is negative. Repeat PPD testing and, if necessary, revaccination should be carried out at school age.

Case finding could be improved in two ways. The machinery for case finding must be decentralised, if the case gradient (Figure 6) is to be improved, each location must have its own organisation for case finding. Local Transkei Anti-Tuberculosis Association (LATA) committees already exist in some of the locations, and further use should be made of these committees. These already act as 'finder groups' and perform simple tasks such as keeping the register of infected persons and issuing drugs. They could also collect sputum from those with a productive cough, give PPD tests and administer BCG vaccination to infants born on the location, and take medicines to those who default.

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# Union men get pioneer course in negotiating

STAR 28/4/81

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By Ann Crotty

Cape Town University's Graduate School of Business is to pioneer training courses for trade union officials involved in negotiation with management.

The course, which is to be instituted by Professor John Simpson, director of the GSB, and the Western Province Area division of the Trade Union Council of South Africa, represents a breakthrough in overcoming the problems which unions face in the negotiating process.

## DIALOGUE

The course will be held later this year and will probably cover finance, management accounting, marketing, business law and so on.

Professor Simpson said that it was generally agreed that meaningful dialogue should take place between unions and management. For this to happen both parties

should be able to talk with knowledge and understanding of the other's situation.

## NEGOTIATIONS

He said he believed that union personnel would be in a better position to negotiate on behalf of their members if their knowledge of business practice and their awareness of management philosophy were improved.

"In our view," he added, "if union representatives are at a disadvantage in this regard, it can only count against the union's chances of success and of course when negotiations break down, confrontation inevitably takes place.

"It is essential that unions should be knowledgeable and that they work from strength when discussing pertinent issues with management."

## MANAGEMENT

Professor Simpson said he also believed that management in South Africa could learn a great deal more about the trade union movement.

For that reason MBA courses and various executive programmes included extensive training in industrial relations.

It was essential that the business school contributed towards effective means of doing business in South Africa in such a way that all of society benefited.

# New model for SA?

The growing power of trade unions in SA is forcing managements to rethink their policies on industrial relations

SA was not alone in being unprepared to handle labour issues when they first arose in the Seventies. In an article, "Overhauling America's Business Management," in the *New York Times* (NYT) earlier this year, it is claimed that the US corporate management styles that were effective during the earlier rapid-growth decades, are no longer working so well.

As American critics put it, managers need to come down from "the Olympian detachment of the 50th floor" — to ground level understanding of production.

The great American economic dream, which was so firmly linked to short and medium term financial gratification, failed to focus on the role of workers. The western premise amounts to what is good for the boss is good for the company and, hopefully, good for the rest of the employees. In direct contrast, the Japan traditionally place the good of the country before the good of individual companies.

The Japanese idea that what's good for labour is good for the country is upheld by an article by Peter Drucker in a recent issue of the *Harvard Business Review*. In "Behind Japan's Success defining rules for managing in a pluralist society," he claims that two-fifths of Japanese voters support Marxist or anti-business parties and candidates.

This fact, it is claimed, forces business leaders to define what the real issues are. And, because of the interlinking network between government, business and

labour, the issues centre around people — the people who work, vote and populate the country.

The West by contrast, in a bid by individual companies and concerns to maximise on short-term gains, loses out when it comes to a long-term hope for consensus between the public and private sectors and between, labour and management.

SA, it would appear, is approaching the point where the public and private sectors are moving toward a common policy of stabilising a middle class, across racial divisions. However, there is still the labour/management split in industry that subjects SA productivity to serious threats and will continue to do so until certain basic economic and social issues are dealt with.

An Assocom spokesman raises a question that has been posed by several people: "Why should the workers increase productivity unless they understand there's something in it for them?"

In Japan this is very much the case. The Sony company, which the NYT uses in its example, has a democratic system of bonuses that includes everyone, from production workers to top management. "Everyone shares the prosperity in the good years and shares the grief in bad ones."

FCI's economist, Arthur Hammond-Tooke, points out that in the US there has been a complete revision of thinking about how to get society — particularly the business society — to operate towards national goals. This is the well-established Japanese line.

"The difficulty is that the whole philosophical line in the US tends to operate against trade unionism, which is seen as socialist big-government feather-bedding," notes Hammond-Tooke.

He says there is an ambivalence when it comes to management-worker relations. "The general philosophy of American management is that organised labour is something that should be avoided dramatically."

However, he notes, the American multinationals operating in SA seem to apply policies here much more in keeping with the model of management/labour partnerships, and are leading in the field.

"But," he notes, "you should not have to have bad times — such as underpayment, strikes, boycotts and riots — before there can be agreement between management and labour."

Management in SA is seen as suddenly awakening to the fact that it has the choice between progress through co-operation or industrial chaos through confrontation.

Warns Hammond-Tooke: "SA is now on the knife-edge and it could go either way."

Assocom's spokesman feels that in the western pattern, SA businesses at non-management levels, do not have the same sort of reverence for order and orderliness as in Japan.

"The Japanese have taken the old traditional way of life and transplanted the methods of work into industrial companies. Everyone has a say to some extent and you don't get dictator-type situations," he says.

And, as Professor John Simpson, director of UCT's Graduate School of Business notes: "In SA, personalities are usually stamped on companies by the hierarchy."

Which model is more viable for SA — the traditional and much admired US version — as the adherents of the Boston and California business schools would like to believe — or the Japanese system of paternalistic worker protection? This they claim, minimises the role and the need for unions.

Simpson is quite clear: "I'm not too keen on fashions. Whatever is right for the situation is the thing to do."

Academics and management agree that SA faces a really important issue in labour relations. SA management, therefore, would do well to take heed of warnings of US failures in this area. And, especially so if it sticks to the previously successful US model which also served the Japanese several decades back. In those days, a BA meant "Been to America."



SA workers . . . will agreement come before or after riots?

# Union reforms surge ahead

134  
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STAR  
2/5/81

## Labour Reporters

The South African Railways Artisan Staff Association is to become multiracial.

It was decided yesterday at its 50th annual congress to admit black apprentices, to press for new wage increases and not to go ahead with a one-day strike protesting the cost of living.

According to the president of the association Mr Jimmy Zurich, this was a result of economic forces and black apprentices would receive the same wages as their white counterparts, probably before September.

White coal and gold miners are to receive a 13.9 percent wage increase effective from this month.

This was announced yesterday by the Council of Mining Unions and the Chamber of Mines and will affect about 20 000 white workers.

Black mine workers will get increases in July. They are expected to be higher than those of whites to close the wage gap.

The all-white South African Confederation of Labour (Sacla) has removed the "dissolution clause" from its constitution. This clause required the confederation to disband if its membership fell below the 10 000 mark.

Only all-white unions may be affiliated to Sacla, and the body has been steadily undermined by the defection of affiliated unions who opened their ranks to other races.

The Black Allied Workers' Union (Bawu) has announced its intention to launch a teachers' union.

Three bank unions representing bank officials have agreed to amalgamate.

The SA Society of Bank Officials (Sasbo), the SA bank Employees' Union (Sabeu) and the National Union of Bank Employees (Nubesa), representing white, black and coloured officials respectively, are amalgamating under Sasbo.

# Workers 'exploited' claims Oliphant

NATAL MERCURY

5/5/81

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## Mercury Reporter

DOMESTIC workers are the most exploited worker group in South Africa and have no labour legislation protecting them, said Mr Matthews Oliphant, the general secretary of the newly formed National Domestic Workers Union.

He was speaking to hundreds of domestic workers at a meeting held at the University of Natal in Durban yesterday.

'Domestic workers are not protected under the Unemployment Act or the

Workmen's Compensation Act; they are not entitled to sick leave, medical aid, pension schemes and some earn as little as R'0 per month. We are no longer prepared to sit back and watch our people being ruthlessly exploited,' he said.

In order to make workers aware of the union's activities and aims, its committee has organised action groups and regular discussions which took place in the townships or hostels.

The social and political foundations of this country are based on the policy of apartheid and this has led to intense competition between the race groups with blacks always being the losers', he said.

Tracing the history of labour legislation regarding African workers in South Africa, Mr Oliphant concluded that no provision had been made for domestic workers.

He said the time was past for talking and workers wanted action.

# Govt warned on growth rate

By GERALD REILLY  
Pretoria Bureau

LABOUR leaders fear the Minister of Finance, Mr Owen Horwood, may lose control of his "inflation busting plans" and dump the country into recession.

Over-reaction to the problem, they warned, could seriously aggravate an already acute unemployment problem among blacks.

They realised that counter action had to be strong to be effective, and some of the measures would hurt. But if the growth rate was allowed to fall too steeply many problems would be thrown up, they said.

They were commenting on the Reserve Bank's announcement earlier this week that bank rates was to be raised by 1½% to 9½%.

The chairman of the Federal Consultative Council of Railway Staff Associations, Mr Jimmy Zurich, said the growth rate should not be allowed to drop significantly below 5%.

If it dropped below this level the number of workless blacks would inevitably increase and this would create other serious problems.

Should control be lost, should too much money be siphoned from the economy, and should money become too expensive, South Africa could find itself back in recession, he said.

Labour leaders would unanimously accept the need to slow inflation. However, they were equally conscious of the dangers should the tactics be too ham-handed, Mr Zurich said.

The president of the Garment's Workers Union of South Africa, Mrs Anna Scheepers, said: "We are just beginning to emerge from a serious bout of unemployment. If they go too far with their curbs the employment benefits of the boom will be lost."

A whole series of new two and three-year wage agreements would be negotiated during the next 12 months. Workers who had missed out during the two-year boom could miss out again if curbs reduced the growth rate to too low a level.

She said it was not certain that the curbs would lower the inflation rate.

The provision of work not only for those still unemployed — and there were hundreds and thousands of them — but also for new workers was vital for socio-political as





# Labour leaders

## warn on growth rate

RDM 9/5/81

(134) (199)

Pretoria Bureau

LABOUR leaders fear that the Minister of Finance may turn the anti-inflation screw too tightly and dump the country back into recession

Over-reaction to the problem, they warned, could seriously aggravate an already acute unemployment problem among blacks

They realised that counter-action had to be strong to be effective, and that some of the measures would hurt. But if the growth rate was allowed to fall too steeply a whole variety of problems would be thrown up, they said

They were commenting on the Reserve Bank announcement earlier this week that the bank rate was to be raised by 1½% to 9½% and that a major aim of the Budget in August will be to drain further excess liquidity from the economy

The chairman of the Federal Consultative Council of Railway Staff Associations, Mr Jimmy Zurich, said the growth rate should not be allowed to drop significantly below 5%

If it dropped below this level, the numbers of workless blacks would inevitably increase and this would create other serious problems affecting stability

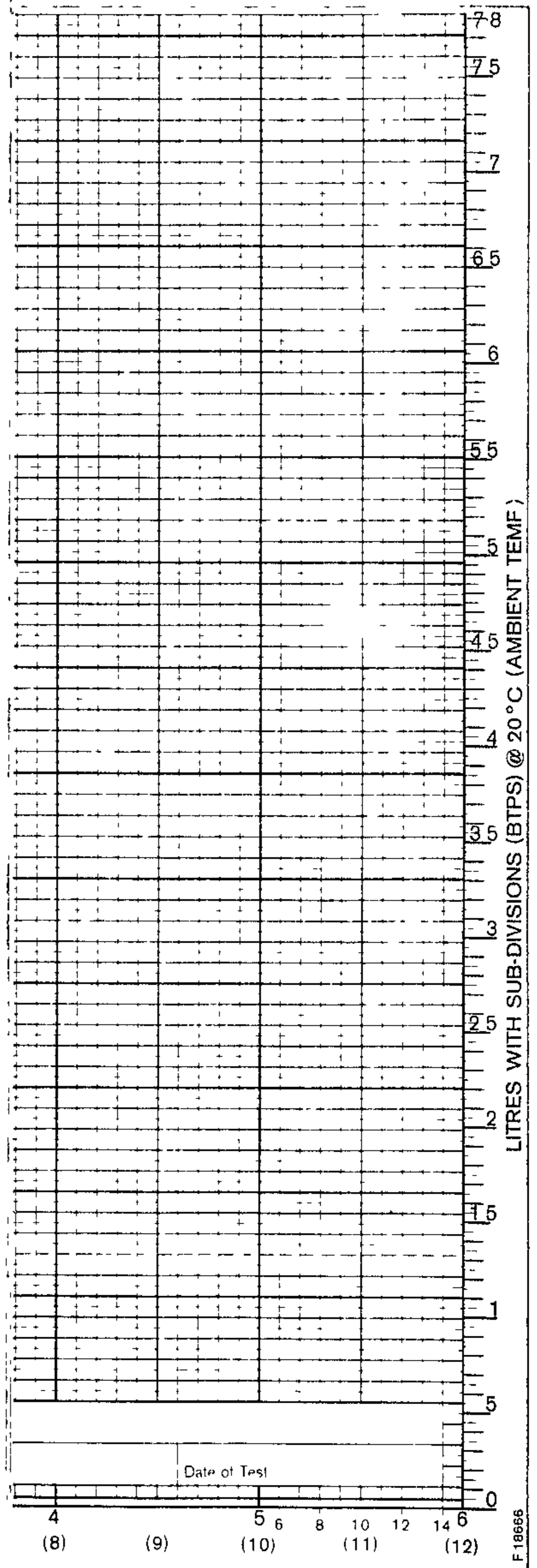
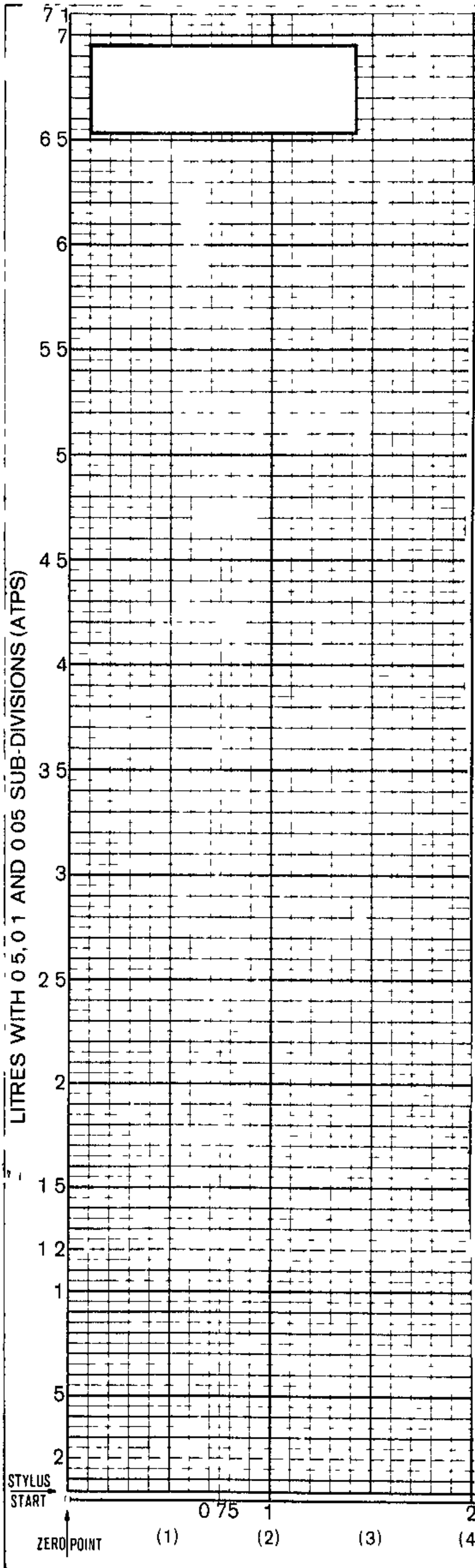
"The Minister must use the fiscal and monetary control machinery with the greatest care to ensure the slowdown is under tight control"

Should control be lost, should too much money be syphoned from the economy, and should money become too expensive, South Africa could find itself back "in the clutches of a recession", he said

The president of the Garment Workers Union of South Africa, Dr Anna Scheepers, said, "We are just beginning to emerge from a serious bout of unemployment. If they go too far with their curbs the employment benefits of the boom will be lost"

A whole series of new two and three-year wage agreements would be negotiated during the next 12 months. Workers who had missed out during the two-year boom could miss out again if curbs reduced the growth rate to too low a level

Dr Scheepers said there was no certainty either that the curbs would lower the inflation rate. During the recession years the rate had actually increased



DAILY DISP 9/5/81

# Spell out union policy Sebe told

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FORT ELIZABETH — The independent South African Allied Workers' Union, which claims a membership of more than 75 000 workers in East London and Durban, has challenged the Ciskei Government to spell out what its policy on trade unions will be after independence.

A resolution adopted at Saawu's national congress in Durban this week said it rejected the "abhorrent system of bantustanisation which makes foreigners of us in the land of our birth."

Although it demanded to know what the policy towards trade unions would be in independent Ciskei, Saawu said it did not recognise this independence.

The resolution condemned the arbitrary eviction of workers from their homes by supporters of the ruling parties of the homelands, including

Ciskei, and the practice of detaining workers and their leaders without trial. It demanded an explanation why workers were not allowed to hold meetings in Mdantsane.

Speaking from Durban, the union's general secretary, Mr Sam Kikine, said Saawu had come under a great deal of harassment from Ciskei and warned that the territory's government would face problems if it did not come to terms with Saawu.

The congress also demanded the release of the "internationally accepted leader of South Africa," Nelson Mandela, reaffirmed its stand against registration and called for the abolition of the pass laws and migrant labour system.

It called for a national minimum wage for all workers, regardless of sex or colour, of R50 a week in rural areas and R2 an hour in urban areas. — DDC

# FCI calls for a rethink

The draft legislation is in conflict with certain principles already accepted by the government. It provides a piecemeal and partly retrogressive solution to some of the problems of transition in the country's industrial relations system. It will obstruct rather than further the maintenance of industrial peace.

This response to the Industrial Conciliation Amendment Bill comes not from anti-government trade unionists but from one of SA's largest employer organisations, the Federated Chamber of Industries (FCI). The FCI has made a detailed study of the proposed legislation and like the bulk of trade unions has found government's latest reform bids grossly wanting.

The chamber has even recommended that the Bill be retracted and referred to the Manpower Commission which represents employers, employees and government. This would afford the negotiating parties themselves the opportunity of thrashing out the kind of negotiating framework within which they want to operate, it says.

The FCI goes on to say that such an approach would clearly be supportive of the principle of self-governance and in addition lend greater credibility to the government's reform intentions in the sensitive labour relations area.

Barlow Rand executive director responsible for industrial relations, Reinold Hor Meyer, says his group fully support the FCI's stand and goes further. Scrapping the Bill would most certainly be a step in the right direction but the issues need to be thrashed out by all the parties concerned. Emerging black trade unions are not represented on the Manpower Commission and their involvement is absolutely necessary if a new dispensation is to sustain any credibility.

What is needed, in the words of the FCI, is that the process of registration be made entirely neutral. All that is needed to co-ordinate unions is for government to demand simply that a union has its official title included in a register for which it must comply with minimum standards of financial management. The chamber warns against government over-control in labour affairs.

The FCI urgently recommends that the industrial relations structure should not be disrupted by further attempts to use the process of registration as a mechanism for controlling the activities of trade unions or to protect the bargaining position of certain entrenched unions against competition from other trade unions.

The FCI says it stands firm in its belief

representative character of an employee body. On this issue and some others the FCI's views coincide with even those of the General Workers Union (G.W.U.) and the South African Allied Workers Union (S.A.A.W.U.) unions that have consistently refused to buy government's promise of a new labour dispensation.

The FCI scorns the additional government controls provided for in the Bill.

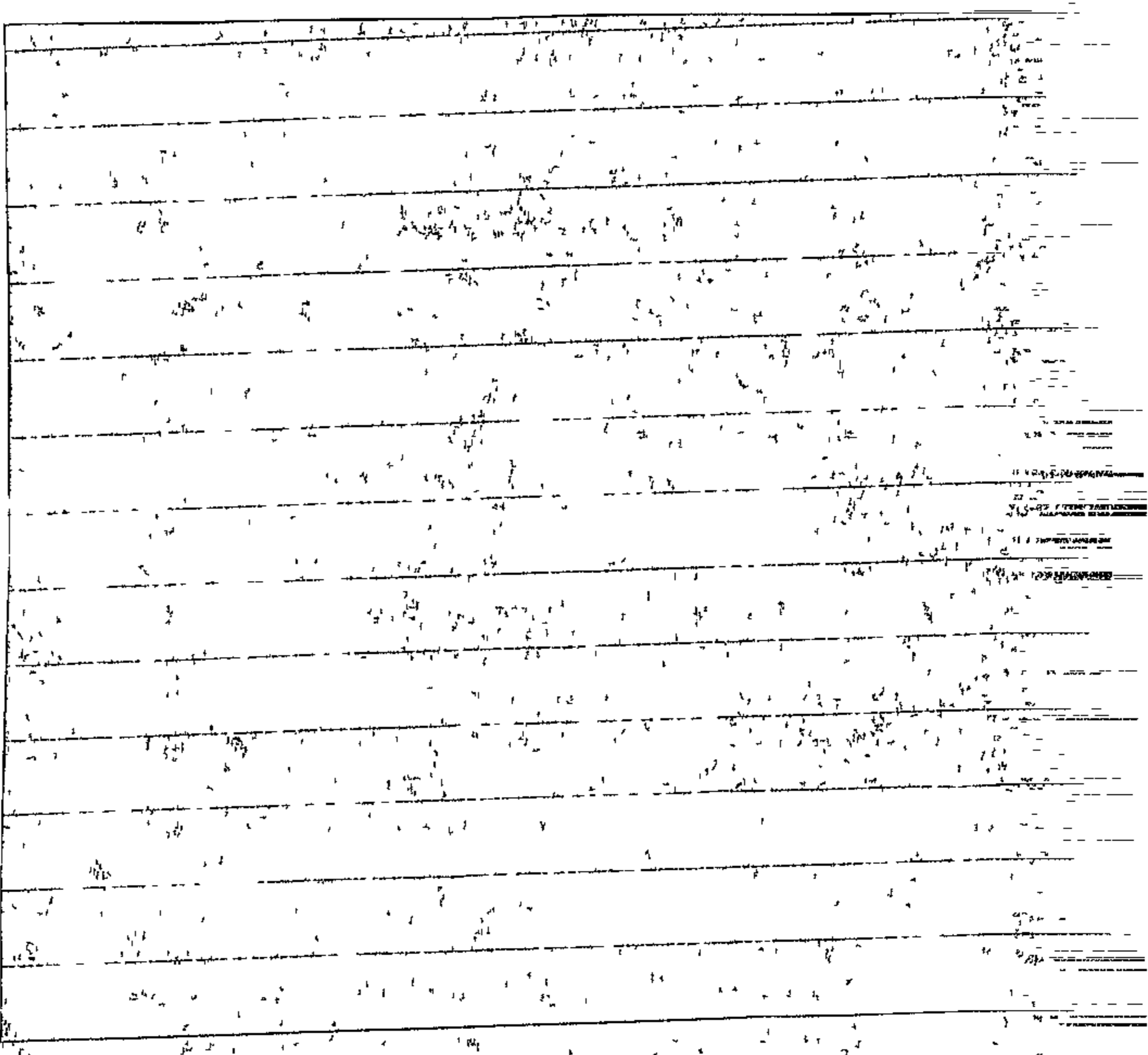
Wide discretionary powers held by the Registrar are in conflict with the principles of autonomy and self-governance for bodies representing workers and employers. The Chamber contends that such power threaten to destabilise the framework of negotiation between employers and employees. At the same time it reintroduces the hand of government directly into the negotiation process.

The FCI like the the Federation of SA Trade Unions (Fosatu) and the Trade Union Council of SA (Tucsa) criticises the Bill's definition of political activities in the labour arena. If a body undertakes political activities which would endanger the interests of the State it should be prosecuted in terms of security legislation or legislation other than the Industrial Conciliation legislation, it says.

In its report the FCI also suggests that

## Barlow Rand's Hor Meyer: Blacks must be involved

that the crux of the problem currently posed by the registration of trade unions is that no separation is made between the issues of registration and representativeness. It adds that negotiation status should be determined only by the repre-



## Question 6.

The benefit approach to taxation is economically sound, but helpful for

the benefit taxing people which they services. The no benefits would pay highest level. This is an that the services is pays in system in he uses a however by the government help an a neutral alter relative market

Administrative would, however, impossible. Matching every received to the tax they must pay would be logistically impossible. Other problems

approach is "Policy"

taxation provides the benefits public goods for people who derive goods or services those deriving the tax the most tax and system in own social goods to what one should be an equitable system pays for what it would redistribution of income items such as the payments such as it would also be it would not meddle with the

approach" to taxation difficult if individuals benefit must pay would be logistically impossible. Other problems

# Union decision on blacks delayed

DAIC7 DAF  
16/5/81

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EAST LONDON — The South African Railways and Harbours Salaried Staff Association has deferred a decision on whether or not to open its ranks to blacks.

Mr B L Currie, the president of the association, said after its biennial congress was concluded here yesterday that the issue of the possible opening of membership to people other than whites was to be given closer attention by the Executive Council.

"The congress asked the Executive Council to look into this matter with a view to making representations to a special congress which could be held in about a year's time," he said.

"It was decided that we weren't quite ready to effect the necessary amendments to the constitution.

"One doesn't take a decision of this

magnitude without considering the consequences. We need a little bit of time to think the matter over."

The South African Railways and Harbours Salaried Staff Association represents mostly clerical and administrative staff and is the biggest of the seven white railway associations, with a membership of about 28 000.

The congress re-elected Mr Currie as president for the sixth successive term. Mr Currie who serves on the Prime Minister's Economic Advisory Council and on Mr Fanie Botha's manpower commission, is also president of the South African Confederation of Labour.

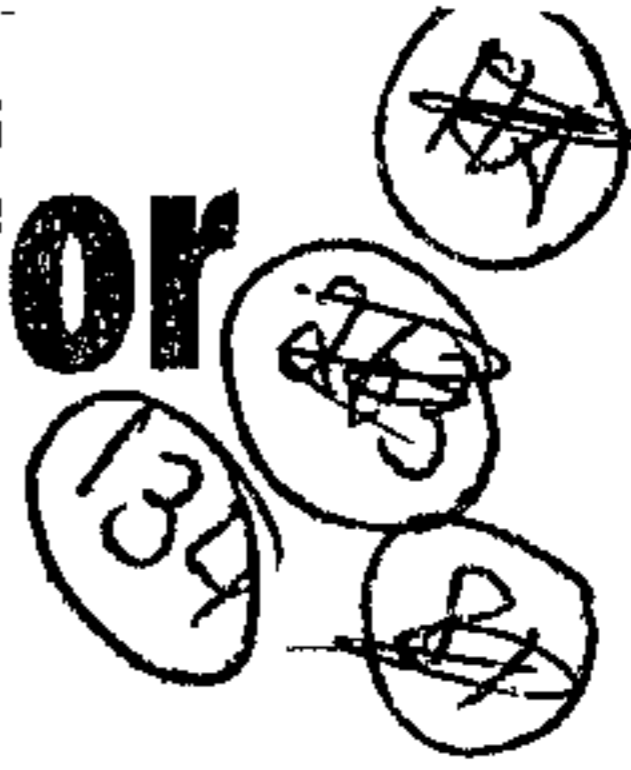
Mr J F Viljoen and Mr M Lombard were re-elected as vice-presidents.

— DDR

Pictures page 4.

C. Herald 16/5/81

# Strong support for due date change



THE campaign by Mitchells Plain residents to have the electricity due date changed to the seventh of each month, has received strong support from community organisations, trade unions and other organisations.

The organisations were surprised at the findings of a survey done by the Electricity Petition Committee (EPC) which showed that the Cape Town City Council collects nearly R400 000 a year from Mitchells Plain residents who cannot meet the electricity due date which is around the third week of the month.

However a spokesman

for the City Treasurer said they actually collected R150 000 a year.

He said it 'will not be impossible to change the electricity due date, but it will be an added burden for people who already have loan repayments and rates to pay around the first week of the month'.

The General Workers' Union has criticised the Council's 'unconcerned attitude towards the demands of the Mitchells Plain residents'.

The 10 000 strong Municipal Workers' Union said they fully support the demand of the Mitchells Plain residents as it affects some of their members.

Mr Barnett Ntsodo, spokesman for the Guguletu Residents' Association said that the people of Mitchells Plain have stood up and we will support them totally.

# Labour RDM 2/5/81 market (137) (166) (134) 'chaos'

## warning

### Pretoria Bureau

THE Government had set itself on the path of granting complete autonomy to labour organisations such as trade unions. Mr S P Botha the Minister of Manpower said last night.

Mr Botha was speaking at the opening of the South African Union of Municipal Workers building in Pretoria.

He envisaged less Government involvement in the labour field but warned against attempts to create 'chaos' on the labour market.

The Government, as well as organised labour, would have to find means to counter forces which sought to incite workers not to make use of the tried and tested means of reconciliation.

Industrial peace is of cardinal importance for employers, employees and the Government. We will have to ensure that the trade union movement is not abused to create chaos, he said.

Mr Botha said these forces aimed to create unrest and had nothing to do with labour relations. They sought to overthrow the order in South Africa.

Labour legislation was based on the principle of fairness and Mr Botha said he expected fairness from the trade union movement as well.

He warned against trade union activities which aimed at reaching political goals and against unions misleading members to create a climate of distrust in the country.

The Government would also, he said, decide soon on the question of closed shop agreements as a principle in the South African labour pattern.

The next few years could mean great changes because there was a continuous onslaught against the tested labour reconciliation processes.

The Government had to ensure order in the labour field as well and Mr Botha warned that workers had to realise that 'unnecessary conflict' would have a detrimental effect on job opportunities.

CT 23/5/81 (134)

# Strikes on the increase in the 80s

IN THE past year there has been a marked intensification of the activities of organized labour in the Republic

In a nation where strike action is a statutory offence, it has been reported that every day for the first 31 days of 1981, 200 black workers went on strike or were involved in labour disputes which stopped production

Newspapers recorded about 85 disputes in 1980 involving industry from engineering to advertising. The majority of unions involved were unregistered

But Mr Fred Ferreira, industrial relations officer of Ford Motor Company, following the dispute at his own factory in Port Elizabeth earlier this year said in an article in the Cape Times he firmly believed "that there is no sinister plot or unholy alliance among black workers to wreck the economy of which they are an integral part"

He said then "We have rapidly emerging a black labour force which increasingly perceives social and economic imperfections in the present labour system and is intent on immediate or at least rapid change towards a more equal dispensation"

Indeed, the interest group represented by unions has been steadily growing in the Republic. But while covering some 205 unions representing at least 830 000 workers, it is deeply divided along racial and ideological lines

Cusa — Confederation of Unions of South Africa. Eight unions with a total of 36 019 members, all black. Main objective a completely black-led union federation, but has no specified social or economic programme beyond that funded by Western European affiliates to the International Confederation of Free Trade Unions, British Trade Union Congress, West German Catholic Development Fund and [Frederich Ebert Foundation]

Fosatu — Federation of South African Trade Unions. Eleven unions with 58 260 members, 32 700 paid-up. Non-racial but mostly African. Constitution lays down arms, including replacing craft unions with broad based industrial unions, building a united, non-racial union movement and achieving



This is the first of three articles by Luca Menato looking at organized labour in South Africa.

decent living standards, social security and conditions of work. The Minister of Health banned fund-raising by Fosatu unions with 134 864 white members. Basic aim to advance interests of the white worker. In difficulties since publication of Wienann and Riekert reports. Breakaways to Fosatu

Sactu — South African Congress of Trade Unions. Non-racial and committed to militant economic and political action and to win immediate concessions. Part of Congress Alliance in 1950s along with ANC. By 1959 had 100 000 members and 33 affiliate unions. Between 1960 and 1962, 50 Sactu leaders banned and 35 others detained. Organization never banned outright but went underground. Aims include National minimum wage of R50 a week, indexed to inflation, four weeks paid leave for all workers; retirement at 60 on full pensions, unconditional right to strike, abolition of migrant labour, full political rights for all. Reportedly funded by East European countries

Tucsa. Trade Union Council of South Africa. Total 299 455 members in 60 unions — 73 859 whites, 187 180 Indian and coloured, 38 416 African. Largest union body in the country. Considered most conservative multiracial body. Goal of member unions are improved wages and conditions for members. Nationally Tucsa advocates a minimum wage, comprehensive social security and improved education especially technical. To achieve this it believes in talks with the authorities

Unaffiliated Trade Unions, unregistered. Low estimate, 49 090 members, mostly African. Some of the larger ones are

the African Food and Canning Workers Union. Secretary, Mr J Theron. Ten thousand African members, based in Cape but spread nation-wide. Participated in much-publicized Fattis and Mous dispute in 1979. The South African Allied Workers Union. President Mr S Kikine, with a mostly-African membership which could be as high as 75 000, has fought several strikes in the Eastern Cape and Natal, and is presently involved in the boycott of Wilson-Rowntree products, Black Allied Workers Union, president Mr M Kumalo. No membership figures available. Originally intended as worker organizing spearhead for Black consciousness movement, plagued by splits. Claimed 20 000 membership in 1979 in Johannesburg and Natal, but now appears moribund. The Black Municipal Workers Union, 2 000 members involved in strike in Johannesburg last July. The Media Workers Association of South Africa, which was involved in disputes with the Argus newspaper group earlier this year.

- Unaffiliated unions (registered): 91 unions with 288 000 members, mostly white, coloured and Asians. The following are some of the larger unions in this category, most of them for whites only
- The white Amalgamated Engineering Union, with 34 065 members
- The Amalgamated Union of Building Trade Workers, with 19 000 white, coloured, and Indian members
- The Artisan Staff Association, with 22 500 white members
- The Building Society Officials Association, with 10 466 white members
- The Motor Industry Employees Union, with 23 000 white members
- South African Electrical Workers Union with 17 000 white members
- The South African Railways and Harbours Coloured Staff Association, with 8 000 members



# Metalworkers to push SA reform

5 MAR 23/5/81

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By Tony Davis  
Labour Reporter

A resolution aimed at pressuring South Africa into labour reforms is being tabled at next week's meeting of the powerful International Metalworkers' Federation (IMF) congress in the United States.

The resolution calls for a number of strict measures, which include:

- Appeals to all countries to apply "selective pressure" on South Africa and to consider sanctions to force it to abolish racial discrimination.
- Demands that governments of countries with investments in South Africa enforce labour codes of conduct in the work place and monitor their application.
- Appeals to union affiliates in companies in other countries which have plants in South Africa to press the parent companies to ensure black trade unions are recognised.

The resolution also states that the IMF is "alarmed" by the stringencies of the proposed influx control laws which affect black labour. The federation appeals to the South African

Government to amend its labour policies and influx control legislation "in harmony with ILO standards" and to dismantle the apartheid system. A number of prominent South African trade unionists are attending the Washington congress as individual affiliates. They include Mr Ike van der Walt, general secretary of the SA Boiler-

makers Society and Mr Ben Nicholson, secretary of the Electrical and Allied Workers Union. The report of the general secretary of the IMF, focuses heavily on South Africa, reviewing recent industrial unrest and labour codes. "South Africa has been and continues to be one of the key areas of IMF activity," the report states

## TRADE UNIONS

# No such thing as Certain Victory

Black trade unions have suddenly and dramatically come in from the cold JOHN KANE-BERMAN looks at where they are and where they're going

**I**N a landscape strewn with defeat the rise of the trade unions is one of the great success stories of black South Africa. More the pity than that it is so often trivialised by reporters who pay attention only to charismatic leadership and radical rhetoric and ignore the mundane details that are the real ingredients of success.

Good copy and effective trade unionism are not always the same thing. Trade unionism is now a going concern among Blacks precisely because it is based not on celebrity figures anointed by printers ink but on a sustained struggle fought by tens of thousands of ordinary men and women. To focus only on the glamour of clenched fists does them no justice. Clenched fists are two-a-penny in South Africa these days. The important question that is too seldom asked however is whether these fists always have iceberg underneath them.

The battle against apartheid in the workplace as elsewhere is immeasurably more difficult than it often seems. If the unions are now winning a segment of that battle they are doing so not by protest politics in front of television cameras but by sheer organisational grind, discipline and restraint and careful planning. In other words robust Realpolitik - a rare commodity in radical politics in South Africa. And defeat is part of the story as well as victory.

For the unions there has been no such thing as 'victory is certain'. They made mistakes and false starts, plenty of them. The more experienced among the union officials are tough operators who have learnt to survive in a marketplace whose rules were drawn up by their opponents and whose main law is that of the survival of the fittest. They plan tactics and plot strategy and their concern is less the luxury of washing their hands of 'The System' than figuring out how to beat it or at least squeeze out of it everything they can for the benefit of their members.

**S**TRIKES - there were 100 in 1979, 207 in 1980 and at least 270 last year - are once again big news in South Africa after

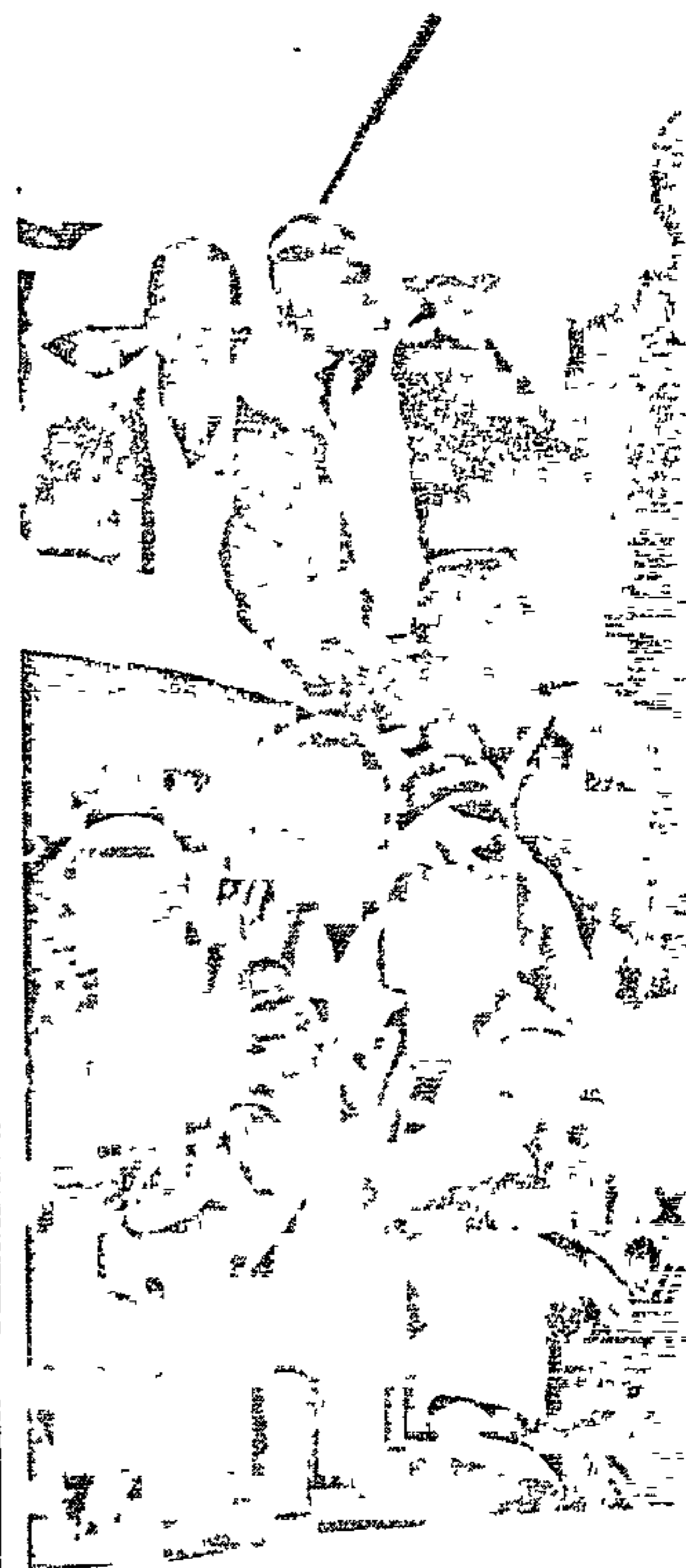
the lull that followed the Durban strikes. Strikes employed to demonstrate union support of the factory floor are a common and sometimes successful tactic. As Klaas van der Merwe who holds the Volkswagen Chair of Industrial Relations at the University of Port Elizabeth sums it up: "If a union seeks recognition and is then rebuffed it organises and waits for an issue. Then it pulls everyone out and says to the employer: 'Now do you believe we represent your workers?'"

The Federation of South African Trade Unions (FOSATU) which is the larger of the two groupings of independent unions claims in its report for 1981 to have "won" 55 of the 90 strikes in factories organised by Fosatu unions.

Striking is always something of a gamble however. It involves not only organisation and commitment but also psychology. Each side needs to assess the other's willingness to maintain a confrontation and ability to hold out. Sometimes the workers lose quickly and badly. One example is the strike by black municipal workers in Johannesburg in 1980 - a brave expression of determination but one which nevertheless ended in a crushing defeat for the workers and the effective destruction of their union.

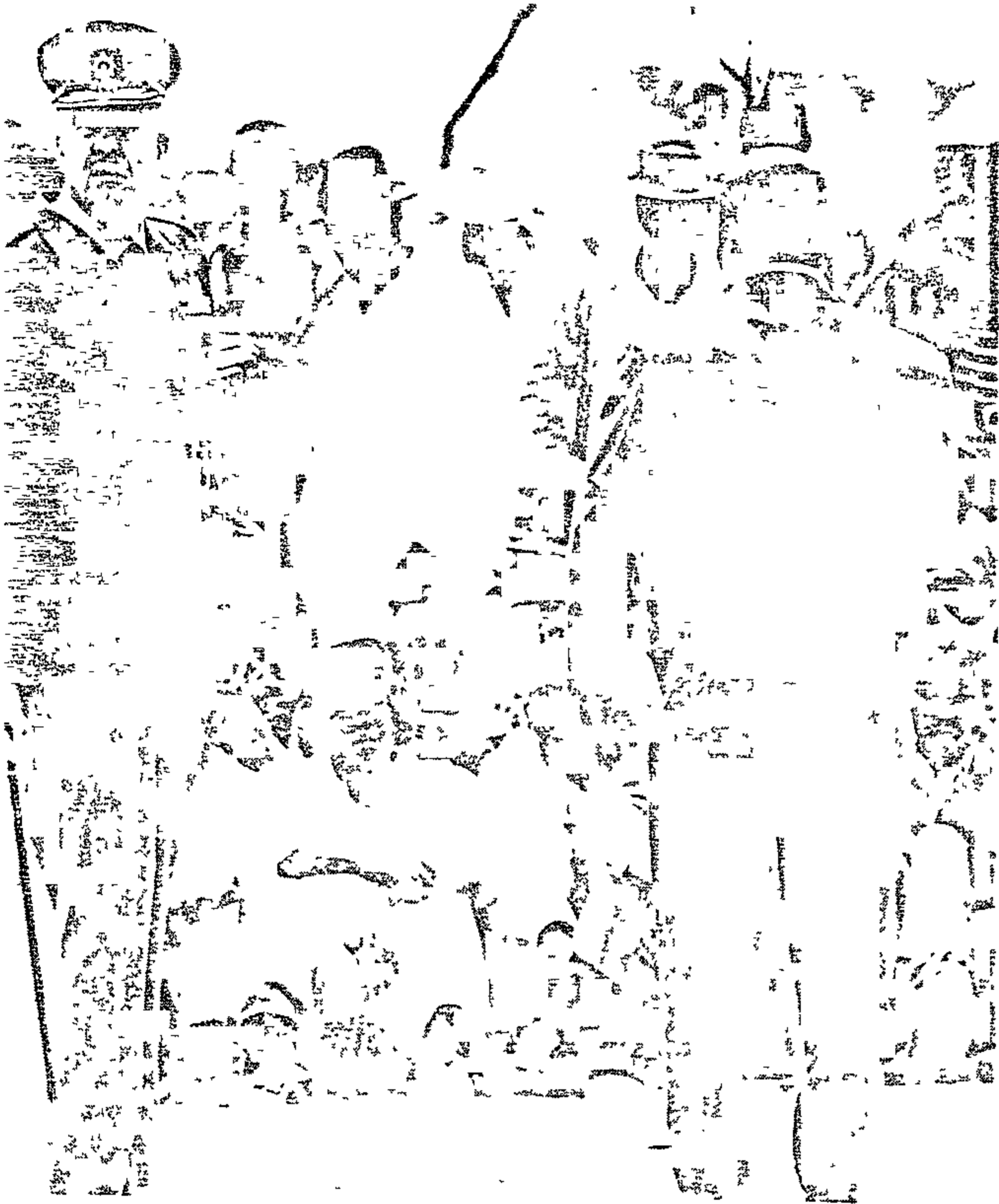
John Copelyn of the National Union of Textile Workers (NUTW), third largest of the ten affiliates of Fosatu points out that it is very difficult to get a union going again after it has collapsed in the wake of an unsuccessful strike. Freddie Sauls of the National Automobile and Allied Workers Union also in the Fosatu fold is facing precisely this problem. "We were hit to pieces at Dorbyl," he says referring to a strike over a pay demand which resulted in the mass dismissal of the strikers. "The company would not negotiate and we had no finance to keep the guys going. We are re-organising now."

Union officials often counsel against strikes, sometimes to no avail. When a walkout hit the Levland plant near Cape Town in May last year they warned of the high risk of mass dismissal. Says Joe Foster who runs the local branch of Sauls' union: "We gently tried to persuade the men back to work but feeling

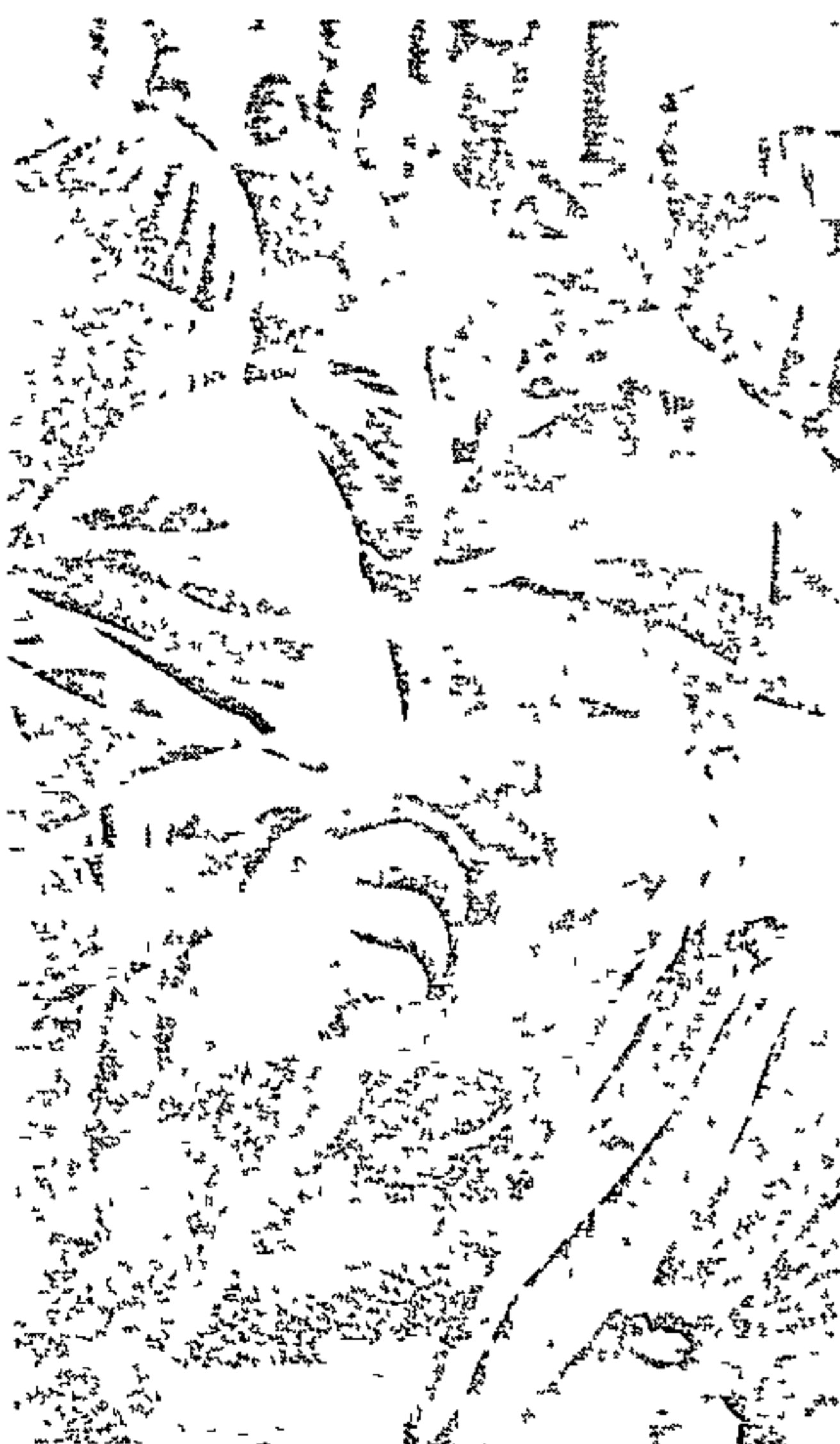


ABOVE One of the innumerable diary strikes of '79. No longer do employers automatically call in the police.





BELOW Waiting, waiting dustmen in the 1980 Johannesburg municipal strike "We can't just strike on any nonsense"



among them was so strong that they said 'To hell with it we stay out. So we said 'OK if that's your decision we stand together. We could not go against the membership and tell them what to do.'

Foster, who is also acting general secretary of Fosatu, continues. 'Workers are realising that the power they have could achieve something if used judiciously. The strike weapon is the nuclear weapon that labour has. But with the knocks workers are getting now when it's badly used, we fear demoralisation through too many defeats. Bail has gone up and people are being charged for striking illegally. Workers will get cold feet if strikers start going to jail. We can't say there must be no more strikes but we can't just strike on any nonsense. We must rather select the time.'

Some of the unions regarded in some circles as more militant than the Fosatu unions are also wary of strikes, among them the Motor Assemblers and Components Workers Union (MACWUSA) in Port Elizabeth. One of its officials, Government Zini, says his union prefers to negotiate without having to resort to strikes. 'Workers do suffer during strikes,' he points out.

Though the past year or two has seen the first couple of secondary strikes - workers downing tools in one factory in support of strikers in another - South Africa has not yet experienced an industry-wide black strike. Some unionists believe that an industrial strike, particularly if it occurred in a strategic industry like railways, would probably provoke a ferocious clampdown by the state.

If striking is a two-edged sword for unions, the common management counter-measure of mass dismissal of all the strikers is also used both ways. One Rademeyer industrial relations manager of Volkswagen in Uitenhage, says some people thought his company was being soft because it didn't fire all SAUWU members there when they downed tools for three weeks in 1980, but he explains "Where would we have got replacements from except by trying to poach from Ford and General Motors?" The labour pool here with the skills we need is very small. We would probably have been forced to hire back all the dismissed strikers or go out of business. One company I know is still suffering a year after a mass firing.

As it is, VW has never been able to make up the sale of 4 000 cars it lost to other companies as a result of the strike.

In companies where black workers are still largely in unskilled jobs, firing is less risky. One employer in East London confided that he was contemplating mass dismissal and re-hiring minus the 'agitators' as a means of trying to break the influence of the South African Allied Workers' Union (SAAWU) in his factory. 'We couldn't afford to fire before Christmas because demand for our products is heaviest then. But it slackens off after that and we would be able to bring in imports as substitutes anyway. Many of our operations are very simple and the skilled work can be contracted out. We would like to have a trial of strength at the right time. We know what SAAWU is planning because we have informer chappies in the union who tell us.'

SAAWU, youngest of the major independent unions and biggest in East London, has been the No. 1 target among unions for security police action over the past year or more (Macwusa has been target No. 2). With unemployment especially high in economically depressed East London and the neighbouring Ciskei, SAAWU is finding scabbing a particularly serious problem when its members are fired en masse for striking. Says SAAWU's Thabile Gweta: 'We have formed an Unemployed Workers' Union to educate the unemployed to pledge solidarity with dismissed workers and refuse to be scabs. Nobody must go for a job. The unions must meet the demands of his workers.'

PLEASE TURN OVER

(134)

# Both sides must pinch themselves

CONTINUED

What has happened in the Frame group is an excellent example of the changes that the unions have forced upon South African industry. The group's wage levels earned it national notoriety during the Durban strikes and when it came to being tough with unions few employers took second place.

But hard-nosed as the Frame bosses are they now find themselves sitting at the negotiating table with the textile union — and both sides no doubt pinch themselves from time to time to check whether the scene is real or not. Frame thanks to the textile union's constant pressures — including strikes — is now one of the better-paying employers in the industry. Says an NUTW official "After our strike in May, Frame wages went up and we now want Frame wage-levels imposed elsewhere."

If hard organisational grind has been indispensable to squeezing recognition out of government and employers alike the fact that the post-Wiehahn legislation has put black unions on the official map has made their job easier. Unionists report that workers are much less fearful of joining unions now than when they had no official status and victimisation by management was more common. The fact that unions have won material benefits for their members has also facilitated recruitment. For some unions the days of crack-of-dawn recruiting at the factory gates are becoming a relic of the past now the workers go to the unions, not the unions to the workers.

Shop stewards are in fact a vital aspect of many of the independent unions — to the extent that even long-established white trade unions are now thinking they might learn a thing or two from the new black unions.

## The whites take a leaf from the book

The general meetings of ordinary members from particular factories enable the shop stewards to be held accountable. "If a shop steward is not doing his job he can, and does, get slammed by the workers," a leading union man says.

White unionists privileged through pigmentation and always able to run to the government to protect their jobs against blacks, have long ago forgotten

how to organise grassroots strength to do battle against management (Arrie Paulus of the Mine Workers Union is one of the few exceptions). Black unions have had to battle every inch of the way however which has necessitated their building up strength on the factory floor. Fosatu unions now have more than 1 500 shop stewards and Cusa unions 456. Other unions, notably the General Workers Union work through factory committees.

So successful have some shop stewards become in dealing with workers complaints that six members of a white union at Volkswagen recently applied to join the black union after its shop stewards sorted out a complaint the white shop steward had been unable to resolve. The white union is now taking a leaf out of the black unions' book and will run a course to train shop stewards to bargain more effectively.

Though black unions now have the right to seek official registration most of them regard recognition at company level by the individual employers as equally important if not more so. "We make a strong attempt to ensure worker leadership," says General Workers Dave Lewis. "We want to enforce the notion that committees of workers must negotiate not union bureaucrats. There is no way you can substitute for the man on the shop floor. We have a very strict policy of not meeting the bosses at union level unless workers are present."

Most industrial bargaining in South Africa is done through councils covering entire industries in a particular region or even in the country as a whole. Though unions have equal representation with employers on the councils the structure is bureaucratic and remote from the factory floor. Most of the independent unions therefore are now insisting on the right to negotiate at individual factory or company level.

"When we have organised in a particular factory, union officials approach the company for talks," explains the general secretary of Cusa Phiroshaw Camay. "Most companies now have an open-door approach to black unions so they do talk. We try to prove that we speak for at least 50 per cent of the factory (if necessary, auditors can be called in to verify our membership lists against company personnel records) and the next step is for management to agree that members of the union's elected factory committee can be present at all subsequent meetings." The Fosatu-affiliated Chemical Workers Industrial Union indeed threatened a strike against Colgate-Palmolive in support of its demand to be able to negotiate wages at factory level rather than only through the industrial council for the chemical industry and in the face of this threat and a boycott of Colgate products that had already been set in motion the company capitulated.

The industrial council system, now for decades been the sacred cow of industrial relations in South Africa but Fosatu is now claiming to have "put the skids" under it. "Industrial councils are the next big issue" one leading labour relations man says conceding that if the black unions refuse to go into the system, his company might consider withdrawing. "If this happens he says 'it could precipitate the break-up of the system all over the country'."

The remark is typical of the pragmatic approach that a growing, though still small number of companies is adopting. Though it is sometimes believed that foreign-owned companies are more advanced in meeting black unions demands at least one leading man in Fosatu says South African companies are moving into the lead.

## Unionists are invited for tea

Companies which a year ago would have summoned the police the moment there was a smell of a union in their factories are now inviting unionists in for tea.

Though several unionists are willing to give management credit for being more conciliatory than in the past they also suspect that invitations to talk are sometimes a case of "come into my parlour, said the spider to the fly."

Says one "They like to tie us up before we have really got organised strength in the factory." Fosatu claims to have won an "avalanche of concessions" in the form of recognition agreements embodying shop stewards' rights at factory level, but warns that the second half of 1981 saw a "decided hardening of management attitudes." This was reflected in attempts to use recognition agreements to secure voluntary restrictions on union rights and/or union endorsement of management prerogatives. Fosatu says that its policy is that it is better to reach no agreement at all than to allow such restrictions (e.g. union undertakings to press strikers to return to work) to be written into agreements.

Two years ago, fewer than half a dozen companies had signed recognition agreements with black unions. The number of agreements already signed or being negotiated is now probably in the region of 200.

Strictly speaking, it is a misnomer to talk of "black" unions, even though that word has been used here in the wider sense to refer to Indians and "Coloureds" as well as Africans. Cusa as a matter of policy confines membership to this broad category of blacks, a veteran Cusa man pointing out that when workers come into the union offices they want to be sure that they won't find whites in charge. On the other hand Fosatu and most of the other independent unions are

open to whites. A handful of whites played an important role in the post-1970s union revival and some of the non-racial unions still employ whites as organisers. This has provoked criticism from certain black groups which argue that it means white domination.

**C**ounters one of the white officials "The members of this union are profoundly non-racist. They tend to identify their enemy as a class of bosses rather than as a race. And they resent the charge that they are dominated by whites because they feel they are in control themselves. They would hate to hear me say this, but in a sense they have made me an honorary black."

Of course there is not an employer in South Africa who isn't wondering when growing union power will spill over into the political field. No doubt some people would like to see the unions pushed in this direction. Sometimes they cannot avoid it. Says Sisa Njikelana of Saawu: "We are accused of being political. What do you expect if people don't have political parties? We claim we are non-political, but when there is a political stumbling-block we deal with it - as for example, we were compelled to respond to harassment by the Ciskei government, since it affected us as workers and jeopardised our life as an independent organisation."

Many people in the independent unions are well aware of the risks attached to direct political activity. One points out that when several trade unionists were recently detained, officials of one of the affected unions tried to organise a protest march, but it failed apparently because the rank and file were not prepared to "take the struggle in that direction".

Another explains why his members failed to respond to leaflets issued by the ANC calling for a three-day strike at the time of the official Republic Day celebrations in May last year: "If people feel that something affects them directly, they might be prepared to stay away. But it was not clear to them what the leaflets meant. They also want to see their leaders in person and they could not identify these leaflets with anyone they could see."

The very fact that black people have begun to gain power for themselves in the factories has open-ended political implications. But it is probably premature to assume that politics is on the agenda for independent unions in the short term. "We don't have the strength for politics," says one official. Others fear the rank and file may push unions in a political direction. "We can't say we don't want to get involved in these issues, but we may not be in control of timing. Our members could push us into embarrassing situations whereas we believe we must push in areas where we can win."

## How doth

## the little

## General...

(Acknowledgement to Lewis Carroll)

SEBE BANNED MUST COME TO US  
It was the duty of Ciskeians banned in South Africa to contact the relevant department in the Ciskei to check their position, Major-General Charles Sebe said. (He) added that the Ciskei Central Intelligence Service had expanded, with new offices at Peddie, Alice, Hewu and Keiskamahoek. (Daily Despatch)

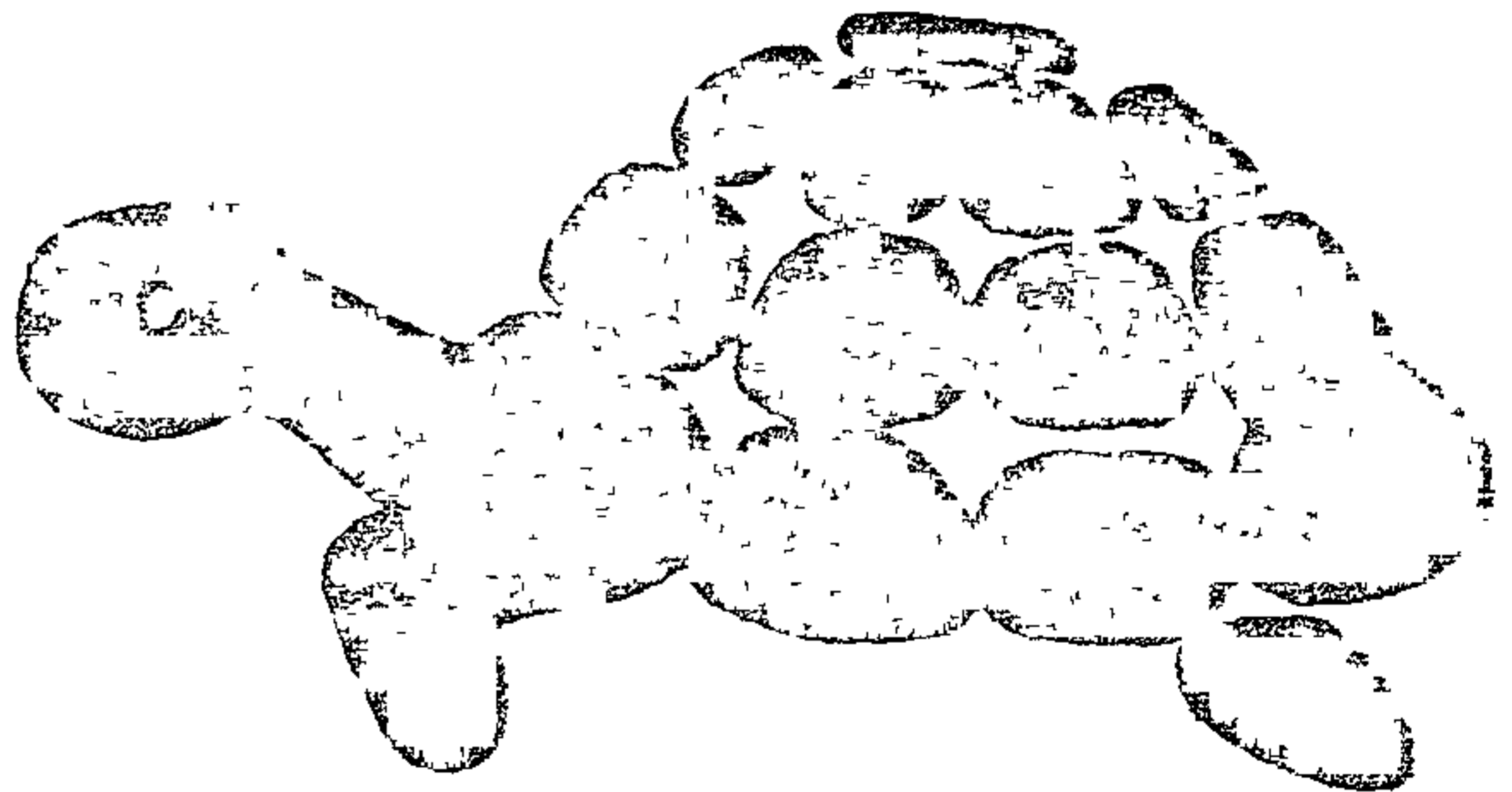
*How doth the little General don  
An amiable veneer,  
And drop his sly proposals on  
To every sceptic's ear!*

*How whitely his incisors gleam,  
How cordial his winks,  
As dissidents back homeward stream  
To new, expanded clinks!*

Norman H C Smith

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# Public servants still fight on

By GERALD BULLY  
Pretoria Bureau

RELATIONS between the Government and the Public Servants Association continue to deteriorate as dissatisfaction among Government workers over the year's salary adjustments spreads.

It is clear from a letter dealing with the salary issue from the PSA to the Commission for Administration that it stresses the spirit of distrust that existed among Government workers in relation to the commission and the Government.

It could not therefore be expected that the PSA would continue to act as a buffer.

Points raised in the letter include:

- o The general salary structure in the Government service, particularly at the lower level, compared badly with the rest of the public sector as well as the private sector. This forced the personnel position in the State departments into an untenable situation which was leading to chaos.
- o Bigger salary increases were given other personnel groups, while the personnel position of those groups was no worse than in the State departments.
- o The disparity disturbed labour peace and created a climate of bitter dissatisfaction in the State service.
- o While according to the public service legislation it was the Commission for Administration's task to make recommendations on salaries, the PSA noted with great concern that the commission could not support the PSA's request for higher salaries.

The letter says that when the commission considered the request for higher salaries, the number of vacancies in the service was about 12 000.

A deep scientific investigation had been suggested by the Minister of State Administration, Dr. Trepoche, could cause unnecessary chaos.

What was needed was for trust and job security to be restored and an announcement about improved salaries for Government officials, as soon as possible.

The PSA asked that its proposal for its future recognition by the commission be admitted.

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- 18 Van der Horst, Women as an Economic Force in Southern Africa.

PLEASE CIRCLE ITEMS REQUIRED

# Forget about the big stick!

3/15/81  
1/13/81

BY MAUREEN GRIFFIN

THE refusal of South African managements to acknowledge the growing collective strength of workers is seen by labour experts and unionists as being responsible for much of the present industrial unrest.

While the Government and chambers of commerce and industry throughout the country call for enlightened industrial relations, at factory floor level employers too often still prefer to wield the big stick rather than negotiate with worker-elected representatives.

David Ginsburg, industrial sociology lecturer at the University of Natal in Durban said. Today's working force have acquired a new consciousness of their position as workers. They are in

creasingly using their democratically organised collective strength to better their conditions of employment and to improve the general condition of their lives.

If we are to have peaceful labour relations in the factories, management must acknowledge the growing strength of workers and begin to bargain with the people workers put forward as their representatives.

"If they don't they are going to cut their throats in the sense that continued and expensive labour unrest will mark South Africa as a bad investment prospect".

The refusal to deal with a democratic, elected

and representative factory floor committee was a major issue in the dispute at Dalton near Pietermaritzburg when over 400 workers were fired from the Union Co-operative Bank and Sugar Company after they downed tools when food rations were discontinued.

At a Press conference in Pietermaritzburg this week, the dismissed workers reiterated their rejection of what they saw as a management-elected layoff committee and company union.

They claimed the dispute would have resolved quickly had management agreed to negotiate with a factory floor committee elected by workers.

They also questioned the effectiveness of the industrial council system in resolving disputes quickly. A worker spokesman said: "The industrial council is far removed from the factory floor and access to it is limited. An industrial council is unable to deal quickly and efficiently with a dispute".

Mr Ginsburg agreed. He told the Sunday Tribune, Centraised bargaining through an industrial council isn't adequate to the needs of all workers. There is definitely a necessity to move to direct bargaining through the workers union with their particular management at the point of production.

Some disputes must be settled quickly, but if you have to go through an industrial council, by the time things are handled

the dispute has often festered into something far more serious and people are tired".

Arthur Grobelaar, general secretary of the Trade Union Council of South Africa, said although he felt industrial councils were fundamentally necessary in the handling of disputes some needed streamlining.

He agreed that in many cases management was living in a bygone era.

Roland Freales, executive director of the Natal Chamber of Industries said although it was necessary to review wages and conditions of service of employees particularly those in lower-paid categories he did not entirely agree that protests and some strikes were exclusively attributable to these factors.

# Position 'critical' for SA journalists

argues  
(34)  
~~(243)~~  
5/6/81

THE firing of Allister Sparks might come to be seen as more important in the history of Press freedom in South Africa than the Steyn Commission's report and the Government's reaction to it, the president of the Southern African Society of Journalists, Mr John Allen, said today.

Addressing the annual congress of the SASJ in Cape Town, Mr Allen said

the society was at a critical point in its history

'We may well face the prospect — as a result of the Steyn Commission's report or the Government's reaction to it — of a register of journalists within the next three months.

## 'PRETEXT'

'It would be proposed under the pretext of professionalising journalism, and it might not at first be under the majority control of Government representatives, but it would be a fundamental blow to the already limited right of ordinary people to free speech.'

In this atmosphere, said Mr Allen, it was reasonable to predict that the onslaught on black journalists would continue unabated and was likely to be intensified.

## CREDIBILITY

Mr Allen added: 'If our employers fail to resist further Government restrictions on the media, or if they fail to come to terms with black fellow newspaper employees, the credibility and the long-term survival of free journalism in Southern Africa could depend on how successful journalists are in establishing for themselves in the SASJ an identity clearly independent of — and sometimes opposed to — that of the companies for which they work.'

There was an unhealthy lack of diversity in the Press in South Africa and the SASJ had often expressed its opposition to increasing centralisation of ownership.

## EUROPE

In Europe, said Mr Allen, journalists' unions were fighting for what they called internal Press freedom.

This involved negotiating guarantees of editorial independence, such as a



# Newsman 'must' be above politics

CAPE TOWN — There could not be too strong a warning issued against the identification of the South African Society of Journalists with political parties and policies the president Mr John Allen, said yesterday.

Opening the society's annual congress he said he had often felt that 'we have sometimes come close to falling into the trap of becoming the journalistic wing of the official Opposition.

The standings of journalism in a democracy went back to basics. It means we stand not for any political solution advocated by any political force but for the right of the governed to choose the solution they want on the basis of information and opinions freely circulated," he said.

"It means that the SASJ rises above the political affiliations of its members but that all members must share an unswerving commitment to basic democratic freedoms and so the right of others to express their views freely.

"Ideally, the SASJ should have a range of members reflecting the widest possible divergence of political opinion. It should include journalists from the National Party's Volksblad and from the ANC's Sechaba, on condition all were prepared to fight for the right of others to practise their profession as part of the democratic process" — Sapa

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*W. Grey*  
*12/14/49*  
**SASJ no to register**

THE national congress of the South African Society of Journalists has objected strongly to any further moves by the Government to restrict the Press — particularly the establishment of a register of journalists

The SASJ congress passed a resolution at its meeting in Cape Town today in which it noted 'with extreme alarm' the tenor of evidence presented by Government spokesmen to the Steyn Commission of Inquiry into the Mass Media — particularly the proposed register of journalists with the threat of exclusion for misdemeanours

The congress recorded its 'strongest objection against any further legislative moves to circumscribe the functioning of

the Press' and expressed its 'utter rejection' of the register as 'disconsonant with the effective functioning of free and independent journalism'

The congress heard that at a recent meeting in Helsinki, Finland, the executive committee of the International Federation of Journalists, representing more than 100 000 journalists in 26 countries, had expressed its 'outrage about the intensifying violations of Press freedom and the harassment of journalists' in South Africa

The IFJ committee had warned the South African Government that any official register of journalists 'under the pretext of professionalism' would be considered internationally as a 'fundamental blow to free journalism'

Table 11 Contrast of Operation of Two Large Hospitals, 1974

Total Patient Days (b)	White Hospital		Black Hospital	
	Actual Rand	Actual Rand	Hypothetical (e) Rand	Hypothetical (f) Rand
290 296	68	—	—	—
	64	93		
	7,20,7	13,51,7		
	32,10	13,48	24,06	21,89
	20,85	8,89	16,77	12,91
	1,69	0,62	1,69	1,69
	4,55	2,92	4,55	4,55
	5,01	1,05	1,05	1,05

Media, particularly regarding the establishment of a register of journalists with the threat of exclusion for misdemeanors.

The congress recorded its "strongest objection against any further legislative moves to circumscribe the functioning of the Press" and expressed its "utter rejection" of such a register as "dissonant with the effective functioning of free and independent journalists".

# Protest at Press 'register'

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Media, particularly regarding the establishment of a register of journalists with the threat of exclusion for misdemeanors. The congress recorded its "strongest objection against any further legislative moves to circumscribe the functioning of the Press" and expressed its "utter rejection" of such a register as "dissonant with the effective functioning of free and independent journalists".

Medical supplies at White patient cost, number of patient beds occupied in the Addington to the percentage of beds occupied in the Addington to the percentage of beds occupied in the King Edward. The ratio of Daily Patients/Doctor in Addington to the ratio of Daily Patients/Doctor in King Edward. The number of patient days reduced by the ratio of the number of patient days reduced by the percentage of beds occupied in the Addington to the percentage of beds occupied in the King Edward. Doctors and nurses in both hospitals was obtained from reports, but both were reported to be almost fully staffed.

(h)

### Sources

Report of the Director of Hospital Services for the year 1974, Province of Natal, The Provincial Auditor's Report on the Appropriation Accounts for the period 1st April 1974 to 31st March 1975, Province of Natal, and Estimates of the Expenditure to be defrayed from Revenue during the year ending 31st March, 1974, Province of Natal.

hospital, and the level of bed utilization in both was similar to the national average. In order to examine the effects of the differing quality of service in the Black hospital, its costs were recalculated under two different sets of assumptions. In terms of the first assumptions patient costs of food and medicines are assumed to be equal to those in the White hospital, and the number of patient days is reduced to allow the same ratio of patients to doctors as the White hospital. The second set of costs is derived by assuming that the same percentage of beds was occupied in the Black hospital as in the White hospital and total patient days were reduced to achieve this. Other costs were treated as they had been under the first set of assumptions. The results of these adjustments is to increase costs per patient day by 78 per cent and 62 per cent. Both sets of assumptions try to examine the effect on costs in the Black hospital of offering services of the same quality as in the White hospital. Although the results are necessarily crude, it appears that the quality of service accounts for between 57 per cent and 45 per cent of the differences in these hospital's costs. The remaining differences are largely attributable to wage differentials between Black and White staff in the two hospitals. It is clear that there is a considerable variation in the quality of service provided to Blacks and Whites in the two hospitals chosen for this example, and the pattern is likely to be a general one, since this pattern of hospital costs per patient day is found in most provincial hospitals. The regional distribution of hospital beds indicates a pronounced urban bias for Blacks, and a smaller bias for Whites (31). In 1970 the number

(31) This pattern is prevalent in developing economies. See M. Lipton, Why Poor People Stay Poor.

# Food unions hit at 'racial' clause in Bill

134  
15/5  
15/5

Health care developments are being directed to fulfil observed (research) and 'felt' needs (as expressed by Care Groups, Health Committees and individuals).

Constraints to fulfil needs are limited resources of

1. MANPOWER

2. TRANSPORT

such as new official powers to close down unions, clamps on unregistered unions and bars on union "political" activities

In particular, the unions are unhappy about new clamps on "illegal" strikes, pointing out that all strikes in the food industry are illegal, because it is regarded as an "essential industry"

It says such legislation will not prevent strikes occurring, "since the causes of strikes are in most cases low wages, poor conditions of work, dismissals which workers regard as unjust".

The unions also object to the present system of registration, in which the Registrar can lay down in which industries a registered union may organise

They say this concerns them directly, as some food factories are considered to be "farming operations", outside the ambit of labour law

trade unions and so will lead to the creation of a weak and fragmented union movement"

The two unions refer specifically to a clause which says that if a union objects to the registration of another union, the Government's Registrar only has to take into account the members of the objecting union who are eligible to belong to the new union

They say they take this to mean that where a racially exclusive union applies for registration in an area or industry where a multiracial union has an overall majority, the multiracial union may only object on behalf of its members who belong to the same race group as those in the exclusive union

"Clearly, this makes it easier for unions which divide workers, whether on racial or other lines, to be established"

They also object to other clauses in the Bill which have drawn sharp union criticism,

By STEVEN FRIEDMAN  
Labour Reporter

DESPITE claims that the Government's draft labour Bill recognises the right of unions to be non-racial, it will still enable unions to be registered on a racial basis, according to two trade unions in the food industry

This charge is contained in a submission on the Bill to the Department of Manpower Utilisation by the Food and Canning Workers' Union and the African Food and Canning Workers' Union

The FCWU is a registered union for coloured workers. The AFCWU is an unregistered union which refuses to register

In the submission, the unions say they welcome the Bill's recognition of non-racial unions

But they say they "note with alarm that the system of registration proposed still maintains racial and other divisions in

2/...

- d) Limit sophisticated processes.
- e) Motivate politically the central government to make resources available for development in rural areas.
- f) Encourage each level to find a local solution for local problems.
- g) Apply for financial assistance from industry inside the country and from abroad, and from relief organisations.
- h) Increase investment in preventive and promotive medicine.
- 1) Evaluate cost/effectiveness of health care interventions.
- a) Translation of observed and felt needs into task programmes.
- b) Training people to fit the programme (Community Health Worker, Community Sanitary Worker, Primary Health Care Nurse, Community Health Nurse, Clinic Sister, Care Group).
- c) Obtain expert help from other departments and development agencies.

OBSERVED AND EXPRESSED NEEDS (a 4-village study)

ANSWER

- 1. Better local curative service
  - Improve skills of clinic sister/midwife by training her as Primary Health Care Nurse or Community Health Nurse.
- 2. Malnutrition rate 12,7 - 22' below 3rd percentile. (10% wasted, 2% stunted, Waterloo Table under fivees).
  - Control seasonal/temporal malnutrition by C.H.W. visiting and measuring each child at home every 6 months.
  - Use of Road to Health Chart, adapted to local needs.
  - Nutrition Rehabilitation through Family Rehabilitation by C.H.W., Clinic Sister and Social Worker with Community Health Nurse from the Health Centre.
  - Back up by regional Nutrition Rehabilitation Unit.
  - Making meaning food based on local food available.
  - Improve gardening through community and individual gardening projects, with help of Care Group, C.H.W., C.S.W., Agricultural Adviser.

3/...

DRUG PRESCRIBING IN TEACHING HOSPITALS

A SERVICE TO THE PATIENT

Dr. K. B. Sundgren  
September 1978

The importance of the individual patient has to remain paramount. Diagnosis and treatment are not just the delivery of a parcel of technology. It is not adequate to be equipped with instruments, knowledge of science or everything in the pharmacopoeia. Doctors are also the advisors whose wisdom, concern and kindness may have greater influence in the restoration of the patient than our technology. The patient needs to retain his dignity even amongst painful apparatus and noisy technique.

The concept of service involves giving to others and the hospital patient has been conditioned to expect the handing over of material things. The patient does not care about costs because someone else pays for it, and the hospital physician is often placed under extreme pressure to prescribe inappropriate drugs prompted by the patients belief that medical consultations must result in prescriptions.

THE PROBLEM

Escalating costs, decreasing resources and an ever increasing demand on Health Services require Administrators and providers of the Service to look critically at every aspect of spending, to identify and evaluate each major area in terms of cost effectiveness and where it is practical, steps must be taken to apply control measures and redirect limited resources to the best advantage of the greatest number of persons.

COST EFFECTIVENESS

... into the effectiveness

Were journalists going to take a stand on the issue of a register or would they simply adjust to each new control, another delegate asked. The likelihood of the Government seizing on the negative aspects of the commission's report was stressed after the congress by Mr John O'Malley, editor of The Argus and this year's winner of the SASJ's Pringle Award for outstanding service to journalism

# SASJ vows to fight that register

20/8/78  
20m  
134

Staff Reporter

CAPE TOWN — The Southern African Society of Journalists is to launch a campaign against the introduction of a register of journalists, as proposed in evidence before the Steyn Commission.

The SASJ has also called on media employers to take a public stand against the concept of a register for journalists.

The predominantly white union also plans to solicit backing from black colleagues belonging to the Media Workers Association of South Africa and from Afrikaans journalists for the formulation of a combined strategy on the commission's findings.

The anti-register campaign is embodied in strongly-worded resolutions passed at the two-day SASJ conference in Cape Town at the weekend.

Afrikaans editors had expressed opposition to the idea of a register in their evidence to the commission, it was pointed out in support of a proposal to enlist the support of colleagues in the Afrikaans Press

The International Federation of Journalists has already expressed alarm at proposals before the Steyn Commission for a register. At the recent IFJ congress in Helsinki, a resolution was passed stating that such a register would be considered internationally as an inroad into free journalism

At the Cape Town congress, delegates were warned that the register might be presented in a deceptive "velvet-gloved" form. It was proposed that journalists should be educated in advance on what to expect.

One delegate said the only way to pre-empt reaction by newspaper managements that a register "would not be as bad as all that" would be to make it clear that such an attitude would lead to the loss of staff.

therapy. The old adage for the physician "to cure some...

... is still pertinent today in spite of the many new lines

Indeed Self Service is rearing their ugly heads throughout the world.

RESEARCH FOR FORWARD THINKING

A teaching Hospital is the centre for development and progress. It has a responsibility not only towards the patient but also to the many graduates and undergraduates training within its portals. A Doctor in a specialist hospital may not wish to compromise what he feels is the best treatment for an individual. The state has intruded into the doctor-patient relationship by virtue of having to accept responsibility for the delivery of Health Care. The Doctor cannot merely regard the state as the holder of an inexhaustible purse. In a hospital, unlike in private practice, it should therefore not be regarded as unreasonable, that the State should have some control over the expenditure.

Talking at an SASJ dinner, he predicted that attempts to dampen dissent would be spurred on by the long list of witnesses before the commission who had made no secret of their desire to bring the Press to heel

The resolutions passed at the congress read:

"Congress instructs council in close consultation with chapels to conduct the strongest possible campaign against the introduction of a register of journalists or any similar proposal that may arise after the tabling of the Steyn Commission Report.

"(1) Congress instructs council to (i) initiate a programme to increase awareness among all journalists about the possible effects of the

Steyn Commission outcome; (ii) initiate liaison with Mwasa and Afrikaans-speaking journalists with a view to formulating a combined strategy on the commission's findings and any subsequent legislation; (iii) to appoint a committee to draw up a review of arguments against registration to be circulated to chapels.

"(2) Congress calls on media employers to publicly take a stand against a register of journalists"

# Judgment in SA trade union dispute

By CHRIS RENNIE

JUDGMENT was given yesterday in the dispute between the Engineering Industrial Workers' Union of South Africa and its Port Elizabeth branch executive committee in the Port Elizabeth Supreme Court.

In his judgment Mr Justice Solomon said according to the papers the union was open to coloured persons in certain industries and operated in terms of a written constitution in terms of which its national executive council had the power to review decisions of branch committees and to confirm alter or reverse such decisions.

It also had the power to establish or close down branches and to suspend any branch executive committee for action contrary to the terms of the constitution.

The Port Elizabeth branch was founded about 13 years ago and the respondents in this action were all members of the branch executive committee.

The constitution clearly gave the national executive the power to suspend the branch executive committee if it acted contrary to the terms of the constitution.

According to the affidavits this occurred when the branch held a meeting with the National Union of Engineering Industrial and Allied Workers with a view to "breaking away" from its parent body.

This meeting was not denied by the respondents although they submitted that it was un-

official and for discussion only

The minutes of the meeting, however, recorded that the meeting "unanimously agreed that the Port Elizabeth branch withdraw from head office and register as an independent union."

The judge found that whether or not the meeting was properly constituted was irrelevant, it was clearly held to decide the question of withdrawal.

This attitude was confirmed by subsequent actions in changing the office locks and attempting to withdraw the branch's funds.

"In my judgment, the actions of the respondents were clearly actions contrary to the terms of the constitution, and as clearly justified action by the national executive council," he said.

He granted an order restraining the respondents from holding themselves out as the Port Elizabeth branch committee of the union, or acting as such, confirming their suspension, ordering them to vacate the union's offices, interdicting them from operating the branch's bank account, and ordering them jointly and severally to pay the costs of the application.

Mr P Tebbut SC and Mr L S Melunsky instructed by Kaplan Solomons Loon and Blumberg appeared for the national executive. Mr L Dixon SC and Mr D Chetty instructed by Herbert Fischel and associates appeared for the Port Elizabeth branch committee.

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# Union deals cut mine job curbs

By STEVEN FRIEDMAN  
Labour Reporter

THE mining industry has now negotiated two productivity packages with trade unions which will mean a relaxation of racial labour practices in the industry.

The Chamber of Mines deal with the SA Engine Drivers, Firemen's and Operators Association announced late last week, follows a similar package agreed with artisan unions earlier this year.

In both cases, the unions agreed to relaxations in existing labour practices and to scrap the paid occasional leave system in exchange for a "package" of new benefits.

This means a wide range of mine unions have agreed to relaxations in labour patterns opening the way to greater use of black labour.

The deal between the artisans and the chamber has also

been followed by the announcement of a Government approved training scheme for the industry backed by both parties.

The changes in labour practices have been linked to the mines' skilled manpower shortage and, at least in the engine drivers' case, it appears relaxations will only occur where insufficient white labour is available.

The mines have argued for some time that existing racial practices have created an acute skills shortage and hampered the industry's productivity and the new agreements are aimed at easing the problem.

The chamber negotiates wages collectively with the Council of Mining Unions representing all mine unions.

However, non-wage issues can be negotiated separately with individual unions and groups of unions.

UNIONS

When to talk

How does management know when a union truly has the support of its labour force? This is a question many companies are

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having to face with some setting rigorous requirements (like 50% membership) for union recognition

This could be a mistake. Labour consultant Andrew Levy warns that managements who adopt this attitude are ignoring the relationship between actual and potential union membership. "An actual membership of 15% indicates significant union penetration and a potential membership of 50%-60%, which could be achieved overnight in the event of a grievance," he says. "Management should beware the numerical argument."

However, Levy's view is contentious. Many SA companies are grappling with the interpretation of "representative" as a criterion for determining when to recognise a union's existence. An increasing

number of employers are agreeing to enter into recognition agreements with "representative" unions, but many still refuse to talk to unions or to have any

dealings with them outside of the legal structure. But there is a difference between signing an agreement and simply agreeing to talk, which implies a realistic

recognition that a union exists and has a potential influence.

Although Sigma recently landed itself in deep water, company policy on recogni-

tion is clear. Says Sigma's Mof Lemmer: "We will start talking to a union if it represents 10% of our workforce, but we will only allow it to discuss members' problems. At 20% we will grant cheque-off facilities and arrange access, which is a slightly more formal agreement, at 35% we allow participation on an in-company representative system with direct union representation, and at 50% we are prepared to recognise the union as a negotiating party."

Irvin & Johnson's Hein Ehlers disagrees. "15% is ridiculously low. There is no way I would even consult at that degree of representation. As soon as you start consulting, it constitutes a form of recognition for which you need rules and regulations. A meaningful percentage is at least 30%."

#### Start talking

According to Halton Cheadle, assistant director of Wits Centre for Applied Legal Studies: "Representativeness is a bogus issue which should be taken into account only when negotiating. When talking to a union, representativeness is irrelevant. Only when negotiating should representation be substantial."

Adds Dave Lewis, general secretary of the General Workers Union (GWU): "Management should start talking as soon as it is approached. However, we don't believe in making any approaches to management until we are highly representative."

Says Tucsa's Arthur Grobbelaar: "Some employers believe that if you enter into dialogue with a union this constitutes recognition. Dialogue should be ongoing, but there is a significant difference between dialogue and negotiation. No one would expect an employer to enter into negotiations with a union representing less than 30% of the workforce, but it is good sense to talk to any organisation claiming to represent them."

Last year, Minister of Manpower Utilisation Fanie Botha announced that management should deal with "representative" unions and recognise trade unions which have credibility among the workforce. However, says Rand Mines' David Morgan, "criteria are unclear. For example, it is difficult to judge in terms of paid-up membership because many people say they will join if management agrees to recognise them, but will not pay if they are not yet recognised."

One thing is clear, there are no hard and fast rules. Federated Chamber of Industries' (FCI) Arthur Hammond-Tooke sums it up: "There are no numerical guidelines and percentage factors are irrelevant. The only guideline is pragmatism and whether management considers the number of people affected to be significant."

A few years ago the issue was remote. Times change.



KENNISGEWING 475 VAN 1981  
 DEPARTEMENT VAN MANNEKRAGBENUTTING  
 WET OP NYWERHEIDSVERSOENING, 1956  
 INTREKING VAN REGISTRASIE VAN 'N  
 VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrateur, maak hierby kragtens artikel 14 (2) van die Wet op Nywerheidsversoening 1956, bekend dat ek die registrasie van die Association of Cinematograph Projectionists met ingang van 4 Junie 1981 ingetrek het

M W J LE ROUX, Nywerheidsregistrateur  
 (3 Julie 1981)

NOTICE 475 OF 1981  
 DEPARTMENT OF MANPOWER UTILISATION  
 INDUSTRIAL CONCILIATION ACT, 1956  
 CANCELLATION OF REGISTRATION OF A  
 TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, hereby notify, in terms of section 14 (2) of the Industrial Conciliation Act, 1956, that I have cancelled the registration of the Association of Cinematograph Projectionists with effect from 4 June 1981

M W J LE ROUX Industrial Registrar  
 (3 July 1981)

KENNISGEWING 474 VAN 1981  
 DIE SUID-AFRIKAANSE GENEESKUNDIGE EN  
 TANDHEELKUNDIGE RAAD  
 KENNISGEWING KRAGTFENS REGULASIE 15 (14)  
 VAN GOEWERMENTSKENNISGEWING R 1189 VAN  
 1 JULIE 1977

Onderstaande besonderhede rakende 'n geregistreerde stelskundige wat kragtens die bepalinge van die Wet op Geneeskerpe, Tandartse en Aanvullende Gesondheidsdiensberoep, 1974 (Wet 56 van 1974), deur die Suid-Afrikaanse Geneeskundige en Tandheelkundige Raad skuldig bevind en gesut is, word hierby vir algemene inligting bekendgemaak

NOTICE 474 OF 1981  
 THE SOUTH AFRICAN MEDICAL AND DENTAL  
 COUNCIL  
 NOTICE IN TERMS OF REGULATION 15 (14) OF  
 GOVERNMENT NOTICE R 1189 OF 1 JULY 1977

The following particulars concerning a registered psychologist who has been found guilty by the South African Medical and Dental Council and upon whom penalties have been imposed in terms of the Medical, Dental and Supplementary Health Service Professions Act, 1974 (Act 56 of 1974), are published for general information

Naam van persoon	Aard van beskuldiging waarin skuldig bevind	Straf wat opgeleg is
B Barnard (Sielkundige)	Skandlike gedrag. Inligting rakende 'n pasient sonder pasient se toestemming bekendgemaak	Geskors vir twee maande met ingang van 1 Junie 1981
Name of person	Nature of charge on which found guilty	Penalty imposed
B Barnard (Psychologist)	Disgraceful conduct. Divulged information regarding a patient without the consent of the patient	Suspended for two months with effect from 1 June 1981

(3 Julie 1981) (3 July 1981)

KENNISGEWING 476 VAN 1981—NOTICE 476 OF 1981  
 VOORLOEPIGE OPGAWI VAN HANDELSSTATISTIEK VAN DIE REPUBLIEK VAN SUID-AFRIKA VRYGESTEL DEUR DIE KOMMISSARIS  
 VAN DOUANE EN AKSYNS  
 PRELIMINARY STATEMENT OF TRADE STATISTICS OF THE REPUBLIC OF SOUTH AFRICA RELEASED BY THE COMMISSIONER FOR  
 CUSTOMS AND EXCISE

Opmerking - Die in- en uitvoersyfers wat in hierdie opgaw verskyn is grootliks aangepas om dit in ooreenstemming te bring met die vereistes wat gestel word vir die opstel van die betalingsbalans

Remark - The import and export figures reflected in this statement have been adjusted largely to bring them into line with the requirements for the compilation of the balance of payments

TYDPERK JANUARIE TOT MEI 1981 PERIOD JANUARY TO MAY 1981  
 TABEL A - TOTAAL IN MILJOENE RAND VOLGENS WERLDSREKJEN SKIEPS- EN VLUIGTUIGVOORRADE  
 TABLE A - TOTALS IN MILLIONS OF RAND ACCORDING TO WORLD ZONES AND SHIP'S AND AIRCRAFT STORES

Wereldstreek - World zones	Invoere - Imports		Uitvoere - Exports	
	1981	1980	1981	1980
Afrika - Africa	124,5	113,2	401,5	449,6
Europa - Europe	2 878,0	2 104,9	1 904,6	2 192,5
Amerika - America	1 095,2	780,7	769,4	868,8
Asie - Asia	1 078,2	628,7	784,7	809,8
Oseanie - Oceania	53,1	35,1	38,8	57,4
Ander ongeklassifiseerde goeder en betalingsbalansaansuiwerings Other unclassified goods and balance of payments adjustments	1 793,8	1 759,5	3 261,4	3 930,5
Skeep - Vliegtuigvoorraad - Ship's Aircraft stores	-	-	18,2	19,4
Groototaal - Grand total	7 022,8	5 428,5	7 178,6	8 308,0

# Increasing role seen in SA for politically based trade unionism

Ev Post 2/7/87

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By BILL GARDINER

POLITICAL trade unions will increase in South Africa as more and more black workers were organised, according to the authors of the Ford report on the Sullivan Code

In a paper before the 12th congress of the Association for Sociologists in Southern Africa, Professor Michael Whisson and Dr Marianne Roux said the political role of trade unions would increase in the absence of political rights for blacks.

"The white workers who were organised between the wars might have cheered the heady rhetoric about fighting for their rights against the alliance of government and capital, but once beyond the mists of electioneering promises, there proved to be no enemy to fight," the paper said.

"The blacks perceived clearly for what they must fight and whom they must fight in order to get it"

The authors said the current wave of trade union activity among blacks could be distinguished from the growth of the non-racial Federation of South African Trade Unions by their commitment in community and political issues. This was seen in their efforts towards general rather than

craft or industrial unions

"Each time the cycle goes round, the number and proportion of workers who are unionised increases and, in the peculiar situation of South Africa, the proportion of politically unenfranchised black workers grows"

The authors predicted, however, that the new wave of trade unions would, if not destroyed by the State, take bureaucratic form in order to seek the advantages of some form of monopoly control over a section of the work force in exchange for industrial peace

"The most obvious group to be disadvantaged in the interests of the new unions and their supporters are the potential workers who are not a part of the local communities — the migrant workers," the authors said

But if the current wave of trade unions was destroyed by the state, new unions would soon arise to replace them.

"The movement is large, politicised and able to force its attention on industry. As such, it will either move into the organisational phase and hence toward industrial peace, or remain an untamed force and a menace to profitable and productive industry until it is given its place in the political economy of the country"

# UNIONISTS TOO DEFY VOWS GOVT

MS POM 4/24 1918  
34  
10

By RIAAN DE VILLIERS  
INDEPENDENT trade unions, representing the vast majority of organised black workers, are to defy restrictions — contained in Government labour legislation now before Parliament — on financial aid to workers who strike illegally.

And they will support one another in defying any "abuse" of official powers of investigation the legislation seeks to extend to unregistered unions.

These were among several major decisions taken at the historic summit of leaders and representatives of virtually all independent trade unions — registered and unregistered — in Cape Town at the weekend.

In another far-reaching move the meeting unanimously rejected the present industrial council system — cornerstone of the official collective bargaining system

## Resist

Unionists also voted to "resist and reject" the present official union registration system insofar as it was "designed to control, and interfere in, internal union affairs".

The meeting stopped short of a decision that all unions would pull out of industrial

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yet council members should not enter them, and requested others to refer the decision to their memberships for endorsement

Similarly no decision was attempted on whether registered independent unions should de-register or not

However, if these and other resolutions are implemented, they are likely to have a major influence on labour relations

They may also lead to a clash with the authorities if legislative provisions the unions have voted to defy are passed by Parliament

### Divisions

The meeting was attended by well over 100 delegates of unions and co-ordinating bodies, including the Federation of South African Trade Unions (Fosatu), the Council of Unions of SA (Cusa), the SA Allied Workers' Union (Saawu), the General Workers' Union, the Food and Canning Workers' Union and the African Food and Canning Workers' Union

Some 29 unions were represented, either directly or indirectly

Observers believe the meeting -- unprecedented in scale -- may lead to greater unity in the fast-growing independent union movement, which has been marked by severe divisions up to now

The meeting was held mainly to formulate a united response to the Government's controversial Labour Relations Amendment Bill, which was tabled in Parliament last week

However, resolutions were passed on several other issues

A delegation is to be sent to Dr Lennox Sebe, Chief Minister of the Ciskei, to discuss his "anti-union stance" and the security of workers living in the Ciskei after "so-called Ciskeian independence"

### Bannings

The meeting noted the "severe difficulties" created for workers by the homeland authorities and particularly the present situation in the Ciskei, where union members and officials were subjected to "severe harassment and constant detention"

Unions voted to continue to resist bannings and detentions "in any way possible" and warned the continuation of these steps would "worsen the already deteriorating industrial relations situation"

Solidarity committees are to be set up in each region to discuss and initiate "solidarity action" arising out of the meeting

And a similar top-level meeting is to be held in November.

Motivating their decision to defy the proposed ban on financial aid to illegal strikers, the unions said it was an internationally recognised right of workers to withhold their labour.

Strikes were frequent at present because of low wages, inadequate bargaining procedures and "completely unworkable" official dispute procedures"

"Workers therefore have no alternative to strike action outside the law," they said

### Strike pay

It was the duty and function of unions to stand by their members and this included the provision of strike pay

They added "The prohibition on financial support for strikers will not be obeyed"

In their lengthy resolution on labour legislation, the unions said they accepted that trade unions were public organisations and they therefore did not object to providing information about their constitutions and finances and the extent of their worker representation

"However, we refuse to subject ourselves to control by anybody other than our own members," the unions said

# Agricultural trade unions on the cards

NM 7/7/81

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'... so face the dangers and problems'

## Agricultural Reporter

TRADE UNIONS for agricultural workers have become a very real possibility, and the dangers and problems must be faced squarely, according to Mr Harry Hattingh, director of the Division of Agricultural Economics.

sectors of the economy would have to absorb those labourers forced out of agriculture. This could result in serious unemployment.

The president of the Natal Agricultural Union, Mr Donald Sinclair, said last night 'What we don't want is a typical Zimbabwean situation where unreasonable minimum-wage demands forced farmers to retrench staff. In the present state of unemployment among blacks in Natal, especially KwaZulu, we have to ask whether it's advisable to increase unemployment in favour of unreasonably high wages.'

Mr Hattingh said one of the first problems would be that communication with farm labourers would be very expensive and time-consuming.

'Many labourers are still largely illiterate and are spread over a wide area. This means that trade union organisers will have to take bargaining into their own hands and might not truly reflect the needs and wishes of labourers.'

Mr Hattingh felt modern farming was still a way of life and sensitive relations between employers and employees still existed.

## Safe refuge

The advantages which farm labourers and their families enjoyed could not be measured in terms of hard cash and were difficult to quantify.

He warned 'If union spokesmen were to act strictly according to trade union rules, farmers could and would also act more strictly according to business principles and agriculture would no longer offer a safe refuge for the aged, for incompetents, hangers-on and the wives and children of labourers employed in the cities.'

Mr Hattingh believed it was a natural development pattern in any country that virtually all labourers were initially found in the agricultural sector.

'As industrial development takes place, competent workers are drawn from agriculture to other sectors of the economy.'

## Zimbabwean

However, if trade unions exerted unnatural pressure on agriculture to increase wages and improve working conditions, other

5 (134)

# Legal aid for unions

EXPANSION of AFL-CIO activities to assist black unions in South Africa and promote basic changes in the lives of the workers, is the point stressed by the American labour organisation in its

programme  
Other areas covered by the Americans in their five-point

Centre a unit to co-ordinate all United States labour activities in support of trade

collective bargaining, leadership and cadre training which could include the following

## Reports by ZBIMOLEFF

programme are  
● to establish within the African-American Labour

union development in South Africa

● the creation of a special labour fund to finance trade union activities. A legal defence fund drawn from this special fund will be created to support legal defence activities in support of trade unionists in South Africa

● to develop, co-ordinate and maintain United States public response in reaction to developments which take place in the labour field in South Africa

● to develop other specific programmes in South Africa and the United States for assistance in organising unions,

(a) work/study programmes in the United States

(b) Union-to-union training in the United States

(c) seminars and training programmes in South Africa

(d) providing data to South African unions will assist them in organising and collective bargaining activities

(e) assignment of United States unionists to short-term programmes in special fields

(f) educational activities with selected educational institutions in South Africa

(g) support the expansion and use of existing skill-training facilities including

selective scholarship aid to open up the restricted upward mobility for black workers

FM 10/18/83  
LABOUR RELATIONS  
Why they strike

181 134 152 139  
"Wages were the single most important factor causing strikes and work stoppages in 1980," according to the latest annual report of the National Manpower Commission. More than 88 involved wage issues and 140 000 man-days were lost.

But wages were far from the only factor — and overall they featured in a minority of disputes. Wage demands figured in 38% of strikes but 62% occurred for reasons such as union recognition, suspected intimidation, disciplinary measures, working conditions or fringe-benefits. Many strikes were probably politically motivated but possibly some could have been avoided by improved handling of sensitive non-wage issues.

There is no doubt that strikes are becoming a daily reality and a harsh fact of life for managements. Last year, 207 strikes and work-stoppages resulted in the loss of 174 615 man-days. By comparison, 101 strikes and work-stoppages in 1979 lost 67 099 man-days. According to one labour observer "1981 figures already reveal an average of more than one strike a day this year."

Although the recognition versus registration argument continues, it appears that unregistered unions have been using increased muscle. According to the report, "statistics are not available, (but) it is known that nearly all trade unions involved (in strikes) were unregistered."

In 1979, membership of registered trade unions represented 35% of white, coloured and Asian workers outside agriculture. With the inclusion of blacks post-Wiehahn, union membership now represents 15.3% of all population groups outside agriculture.

Trade union membership can be expected to increase rapidly but already it is not that much out of kilter with the international scene. According to Kate Jowell, assistant director of UCT's Graduate School of Business "Approximately 30% of the economically active population in Germany and Japan belong to trade unions, 22% in the USA and 50% in the UK."

Sectoral analysis shows that some sectors like manufacturing are more strike-prone than others. The majority of strikes (57%) took place in industry and involved 41 391 workers. The second significant area of strike action was construction with 5 802 workers involved. The majority occurred in the Port Elizabeth/ Uitenhage East London area followed by Durban/ Pietermaritzburg. However, the 20 708 workers who struck in the PWV area represented the greatest number of workers, but a smaller number of individual strikes.

SA lost only four days/1 000 economically active people through strikes and work stoppages between 1975 and 1977. By comparison Germany lost 24, the UK 249, and the US 387. But according to Jowell, "even with the large increase in the number of strikes in 1980, only between 15 and 20 man-days/1 000 economically active persons were lost — which still compares favourably with other countries. SA thus appears to be relatively fortunate in its labour relations. But as things are going, there's no room for complacency."

# Union big guns take aim at runaway prices

By GERALD REILLY

MAJOR trade union groupings are being mobilised for a joint effort to pressure the Government into slowing the breakneck tempo of price increases of the past few years.

In a move initiated by the Federated Consultative Council of Railway Staff Associations, a direct appeal is to be made to the Prime Minister Mr P W Botha to call a meeting with commerce leaders to draft a combat plan.

The FCC president, Mr Jimmy Zurich, said yesterday that approaches had been made to the Trade Union Council of SA and the SA Confederation of Labour, and he was confident they would join the FCC in its bid to brake the price spiral.

As soon as Tucsá and SacoI formally agreed to join forces, a telegram would be sent to the Prime Minister.

The three trade union umbrella organisations represent more than 500 000 workers.

Mr Zurich said Mr Botha would be asked to call a top-level meeting of businessmen to find a formula which would put the brakes on unbridled price rises.

The approach comes after the 2.3% increase in the July consumer price index — an alarming annual rate of nearly 28% — and as standards of living fall among many thousands of lower-paid workers.

## Out of hand

A major aim of the joint union approach is to get a commitment from commerce and industry, particularly the wholesale and retail trade, to modulate the profit drive and rein in price rises.

Mr Zurich said yesterday "There is plenty of evidence to support the view that inflation has virtually run out of control."

Company balance sheets over the past two or three years reflected "excessive" profits in many industries and in the wholesale and retail trade.

There was also growing dissatisfaction and alarm at the ease with which companies gained permission from the Price Controller to raise prices.

"We believe the formula being used to determine prices is too heavily weighted in favour of the businessman, and that too little regard is paid to the consumer," Mr Zurich said.

There was general support for a free enterprise system, but the freedom now being given to commerce and industry was being abused.

The general secretary of Tucsá, Mr Arthur Grobbelaar, said fat profits and excessive price rises were at the root of the inflation problems.

## 'Rip-off'

Price adjustments were necessary from time to time, but for too long they had been patently excessive. This applied particularly in the retail and wholesale trades.

"They have been ripping off the consumer in a permissive economic climate and shrugging off appeals for restraint."

Price and profit restraints had become essential to protect living standards of earners, and to slow the drift into poverty of many thousands of South Africans.

The executive director of the Federated Chamber of Industries, Dr Johan van Zyl, said "Price restraints, yes, but not a price freeze."

"Restraints would wound the inflation beast. They might not kill it, but would lop off some of its tentacles."

Dr Van Zyl said, however, that for price restraints there would have to be a "quid pro quo". Employers would then be justified in asking for wage restraints. Concessions on both sides could prove effective against inflation.

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150  
Rom 31/8/81



# Summit for Labour Alliance

BY NANCY L'HER

LEADERS and representatives of almost 50 independent trade union groups are expected to meet in Cape Town this week in an attempt to forge a united front against coming government legislation.

The summit is expected to be attended by delegates from 45 unions representing over 170,000 workers - mainly blacks - countrywide, and its outcome may have a major effect on the future course of industrial relations.

The summit was disclosed yesterday after six months of intensive behind-the-scenes activity and secret exploratory meetings in four centres.

In a statement on behalf of the unions involved a spokesman said the purpose of the talks was to discuss the contours of Labour Relations Amendment bill tabled in Parliament at this week.

It is generally recognized that the bill is unacceptable to the progressive trade union movement and the meeting will attempt to bring a united response to the bill and a wide range of proposals for action to counter the other effects of the legislation.

The bill is expected to be introduced by the government in the next few days and will affect industrial centres and would represent a wide spectrum of organised workers throughout the country.

Unregistered and coordinating

But they are believed to encompass virtually the entire independent union movement and many that refuse to register in terms of the new labour law. They are understood to have the presence of SA Trade Unions (Touval) and and affiliates the SA and Workers Union (South) the Cape-based clerical workers Union (Food and Clothing Workers Union and African Food and Clothing Workers' Union and many others.

Considerable tensions have existed between the independent trade union movement and the government since the weekend meeting and the government's new labour legislation in terms of the Government's new labour dispensation.

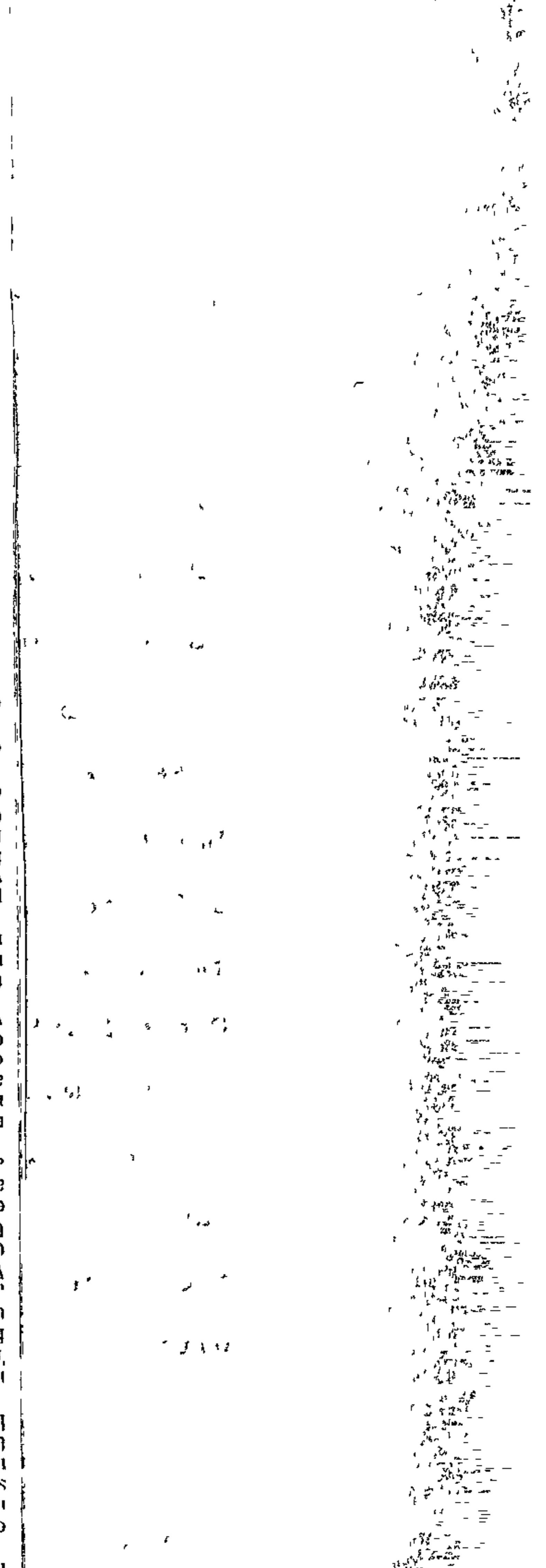
However, that meeting was on a smaller scale and some important independent unions did not attend.

**Non-racial**

The unions present agreed registration would be rejected unless it continued to certain conditions should be fully non-racial.

The former contract should be imposed on unions, and that of existing unions should not be imposed in the region.

Important differences then emerged between the various groups which increased friction between the various groups. However, the debate has been radically changed by the government's new labour law.



UNION VICTORY ~~FILE~~ 134  
Supreme Court judgement sets aside  
the government's ban on fund-raising

by Fosatu In judgement on an action  
brought by the trade union federation  
against Minister of Health, Welfare and  
Pensions Dr LAPA Munnik, Judge-  
President of Natal Mr Justice James  
set aside a Government Gazette pro-  
clamation of June last year under the  
Fund-Raising Act, which prohibited Fo-  
satu from raising money inside the  
country and abroad FM 4/9/81

# Seifsa hammers out new union bargaining deal

BY STEVEN FRIEDMAN

THE giant Steel and Engineering Industries Federation, whose members employ about half-a-million workers, is finalising major changes to its labour policy in an attempt to meet the demands of black unions which have rejected the official bargaining system.

Seifsa has been the staunchest and most important supporter of official industrial councils, and negotiates on the country's biggest council.

However, informed sources say influential Seifsa employers, although they continue to favour industrial councils, also support a "decentralisation" of bargaining with representative unions, as well as some form of direct negotiation with unions on the factory floor.

They add that this would imply important adaptations to the metal industries' industrial council, which some employers and unions believe has become too unwieldy and removed from grassroots workers.

These sources say the changes in Seifsa policy follow a hotly-debated rethink in the federation on labour relations issues.

## Criticism

Seifsa's review comes as industrial councils are subjected to mounting criticism from unions demanding direct negotiating rights on the factory floor.

A change in its policy could have far-reaching implications for labour relations in other industries.

22. Interview with Mr S & Sells.
23. FASB 34: Op. cit.
24. FASB DM: Op. cit.
25. Arthur Young & Co.: Memorandum - Accountants & Lybrand.
26. Ernst & Ernst: Op. cit.
27. FASB ED: "Capitalism", 1978, paragraph 15.
28. Ernst & Whinney: "Capitalism of I".
29. Martin, D. Edward: "Capitalisation International", page 26.
30. FASB DM: Op. cit.
31. Ibid, paragraph 62.
32. Ibid, paragraph 63.

Cost", December  
 ng Developments :  
 nuary 1980, page 13.

## Unwieldy

A major metal employer who favours the council system has told the Rand Daily Mail the council will have to be "decentralised" to allow for smaller bargaining entities.

"The council is just too large and unwieldy. Decentralising it would allow greater worker participation," he said.

A source in another large company said he favoured retaining the industrial council "as an umbrella".

But he added "We would like to..."

## TUCSA CONFERENCE ~~133~~

### Problems of reform

Fm 18/9/81 134  
Tucsa's in trouble Few of the delegates at the 27th annual conference of the Trade Union Council of SA in East London this week were in any doubt about that

Ironically, the problems confronting it are largely the result of a sustained campaign for reform in labour which Tucsa has waged for people of all race groups. However, "it cannot be denied that there is a terrific battle on the shopfloor, which extends into the townships, for the hearts and minds of South African workers," Norman Daniels, secretary of the Textile Workers' Industrial Union, warned the conference.

This is something of which leaders of many unions affiliated to Tucsa are painfully aware. At present, only about 10% of SA's black workforce is unionised and there is increasingly bitter rivalry between different union groupings to gain the support of the millions of un-unionised black workers.

During the past year, Tucsa has grown dramatically, gaining more than 80 000 new members. Its total membership now exceeds 370 000, making it the largest trade union co-ordinating body in SA. Outgoing president Andre Malherbe could boast at the conference that Tucsa has more paid-up black, coloured and Indian workers than all other co-ordinating bodies combined — a total of 277 000.

The big test facing Tucsa is whether it can continue to recruit black workers on a large scale and whether it can satisfy their aspirations in the long term. The council faces serious challenges from new, emerging black unions. It was these unions which achieved the highest growth rate of all unions in SA during the past year.

Motions on the conference agenda and speeches by delegates reveal some of the difficult problems that Tucsa has to deal with. Among them:

- Severe intimidation of members of unions affiliated to it by rival unionists,
- Opposition by emerging unions to the industrial council (IC) system — the official channel for collective bargaining which Tucsa strongly supports.
- Tucsa's poor image among many black workers. Conference delegates spoke bitterly about "so many people in responsible positions," including some government offi-

cialists who portray Tucsa affiliates as "tame" or "sweetheart unions."

Leaders of emerging unions are suspicious of the friendly relations between Tucsa leaders and government officials. These unionists reject key provisions of the Labour Relations Act, a cornerstone of government's labour reform policies.

□ Tensions within Tucsa. Although the council has gone a long way towards eradicating race and colour distinctions within its ranks, it still has some way to go. Some black Tucsa unionists fear that they will be dominated by their white colleagues.

There is another issue which deeply concerns Tucsa's leaders — deteriorating relations with labour organisations abroad. There is an increasing tendency by influential trade union bodies to snub the council and support the new black unions.

# Unions: prof warns of disaster

(134) Own Correspondent Nov 26/9/57

The South African Government is courting disaster by banning trade union leaders, Professor Foux van der Merwe of the University of Port Elizabeth said yesterday.

## 'Bad start to black unions'

Trade union rights had been granted to blacks in South Africa for the wrong reasons, Mrs Lucy Mvubelo, general secretary of the National Union of Clothing Workers, told delegates to the convention of the Institute of Personnel Management.

She said union rights were a palliative for the absence of political rights and the Government felt this would ease internal and external pressures on the country.

Unfortunately, when official recognition was granted there were not many well-organised unions — the NUCW was something of an exception — and the result was a battle for leadership with many people wanting to use unions for political ends.

"But in time we will sort ourselves out," Mrs Mvubelo said.

Mrs Mvubelo said that to achieve industrial peace



there had to be complete honesty between unions and employers with unions and employer organisations representing groups with common interests.

She said people should concentrate on solving their own problems rather than pointing out the shortcomings of others.

Unions needed a sound negotiating ability and should be able to stage legal strikes.

"Seduction is better than rape, but, if rape it must be, it must be legal," she said.

## Companies must give workers insight—prof

It was essential for workers to have some economic insight into the company for which they worked, Professor James Lee of Ohio University told the IPM Convention yesterday.

If people understood that the success of the enterprise meant their security, they would have a more positive attitude towards it, he said.

Informing employees of the economic factors involved was one of the ways in which better industrial relations could be achieved.

Another was to settle as many grievances as possible at first-line supervisory level.

It was important at least to listen to complaints even if they could not all be rectified.

Professor Lee said that changes in racial attitudes came from experience, not from training.

If people were made to work together, their prejudices would eventually disappear.

Speaking on the final day of the Institute of Personnel Management convention at the CSIR in Pretoria Professor van der Merwe said there is plenty of evidence — especially in South Africa — to suggest that trade union leaders frequently act as a buffer to contain the pressures from their rank and file.

"Trade unions can be as much a force to defuse subversion as to foster it. A cardinal point in management-union relations. The State should beware of breaking up the leadership.

"Established and popularly-chosen leaders can be part of the road to moderation. Weaken or remove the leadership and you strengthen rank and file militancy — which is the cornerstone of radicalism.

### STATUS QUO

"It is better to have recognisable leaders who manage the status quo rather than unidentified pressure groups working for its overthrow," he said.

Professor van der Merwe added the survival of South African society may hinge on labour relations.

"The future of our capitalist, free enterprise economic system is in the balance and our actions in the immediate years, months and even weeks, could determine which way that balance goes.

"Labour relations is not about peace — it is about conflict. Conflict over control and about people with all their aspirations, fears and prejudices," he said.

### MANY ASPECTS

There were many aspects of the South African situation which were used by marxists to lend credence to their cause.

Many employers exploited low wage labour and proudly admitted that profit was their only consideration.

# Meetings the Workers

By A M Rosholt

## Business's top challenge

Star 29/9/81 134

You will recall that employment codes of overseas origin, notably the Sullivan Principles and the EEC Code, made their appearance on the South African scene in 1977

While we in Barlow Rand were not necessarily in full agreement with the contents of the codes, we were attracted by the concept underlying them, namely that one should set oneself goals in the employment practices field and then regularly monitor progress towards the achievement of those goals

Early in 1978, however, I decided that we in Barlow Rand should formulate our own code. My desire was that it should be tailored to our own circumstances, should be as concrete as possible, challenging and yet achievable. At all costs I wanted to avoid a mere pious statement of intent. The purpose of the code would be to set firm guidelines for our managers and at the same time to make our employment practices known to our employees, shareholders, bankers and other interested parties

The essence of the code was equality of service conditions, opportunities and rewards for all employees regardless of race,

In this series of articles, South African business leaders share their thoughts on what many see as the greatest challenge facing private enterprise this decade. It is a many-headed challenge involving:

- Abolishing race discrimination;
  - Creating equal opportunity;
  - Intensifying training;
  - Improving management/worker relations.
- In the coming weeks, managing directors and chief executives will spell out how they are meeting this challenge.

sex or any other factor. Its main purpose was the eventual elimination of all forms of discrimination within our group of companies.

The code is a living and flexible document and it was revised in January 1980, to take account of the legislation flowing from the first report of the Wiehahn Commission, and again in February 1981, because of our changed stance on negotiating rights.

As you may know, we then came to the conclusion that until the registration of unions is made simple and attractive we must be prepared to negotiate with unions, whether registered or not, which have acceptable credentials and can prove they represent the majority of

the people in the particular workforce.

In our attempts to measure the progress of companies towards implementation of the code, we start with a detailed questionnaire relating to the various components of the code, but companies use this merely as a guide and working paper. The information gleaned from companies and their branches is then consolidated and forms the basis for an annual face-to-face verbal presentation, made by the chief executive of every major company and division in the group.

The chief executive concerned makes his presentation to me — I always insist on being present since this is a responsibility I am not prepared to

delegate — to members of the main board, executives and representatives both black and white from the division or company making the presentation and executives from other divisions as well. This year — and we are in the midst of our presentations at this very moment — we have sought also to get outside perceptions of our progress.

I am focusing this year on two particular issues. The first relates to our commitment to a fully integrated wage and salary structure that takes no account of race, sex or any other factor. We are hearing the completion of a very large job evaluation exercise which we have conducted throughout the group. This is being done by six of our own people, using both the Paterson and Peromnes approaches. The chief executive is required to estimate the cost of closing the wage gap and to indicate how and when he proposes to do so without affecting his financial returns to an unacceptable extent. The amounts can sometimes run into considerable sums and in these instances I am prepared to give companies or divisions up to three years to accomplish their objectives.

The second area on which I am concentrating



Rosholt . . . communicating a living, flexible code of employment practice right down to shopfloor level.

is the communication of the contents of the code right down to shopfloor level. Initially, some of our companies were wary of doing this and limited communication of the code contents to ma-

management supervisory levels and to consultative committees. I am not satisfied with our progress in a number of divisions and have told them this quite clearly. People at all levels must know what

the code is all about. And they must have the right to challenge us if they believe we are not living up to it.

We are now seeking the involvement and commitment of people at other levels and a number of our companies are using members of their consultative committees to participate in the monitoring of progress at company level. We believe that this is essential if the code is to have acceptance and credibility.

Let me conclude by making a few remarks on the role of the chief executive in the whole process. First of all he must be seen very clearly by everyone within his organisation at all levels, as completely committed to the principles of the code adopted by the organisation. If this is not the case, there can be absolutely no hope of meaningful progress towards the achievements in that code. Then he must take the lead positively in the monitoring process and again must be seen to do so, particularly I believe by the lower paid employees.

● Mr A M Rosholt is the executive chairman of Barlow Rand. This is a shortened version of a speech he delivered recently.

NEXT: The South African Managing Director of Volkswagen, Mr Peter Searle, lists some "deadly assumptions" to avoid when dealing with trade unions.

by P M Searle

While fair labour practice is important, its implementation does not address the real problem in South African industrial relations, because labour relations cannot be viewed in isolation from the political system in which it must operate.

The reason that labour relations have come into prominence is that the whole power structure of our society is changing — and that is what politics is all about

In any free enterprise system, there are basic inequalities, but in South Africa the position is aggravated by our political system and the socio-political inequalities which exist

Labour relations, therefore, not only concern working conditions and wages, but also the sharing of decision-making and, in the final analysis the sharing of power. Workers will strive to increase, not only their control over their work situation, but also to improve their general position wherever they are able

Today South Africa's labour relations/legislative system is in a state of flux. Management sees it as reacting to change, unions see it as "up for grabs," and clearly they intend to grab as much of the action as possible while they can

Labour relations in the future will be concerned with the direction in which this power balance will move. It must also be understood that in this situation conflict is inevitable — it is part of the process of change. Employers must be careful not to overreact, but rather to accept the challenge, approach it constructively and try to understand and manage it to the best of their ability.

# A Question of Sharing Power

Nov 30/9/87 (134)

In this series of articles, South Africa's business leaders share their thoughts on what many see as the greatest challenge facing private enterprise this decade. It is a many-headed challenge involving:

- Abolishing race discrimination;
  - Creating equal opportunity;
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What is becoming vividly apparent to the worker is the contrast between his workplace and his squalid home situation, ie, his sense of "relative deprivation" is aggravated, the system is blamed and the frustration shows up in the only place that it can — the shop floor

The problem must be addressed on several fronts simultaneously

Fair labour practice can be truly effective only if it includes a genuine attempt to solve the socio-political problems which, of course, then involves government

Multinationals are in the "hot spot" — caught between the "devil" at source, where certain groups do not subscribe to the view that multinationals can play a

Searle... inevitable that workers will strive to achieve as much power as they can.



meaningful role in assisting the process of peaceful change in South Africa, and the "deep blue sea" in South Africa where they are possibly perceived as the most

## 5 deadly assumptions

Employers should not assume

- That once a negotiation is finalised the union will be satisfied — they seldom are.
- That once a negotiation is finalised, the union will be able to enforce all clauses with its members — in practice they don't often have the necessary control over the workers.
- That if you make unilateral concessions — you will be appreciated. Concessions must be bargained for and won by the union — not given away.
- That provided you are clear and concise you will always be understood — in practice there are many real and in some cases fictitious misconceptions which are used by unions to keep the pot on the boil.
- That if you observe all the principles of "fair labour practice" and pay top wages you won't be among the first to have a strike. But never fear in the long term you'll develop the best reputation as an employer — and after all, we're in the business long term

likely targets to hasten change and to gain visibility for certain pressure groups

This is despite the fact that the majority of multinationals are already in the forefront of labour reform which is certainly the case in the eastern Cape. At the same time, multinationals have to be particularly sensitive to the reaction of their white workers and to avoid the so-called "white backlash"

This requires detailed involvement, agreement and monitoring of each step in the process of change

With respect to trade unions, companies must recognise the basic rights of workers to organise, be trained, be given information, associate and disassociate, and, of course, to strike

The system must embody regular consultation with workers on both a formal and informal basis quite apart from collective bargaining issues

A code of conduct dealing with fair labour practice is a useful guideline and starting point, but once the company is effectively unionised, codes soon become fairly meaningless. Unions want to negotiate in detail on the real shop floor issues and not on some general principles which they anyway had no part in formulating. It is important that the limited role of a code of conduct is kept in clear perspective

It is also necessary to stress that industrial relations are the responsibility of each and every line manager and are not merely "problems for the industrial relations department". Each line manager must himself be counselled and trained on the changing industrial relations scene and how to act in each situation. Similarly, the company needs to pre-plan its strategy. Anticipation of problem areas and rapid corrective action go a long way towards defusing

Clearly then, a commitment to "fair labour practice" is a good start as it covers many of the problems of the shop floor, but it addresses no more than the tip of the iceberg. Business leaders in South Africa must become more involved in the crucial socio-political issues facing the country and take a more determined stand on establishing a society which is based on equality of opportunity

Has the time not come for top business leaders to meet with the Prime Minister and certain of his cabinet on the issues confronting the private sector in the labour field?

Mr P M Searle is the managing director of Volkswagen in South Africa.

JOBT

tain industries to belong to particular unions, was condemned in a minority recommendation in the first job report as one of the more extreme forms of interference with the freedom of movement of labour. The recommendation was that the Government should not attempt to restrict the freedom of movement of labour by any means.

The Government's decision to introduce a closed shop system may have been welcomed by long established unions, but has not pleased organised industry, which warns of the potential for conflict over the issue. The system, which forces employers to employ only those workers who are members of a particular union, was condemned in a minority recommendation in the first job report as one of the more extreme forms of interference with the freedom of movement of labour.

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Feb 2, 1973  
THE CLOSED SHOP

The NMC stands that Government's decision to introduce a closed shop system may have been welcomed by long established unions, but has not pleased organised industry, which warns of the potential for conflict over the issue.

The system, which forces employers to employ only those workers who are members of a particular union, was condemned in a minority recommendation in the first job report as one of the more extreme forms of interference with the freedom of movement of labour.

NMC chairman Dr Ronnie Bourne says that while there are strong ideological and practical objections to the system, it is not clear that it offers any more advantages than disadvantages.



FM 13/11/81  
UNION RECOGNITION

### Testing time

~~316~~ ~~134~~ ~~134~~  
A growing number of employers are seeking labour stability by signing recognition agreements with emerging black unions outside the framework of the official industrial council (IC) system.

While exact figures are difficult to obtain, conservative estimates suggest at least 70 such agreements have been signed to date with a rapid increase over the past two years. Labour relations consultant Andrew Levy believes it is possible that nearly 100 have been signed, while about 50 more are being negotiated. The days when a recognition agreement made the headlines are past; they are now being signed at the rate of about one a week.

As an instrument of establishing a relationship with employers, recognition agreements are favoured by a majority of the new black unions — suspicious as they are of registration and the IC system as a whole. They see the system as biased in favour of employers.

There is debate and even concern about the direction in which recognition agreements may be taking SA's industrial relations. In a document setting out its new labour guidelines, the Steel and Engineering Industries Federation of SA (Seitsa) warned last week: "It is important that employers who consider entering into a recognition agreement covering collective bargaining understand that they are in effect establishing an alternative collective bargaining arrangement to the IC."

#### Competition?

And, as Loet Douwes Dekker, senior lecturer in industrial relations at the Wits Graduate School of Business Administration, puts it: "The basic question facing the future structure of industrial relations in SA is whether recognition agreements and IC agreements will become competitors or will complement each other as instruments of governance."

This is a question employers, unionists and government will have to address themselves to in the years ahead. Some union leaders believe a complementary relationship can be developed. "We feel there is scope for both," says Phurashaw Camay, general secretary of the Council of Unions of SA (Cusa).

At this stage, however, there is no prospect of the IC system becoming outmoded. Indeed, some employers believe that unionists will inevitably be drawn into the centralised collective bargaining system provided

by the councils because of the difficulty of enforcing a large number of recognition agreements.

Recognition agreement disputes have been among the most traumatic ever faced by employers in SA. Some, for example, have had to deal with protracted strikes involving consumer boycotts. However, a growing number have come to believe that agreements do hold benefits for them.

Take Fattis & Moni's MD Peter Moni. His company signed a recognition agreement after an intense battle with the African Food and Canning Workers Union, and the Food and Canning Workers Union two years ago. He has not regretted signing and now believes the antagonism which existed between his company and the unions has been replaced by "healthy mutual respect". The unionists have fulfilled their side of the bargain, he says, though there were teething problems.

Many employers who have signed agreements have had similar experiences. Levy makes a point of warning his clients that the year following the signing of an agreement can be turbulent. But he continues to advise employers to sign.

Initial problems arise, he says, because unions begin to explore and define the power granted to them through the agreement. At the same time, managements have to learn to handle the situation of a recognised union on the shopfloor. Training programmes which help both managements and unionists to implement the agreements are necessary, he believes.

diagrams, the  $n$  spiral effect.

Star 16/10/87 (34)  
Centres in townships for trade unions are being planned for Soweto and the East Rand. The centres will reportedly house several unions and provide space for meetings, seminars and courses.

demand, the greater will be the

6 (ii) a stable equilibrium will only result in the long run if the government steps in with either a program of Buffer stocks, for price stabilisation, or, even better a program of income stabilisation for farmers.

# Workers: on t

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## CIA link feared in new aid for black unions

It is obvious that the American AFL-CIO (trade union centre) doesn't consider trade union assistance from the point of view of giving a hand to the common worker, but as part of US foreign policy, according to a top Scandinavian trade unionist quoted in a 1978 book on the subject.

Consistently, critics allege, the aim of US union aid has been coopting unions and promoting pliant black governments mindful of US interests.

Now the AFL-CIO's African American Labour Centre (AALC) has proposed an aid programme for black unions in South Africa.

Details remain vague but the AFL-CIO says openly its aim is promoting majority rule while urging revolution. The programme bears striking similarities to AALC programmes in more than 25 other countries — which critics have alleged are linked to the Central Intelligence Agency (CIA).

The programme includes:

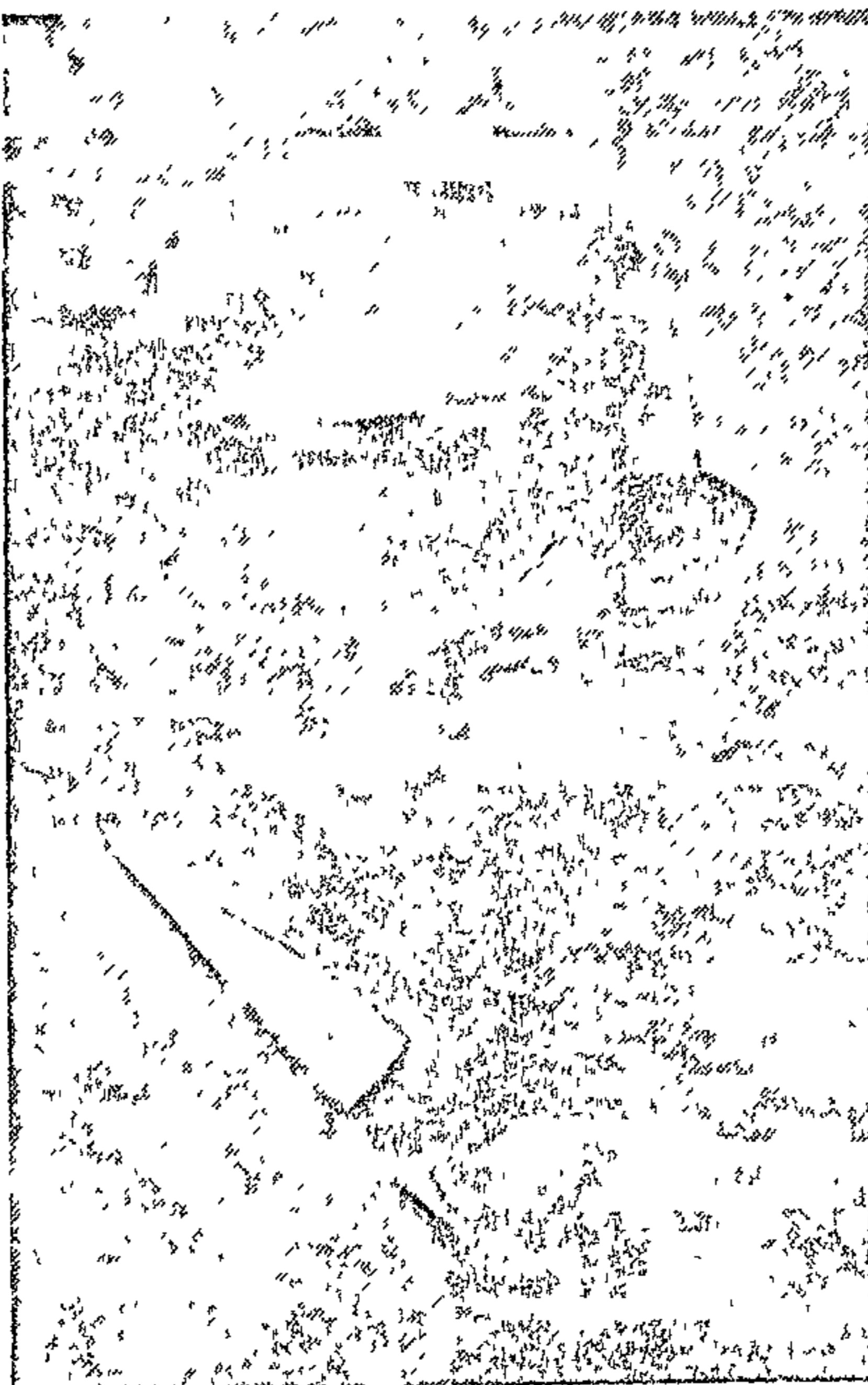
- Funds for union activities
- Training and assistance for black unions
- Development and coordinating the US public response to labour developments here

American financial aid programmes, the first type of aid, have been so great that Jean Bruck, former head of the Christian World Confederation of Labour commented, 'The AFL-CIO has tried to buy trade union leaders who were generally poor and had no financial resources'.

For example, in the late '50s and early '60s, the then AFL-CIO-dominated International Confederation of Free Trade Unions (ICFTU) gave funds to Tom Mboya's Kenya Federation of Labour, as did two alleged CIA fronts, according to the Africa Research Group, a group of US journalists and Africanists. The ICFTU also encouraged Mr Mboya to rein in his unions.

Mrs Maida Kemp Springer, said to be Mr Mboya's CIA contact, also gave funds to aspiring Rhodesian unionist Reuben Janelo in the late 1950s,

**Is the United States trying to manipulate black South African trade unions? A dossier compiled by Craig Charney shows striking similarities between proposed American aid to black unions in South Africa and allegedly CIA-linked programmes elsewhere.**



**Mahomo, director-designate of the African American Labour Centre's new aid programme to South African unions, also linked to the CIA?**

investigative journalist Barry Cohen reports. Mr Janelo has since also admitted receiving payments from living Mboya, the allegedly CIA-linked former AALC head.

These were seen as union-splitting moves by Mr Janelo's rival, the African Trade Union Congress of Rhodesia.

In Nigeria a 1977 Government investigation found that AALC funding of the United Labour Congress (ULC) had been so great that most affiliated unions had not bothered to pay their dues. It concluded that the AALC and ICFTU jointly ran the Rhodesian congress.

In 1976 Alhaji H P Adenbola, former ULC head, said he had evidence of AALC links to the CIA.

The training schemes proposed here too have parallels elsewhere. In Nigeria alone the AALC has trained more than 5,000 trade unionists, while the Ghana Labour College it founded has taught students from 20 countries.

The structure, sponsorship and stress on identifying potential leaders of the AALC run parallel to the

American Institute for Free Labour Development in Latin America (AIFLD), also plagued by charges of CIA involvement.

AIFLD documents obtained by War on Want allegedly show that it compiled personal details on Latin American trade unionists, and that the organisation provided information to the CIA.

Certainly, AFL-CIO interest in the more conservative black unions and leaders here rose sharply during the turbulent 1970s.

In 1973, after the Durban strikes shook the country, the AALC's Mr Brown promised "large funds" for properly organised black unions at the Trade Union Council of SA (Tucsa) conference. Mr Cohen wrote:

In 1978 Mr Brown was responsible for inviting several Tucsa unionists to the AFL-CIO conference, where they opposed disinvestment and the recognition of the militant SA Congress of Trade Unions (Sactu) according to the London-based New African.

The same year the AALC invited black South African unionists to a Botswana conference to meet unionists from conservative African states like Kenya and Togo.

Just last year, Mr Brown urged the ICFTU to recognise Chief Gatsha Buthelezi of KwaZulu as a 'potentially decisive' force in South African politics, adding that he had often championed Chief Buthelezi's cause.

Union training, too, has received growing AALC attention. Since the early 1970s an increasing number of (South African) unionists have had trips to the U.S. sponsored by the AFL-CIO, New African reported.

Students on the most recent courses have been drawn chiefly from the less militant black union groups.

One of the AALC recruiters who came here in 1980 to seek students for the courses was Mrs Springer who had allegedly worked with the CIA in Kenya and Rhodesia.

The US Labour Attache in Johannesburg has also been active in arranging students for the courses and maintaining contact with black trade unions.

## Suspicion in many quarters

The African American Labour Centre (AALC), which plans to open a South African office, is alleged to have close ties with the US Central Intelligence Agency.

The charges have come from researchers, journalists and even spies, though the centre denies them.

AALC director Patrick O'Farrell denied the charges saying 'We are not a CIA front. He added however, 'I don't suppose we would acknowledge it if we were'.

However, investigation has revealed a history of alleged CIA ties to the AALC.

• The CIA helped create the centre in 1964 and has worked with it since then, according to Dutch

**The African American Labour Centre, which plans to open a South African office, is under suspicion from many researchers, journalists and trade unionists.**

Work. The CIA in Africa published last year by the Covert Action Information Group, the anti-CIA body. Gordon Winter, the former Bureau of State Security agent, recently made similar claims to The Star's London Bureau.

Charges of CIA ties to AALC were also made in 1978 in a study of Western trade unions by journalist Dan Thomson for the British journal War on Want and in 1977 by Professor Ann Scudman a

left-wing US expert on southern Africa.

• The AALC's parent body, the AFL-CIO, receives 90 percent of its foreign aid funds from the US Government according to the London-based New African.

Most of the R2.5 million AALC budget in 1978 was donated by the US Agency for International Development, a frequent CIA conduit, according to several sources.

• The director-designate of the AALC pro-

gramme in South Africa, Mr Nana Mahomo, has worked with the CIA since the early 1960s according to Mr Winter.

The Star had learned that AFL-CIO foreign aid funds were paid into Mr Mahomo's London bank account in 1964, and that they subsidised a short-lived magazine he ran soon after.

While a post graduate student at America's Massachusetts Institute of Technology in the mid-60s he worked with the CIA-linked Centre for International Studies.

In 1967 the PAC charged that Mr Mahomo introduced two PAC dissidents to the AALC's first head, Mr living Brown, at a 1966 anti-apartheid conference in Brazil.

# Labour Star 21/10/81 centre 134 denies CIA link

African-American Labour Centre officials have denied reports in The Star yesterday that the body is linked to the CIA.

The Star reported in its Briefing that investigations exposed links between the AALC and the CIA, especially between the proposed head of a South African AALC centre, Mr Nana Mahomo, and CIA operatives.

But the director of the AALC, Mr Patrick O'Farrell, told The Star's Washington correspondent that the report was beneath "his contempt".

He said that he laughed at such reports which took unsubstantiated allegations as reference points.

"I believe in the freedom of the Press and The Star can publish what it likes," Mr O'Farrell said. "We would only sue if this sort of thing ever got to the stage of jeopardising our work."

## DENIED

And former AALC deputy director, Mr Jerry Funk, denied that the AALC was a CIA "front". He denied having personal ties with the CIA.

Mr Funk did not deny questions put to him by The Star's New York Bureau that he had worked for the International Federation of Petroleum and Chemical Workers which was shut down in the mid-1970s after being exposed as a CIA front.

Even before allegations of CIA links were publicised in The Star, many South African trade unionists viewed overtures by the AALC to open up here with distrust.

During a two-month investigation almost all enquiries to registered and unregistered trade unions evoked some story about AALC approaches and doubts being raised about the centre's commitment to worker self-determination.

The general secretary of the Trade Union Council of South Africa, Mr Arthur Grobbelaar, said the AALC had been presumptuous in deciding to open a branch here before consulting local unions.

## DOUBTS

He said his doubts were compounded when he learned that a former executive of the Pan-Africanist Congress, Mr Nana Mahomo, was to head the South African branch.

Mr Phiroshaw Camay, general secretary of the Council of Unions of SA said: "We maintain a policy that we will not be dictated to by outside agencies."

A spokesman for the Federation of South African Trade Unions said: "We would welcome any assistance and for individuals to work within Fosatu, but we don't see the need for an external body."

He said union members had been approached to attend AALC programmes in the United States but these were usually turned down.

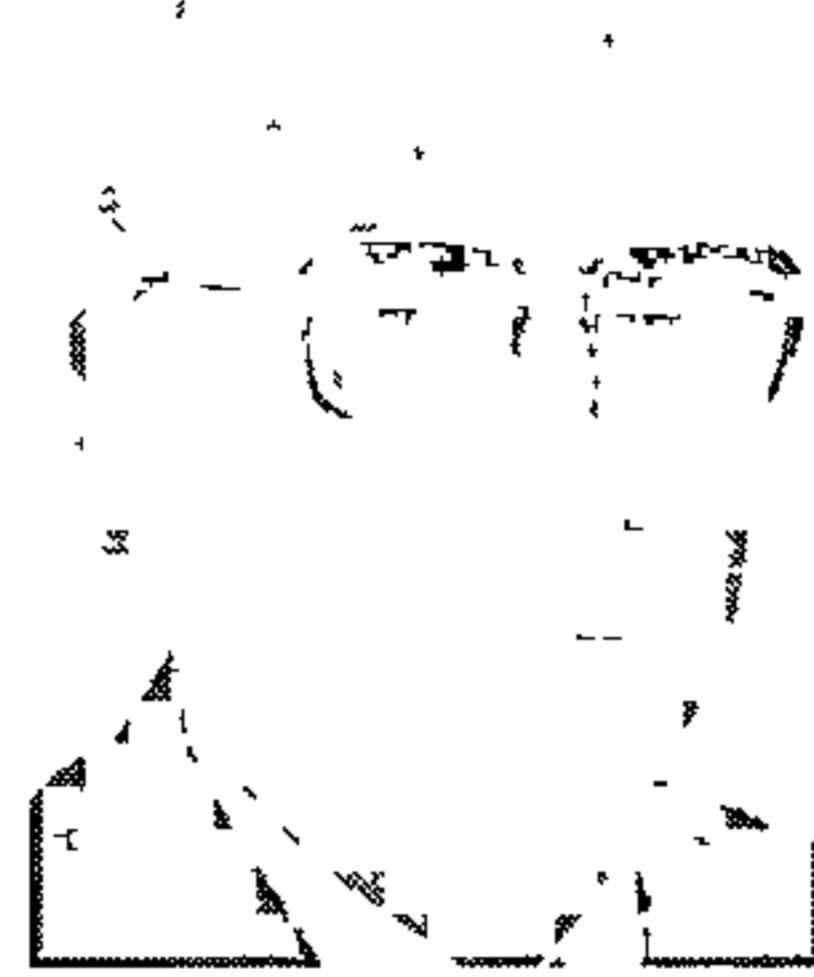
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# Fosatu discusses fund-raising ban

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**By TONY WEAVER**  
THE Central Committee of the Federation of South African Trade Unions (Fosatu) met in Johannesburg at the weekend to discuss the amendment to the Fund-raising Act, which bans the organization from raising funds in South Africa and abroad.  
The bill — published under section 29 of the 1978 Fund-raising Act and signed by the Minister of Health, Welfare and Pensions, Dr L A P A Munnik — prohibits "the collection of contributions by or for or on behalf of the Federation of South African Trade Unions"  
When the bill was published on October 23, unionists and lawyers on the Reef condemned it as "totalitarian", and strong condemnation is expected from the



Dr L A P A Munnik

international trade union movement, which has assisted Fosatu financially.  
An executive member of Fosatu said from Johannesburg yesterday that a state-

ment released after the meeting "related the ban to increasing suppression of the trade union movement

### Rare clauses

"In recent weeks, meetings have been prohibited in Fosatu areas, and rare clauses of the Riotous Assemblies Act, carrying heavy penalties, have been invoked in prosecutions of Fosatu members"  
It was "noteworthy" that this was also a ban on international investment in the South African labour movement while "international investment in South African capital proceeds unfettered"  
He said that with increasing pressure on the trade union movement, the only defence was "the strength of our membership"

Fosatu-affiliated unions are not affected by the ban, but the ban on Fosatu as a co-ordinating body was described as being "halfway between declaring us an affected organization" — which prohibits the collection of funds from overseas — "and banning us outright"

### Bill overruled

This is the second time Dr Munnik has introduced the bill, after the Judge, President of Natal, Mr Justice James, overruled an identically-worded ban imposed earlier this year.  
He said at the time that Dr Munnik had "not observed the rules of natural justice" because he failed to give Fosatu a hearing before imposing the ban.  
But in the last Parliamentary session the act was amended, removing the right of appeal against ministerial bans on fund-raising, as well as removing the need for a case to be heard before a ban is imposed.  
Our correspondent in Johannesburg reports that unionists believe the chief intention is to cut off Fosatu's overseas funding. The first ban forced Fosatu to retrench organizers and cut back on research and other activities, but its unions continued to grow after the ban was imposed.

### Operations

It is understood that the latest ban will not deal a serious blow to the operation of Fosatu unions, but will severely hamper research, education and publications work.  
Professor Johan van der Vyver, of the University of the Witwatersrand Law School, said that by using legislation which overrode a Supreme Court decision, the government had "deviated from the principles of natu-

- i. Does the thesis indicate sufficient acquaintance with the methods of research appropriate to its subject?
- ii. Is it adequate, in scale and in presentation, for the award of a Master's degree?
- iii. Do you recommend that the degree be given?
- iv. Does the thesis constitute a strong recommendation for the award to the candidate of a major scholarship?
- v. The thesis shows originality, in part.
- vi. Does it constitute an advancement of knowledge?
- vii. Does it deserve of publication?

Yes  
Yes  
No  
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No.

*M J Whitaker*  
Professor M J Whitaker  
Head of the Department

He said the ban had "taken South Africa one step closer to a totalitarian regime which imposes serious restrictions on the freedom of its subjects without recourse to the courts".  
A leading Johannesburg labour lawyer said "it seems that in a time of growing labour unrest, the government is determined to undermine the very organizations which can channel the unrest into negotiations"

RDM  
4/11/81 (134)

# Unions wary of Seifsa's labour guides

By STEVEN FRIEDMAN

NEW labour guidelines announced this week by the Steel and Engineering Industries Federation showed a change in "style, not substance", unions who have refused to join industrial councils said yesterday

None of the unions who have refused to join the councils would comment officially on the new guidelines yesterday. They said they wanted to study them and refer them back to their members before commenting publicly.

However, one prominent unionist said that, at first glance, the new guidelines seemed to be an indication that Seifsa had changed its tone in dealing with unions who refuse to go on to councils.

He added: "This will obviously help. But the substance -- Seifsa's insistence on the council system -- remains unchanged."

Another unionist also acknowledged that the guidelines represented a shift but said: "The real issue is our demand to bargain on wages and work conditions outside the council system and Seifsa has not changed its stand on that."

Both said they did not believe the new guidelines would persuade unions to change their minds about serving on the councils, but said they could assist in creating "a more open labour atmosphere" in the metal industries.

The new guidelines reaffirm Seifsa's opposition to any bargaining on wages and work conditions outside the official industrial council system.

## Facilities

They also recommend that employers grant facilities to unions who serve on councils more easily than to those who don't.

However, Seifsa has restated its commitment to changes in the industrial council system and is to hold talks on possible changes both with those unions who serve on councils and those who have refused.

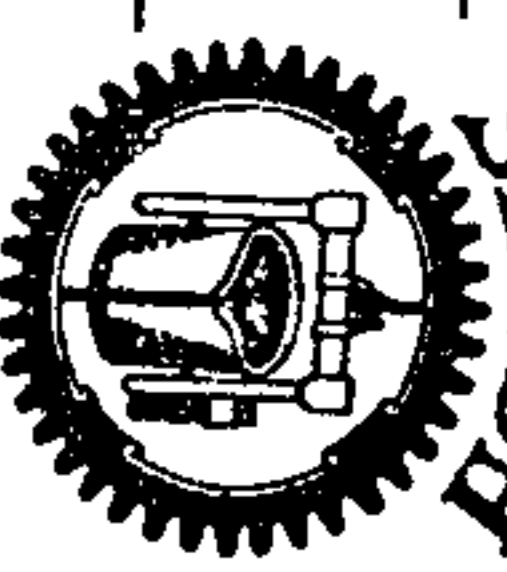
The new guidelines also recommend changes in attitude to those unions who refuse to serve on industrial councils.

Employers are advised to hold talks with these unions and establish whether they are representative (although not by means of a referendum, which Seifsa says is "not a test of representativeness").

If they are, the possibility is left open that employers will ne-

gotiate with these unions on the granting of some of the facilities which will be extended to unions who serve on councils.

The guidelines also alter Seifsa's policy in recommending that employers recognise and deal with the shop stewards of unions who are on the councils -- although not that they negotiate with them on pay and work conditions.



# HOW

# SOUTH AFRICA'S MEN OF STEEL SEE LABOUR RELATIONS

METAL Industries House, in it the offices of the powerful Steel and Engineering Industries Federation, is a building literally clad in steel.

But somewhere on its roof is a unique creche, in which the children of Seifsa employees play happily through the day.

The building and the creche sum up the conflicting images of Seifsa.

To many unionists, the bosses of the country's biggest manufacturing industry, employers of about 440 000 workers, are "men of steel" in more ways than one — tough men determined to resist the growing power of black unions.

But Seifsa leaders insist their labour policies are not only designed for employers, but a signal of their concern for the well-being of their workers.

They see Seifsa as a pacesetter on black job advancement and unionism.

Some Seifsa critics in other industries claim both images are true — that Seifsa men believe their decisions are in the best interests of workers, but will not brook workers and their organisations who believe they aren't.

But no-one denies that Seifsa plays a pivotal role in labour relations. Its members include most of the country's biggest corporations and its labour policies have a ripple effect on a wide range of industries.

The fact that Seifsa this week issued a new set of guidelines is, therefore, a crucial labour event with implications even beyond the 8 500 employers and 440 000 workers immediately affected.

This week's document supercedes guidelines issued in 1979 when most black unions refused to register — which meant they could not join industrial councils, which lay down binding minimum wages and work conditions.

The guidelines expressed total backing for the Metal Industrial Council, and was the first employer guideline to welcome black unions on a council. It also envisaged granting "stop orders" to unions who agreed to join.

But they rejected any form of bargaining outside the council system, warning both against any negotiations between individual employers and unions and against any role for unions on the factory floor.

And it warned equally strongly against dealing with unregistered unions.

## Document

Seifsa saw the document as "pioneering" because it backed the participation of black unions in industrial councils. Black unions saw it as a " cynical" attempt to lock them into councils. The idea, they said, was

# Iron

# first,

# Or a

# Velvet glove?

**The giant Steel and Engineering Industries Federation this week announced new labour guidelines which will affect the bargaining rights of 440 000 workers — and will have an effect on many other industries besides metal. Labour reporter STEVEN FRIEDMAN reports.**

but it did not spell out a blueprint for change.

Instead, it will seek to arrive at those changes through talks with the unions involved — both those on the councils and those who refused to join.

Of course, the council could not be changed without agreement from the unions already on it. But the talks with the dissen-

TOP STEEL MAN GRAHAM BOUSTRED "joining a council will give the unions more influence than ever before."

For the first time, the document accepts a factory-floor role for unions — not in bargaining, but in "consultation".

It leaves the way open for employers to deal with union shop stewards instead of works councils, suggests an "accreditation" procedure for shop stewards, and that management support time off for union shop stewards to be trained by their unions in labour relations.

Seifsa also suggests a "model" grievance and discipline procedure for firms which includes a role for union shop stewards.

This "model" includes a role for the council in settling disputes — but Mr Van Coller says it is only a basis for negotiation.

The guidelines are far more flexible than the 1979 version. They also envisage for the first time a role for union representatives in issues like dismissals, and differ from the 1979 approach by recognising that black unions will not join councils simply because employers think they should and that they should have some say over the system they are to join.

But unionists who are opposed to the councils say the guidelines are a change in "style, not substance" — another method of persuading unions to join councils (which Seifsa men confirm).

None of the unions have reacted officially — they are still studying the guidelines. But some unionists have offered first impressions.

They concede that the guidelines are a shift and believe that, by moving to persuade unions to join councils, rather than attempting to force them, Seifsa will make it easier for them to deal with metal employers.

But one unionist adds: "Our demand is to bargain with companies on wages, outside the council system. The new approach is still totally against that."

While the unions have agreed to take part in the talks, they argue that they do not provide the open-ended attempt at consultation Seifsa says they do.

"They already say there will be no factory-level bargaining on wages. So they will talk to us about any change except the one we want," a unionist said.

And, judging by the stated positions of the dissenters, the proposed talks are highly unlikely to end in unions agreeing to join the councils.

Unions like the SA Allied Workers Union say they will not register until "all aspects of discrimination" have been removed

in the country as a whole. Unions like the GWU reject the council system in any form, saying it allows for negotiation not by workers, but by "protestional bureaucrats".

Both positions seem too far from Seifsa's for a compromise. And Fosatu's MAWU says it will only enter councils when it believes it is strong enough to bargain effectively on them. It argues that it has 26 000 members of a total of 440 000 and that it therefore does not yet have the clout to ensure that the council serves its members needs.

At the same time, it does have majority support in many industrial factories where, it believes, it can bargain effectively.

Mr Rodney Mhweba, recently suggested MAWU might go onto councils if it could bargain on the shop floor as well.

But because Seifsa rules this out, no change from MAWU seems likely. So Seifsa's concern about an unrepresentative council seems set to persist.

## Bargaining

Mr Boyd believes unions will ultimately have to accept industry-wide bargaining on a council. "Are they going to bargain with all 8 500 of us individually?" he asks.

Yes, say the unions. But industry-wide bargaining doesn't have to mean a council. And they will only negotiate industry-wide, if they represent a majority of workers and are thus in a strong bargaining position.

By Seifsa's own calculation, the unions presently on the council represent only one third of metal workers, but are negotiating for an entire industry.

The unions see employer attempts to get them on to the council as an attempt to get them onto bodies which are weak and can exert little influence.

The answer, they say, is to allow unions to bargain with individual employers. This will lead to a growth in their numbers and power. When they have grown sufficiently, industry-wide bargaining will become a necessity — and the system of bargaining will be more likely to be accepted because it will be the result of negotiation between two strong parties.

For the moment, however, the metal council seems destined to remain one in which a small minority "make laws" for the majority.

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that, on the factory floor, where their members' real problems lay, employers would be able to ignore unions — relying on "tame" works councils — while still claiming they were not against unionism.

They also saw the guidelines as an attempt to force unions to register.

Since then, some unions have registered. But all but one of the independent, black unions in the industry reject joining the council.

Their arguments have been repeated many times. In brief, they don't believe they can bargain effectively on their own and want to negotiate actual, not minimum pay rates.

Instead, they have been seeking recognition agreements with companies allowing them to bargain directly at factory level on pay and work conditions.

Only two companies have signed agreements — and a few more have negotiated pay directly with black unions, but without signing a recognition agreement.

But most of the unions have grown rapidly and, on the East Rand in particular, metal workers have struck over demands to negotiate pay directly.

Despite the fact that only a handful of companies had ditched the council system, the refusal of these unions to join the councils posed a threat to it.

The unions who were exercising muscle were not represented on the council, which was therefore becoming removed from the scene of the action.

And, of course, the absence of many black unions meant the council was becoming less re-

as ever to see black unions join them.

Seifsa leaders say they are not "union-bashing", but are seeking what is best for workers and unions.

"Joining a council will give the unions more influence than ever before," said Mr Graham Boustred, chairman of Anglo American's Highveld Steel.

And Seifsa's director, Mr Sam van Coller, said councils were a form of "self-government" enabling black unions to help "make laws" for industries.

"Name me one other area of life in which black people can participate in making laws for nearly half a million people," he said.

## Altruism

Other employers acknowledged that altruism was not the only issue — they also wanted to avoid "leapfrogging" in which unions would use the fact that increases had been won at one company to demand the same or more at another.

Mr Van Coller was at pains to stress, however, that Seifsa regarded the boycott of the council by fast-growing unions as a serious problem.

"We want to negotiate with representative unions. So we want those unions who do represent workers to do so on the council," he said.

Or, as the new guidelines put it: "It is essential that the industrial council becomes representative of all interest groups."

Seifsa thus remains committed to changes which will allow the unions to join the councils —

has embarked on negotiations with unregistered unions and those who refuse to join councils.

It recognises the reality that no changes will succeed in bringing black unions in unless those unions have had a part in framing them.

However, Seifsa men made it clear that some issues are not negotiable.

## Important

Thus Mr Boustred and Mr Boyd stressed Seifsa would not allow unions who agreed to sit on the council to negotiate wages and conditions at plant level.

The guidelines also make it clear that Seifsa's goal has not changed, but show important shifts in the way it wants to achieve this.

Employers who are approached by a union are advised to meet officials, "treat them courteously", listen to their complaints. But they are also told to urge them to register and join the council.

The guidelines then spell out new facilities for unions which have joined the council to "enable them to function at company level".

These unions should be granted "stop orders", access to workers for recruitment purposes, access by union officials to shop stewards, and access to company notice boards for union announcements approved by management.

If they are approached by unions who oppose the council, employers are advised to exchange information with them, and seek proof of their representativeness if they "persist" with demands



# Union anger at new detentions

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Staff Reporter

TRADE unions throughout the country have reacted with anger to yesterday's pre-dawn security police swoops in which students, academics and people involved in labour organizations were detained.

As news of the detentions reached trade unions and labour groups in the City, anger was expressed in statements and telegrams of solidarity sent to those unions whose members were seized in the raids.

The detentions are seen as a new attempt to stifle worker organization and union statements called for the unconditional release of all detainees, warned that the detentions could have "dangerous" effects and pledged that the detentions would not affect the unions' efforts.

## Repercussions

The detentions could have international repercussions.

The Council of Unions of South Africa said it had appealed to several powerful overseas labour organizations, including the mammoth American AFL-CIO, the British Trade Union Council, the International Confederation of Free Trade Unions and international trade union secretariats, to send telegrams of protest to SA embassies and the Prime Minister, Mr P W Botha.

Cusa condemned the detentions as "outrageous" and "smacking of fascist action".

and said it would discuss them at a mass rally in kwa-Thema township on Sunday.

It called on employers to protest - or 'abdicate their responsibility to the country'.

The General Workers' Union - a number of whose members including the general secretary Mr Dave Lewis, were detained last year - said it was 'outraged' and it was clear the State is once again choosing a path of confrontation in its continuing attempts to counter the growth and popularity of progressive trade unions and community organization.

## 'Not cowed'

"Such harassment of worker organizations again exposes the hollow nature of the government's supposedly new approach to trade unions for black workers," it said.

It warned the "flagrant measures would not go unnoticed by workers both internally and internationally."

The Federation of South African Trade Unions (Fosatu) said the union movement would not be 'cowed' and the detentions would bring unions closer together.

It had already sent telegrams to the affected unions that it would stand by its commitment to solidarity with other unions as resolved at the recent Langa unity conference and would respond to whatever calls of support and assistance were

made

The Food and Canning Workers' Union and the African Food and Canning Workers' Union said the detentions were an attack on the trade union movement in general. It warned that no amount of detention without trial will deter the union movement in its struggle on behalf of the workers.

The editorial board of the South African Labour Bulletin said the detentions could 'only be harmful and dangerous to the country'.

## 'Confrontation'

The Urban Training Project said the continued harassment of unionists was an infringement of the value of free association which the SA Government claimed to support. Such action will only increase confrontation between the black unions and the state," it said.

The National Association of Distributive and Allied Workers Unions said: "We want to express our strongest protest at the arrest and detention of Allan Fine nearly two months ago and now Mrs Emma Mashinini."

At the time of their detention and arrest both were officials of our unions. Our protest extends to all trade unions and other persons who are summarily detained without charge, recourse to law and without the right to see families or friends.

# 'Tragedy' enveloping SA

Own Correspondent

JOHANNESBURG - Mr Dave Dalling, Progressive Federal Party spokesman on Justice, and MP for Sandton, said last night that the Nationalist government has once again brought South Africa into disrepute by detaining people who felt strongly against its racialistic policies.

"The tragedy which is fast enveloping this country is that most white South Africans remain unaware of the degree of totalitarianism which is creeping up on them," Mr Dalling said.

"Abuses of the security laws go unchallenged. Deprivation of personal li-

berty has become a way of life. The worst aspect of this latest abuse is that the government has patently no intention whatsoever if past actions are taken into account of bringing before an impartial court the individuals concerned for any criminal act whatever.

"The security laws are merely being misused to suppress legitimate opposition to assist in creating a climate of siege and thus to legitimize oppression."

Mr Dalling said if there was a major conspiracy brewing to overthrow law and order it should be exposed and dealt with by legal process.

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need to be condensed, and the final chapter further fleshed out. Occasional repetition, particularly of quotations would have to be avoided, and Chapter 4 sub-divided into separate self-contained chapters.

# AFCI urges response to the unregistered

# Liaison committee system

## 'a failure'

Industrial councils will have to respond to the growing demands of unregistered trade unions

This was the view of Mr W J Botha, group industrial manager for AFCI, at a labour relations seminar held in Johannesburg this week

A growing number of black trade unions were not represented on industrial councils, Mr Botha said

He cited the recent example of the Steel Engineering Industries Federation of SA which announced on Monday that the organisation would hold informal talks with unions not represented on the council but active in the industry

Such moves could eventually lead to the disappearance of the industrial

A one-day seminar on labour relations was held in Johannesburg this week.

A wide range of subjects were covered by industrial relations officials, unionists and labour lawyers. TONY DAVIS reports on a few of the speakers. . . .

council system, Mr Botha warned

There were a number of reasons why some trade unions rejected the council system. These were:

- The councils covered black workers only from 1979 when the definition of "employee" was extended in labour legislation.
- The councils were seen as unrepresentative because only a portion of the workforce was represented on them
- Councils were thought

to represent mainly skilled workers and not general industry workers

○ The councils were seen as too large and bureaucratic

○ Unions had to be registered to belong to councils and a number of "independent" unions had rejected registration

Mr Botha said industrial councils had served industry well but employers had to watch for the growth of bureaucracy in the system and lack of contact with workers

Liaison committees and works committees introduced as an alternative to trade unions had failed dismally, the industrial relations manager of Henred Fruehauf, Mr Brian Allen, said at a labour relations seminar this week.

Mr Allen said organised labour was a function of industrialisation and could not be legislated away

The committees were imposed from above and were not recognised by workers

Where managements still resisted trade unions the committees were sometimes taken over by union shop stewards

Mr Allen added that the old committee system was legislated away on November 1 by the new Labour Relations Act which repealed the earlier Act

"The Act is silent on the subject of works committees and one can only wonder what will happen to those in existence"

"My guess is that they won't go away but will continue to operate as points of entry for unions where employers have resisted trade union incursion"

○ Labour lawyer Mr Halton Cheedle and the general secretary of the SA Electrical Workers Union, Mr Ben Nicholson, also addressed the seminar

## Recognition 'a wedge for future demands'

Once recognition was accorded to a trade union it was foolish to believe that the union would limit itself to its initial demands.

Industrial relations consultant Mr Andrew Levy told delegates at the labour relations seminar that recognition was a giving away of the right of a company to manage in certain areas.

A recognition agreement was a "wedge" which would increase in time, he said.

In a "good" agreement unions were bound to help in strikes outside the terms of an agreement

Recent disputes showed some unions had lost control of their workers.

## Labour deals: the spirit counts most

The spirit of an agreement between management and union is more important than its mechanics

This was the view expressed by Ford's industrial relations director, Mr Fred Ferreira, at a one-day labour relations seminar

He said it was essential that management should not try to "second guess" a union and that management should have the right to withdraw from an agreement

Mr Ferreira said the emergence of "sympathy strikes" was a new feature of labour unrest. There were four reasons for disputes over union-company agreements: ignorance, differences in interpretation, employer error and the union "flexing its muscles"

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# Unions condemn security raids

**TWO Cape Town trade unions have condemned the security police raid on their offices on Friday as a 'flagrant intervention in our internal affairs'.**

The offices of the General Workers' Union, the Food and Canning Workers' Union and the Churches' Urban Planning

Commission (CUPC) were searched by teams of security policemen on Friday morning.

CUPC are the employers of banned Mitchells Plain community leader, Mr Johnny Issel, who was detained last Monday under Section 22 of the General Law Amendment Act, which allows for '14 days' detention without trial.

A GWU official said on Friday seven security policemen searched the offices from 9.15 am to 12.15 pm.

## RUDE

They were rude and abusive and refused to allow more than one union official to be present while they searched. When we all insisted on being present we were manhandled and thrown out of the office physically. One of our officials is a woman and she received the same treatment.

"They even refused to listen to our lawyer before he complained to the head of the security police, Brigadier Hennie Kotze," he said.

He said the police confiscated a video tape and documents.

## WORKER

The offices of the other union and the CUPC were searched for more than two hours each.

A worker for CUPC said the policemen searched the handbags of all the staff members and confiscated many documents.

A joint statement issued by the GWU and Food and Canning Workers' Union said "We are open and democratic worker organisations with nothing to hide. The security police had no legitimate reason to search our offices."

"The search warrant was worded in the vaguest possible manner. Such harassment of our unions again exposes the hollow nature of the Government's new approach to trade unions for black workers."

# Trade unions pledge unity

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AN attack on some trade unions constituted an attack on the trade union movement as a whole a wide range of unions, said today in a joint statement condemning the wave of detentions last week

A large number of trade unionists were among those detained

'This type of harassment of trade unionists makes a mockery of any supposed labour reforms,' the statement said

'These actions will not counter the growth of the progressive trade union movement and will not go unnoticed by workers nationally and internationally.

## SUPPORT

'Organisation will continue and we will be united in our support for fellow unions under attack.

'We call for the unconditional release of all those detained'

The statement was issued jointly by the General Workers' Union the Food and Canning Workers' Unions, the Council of Unions of South Africa, the Black Municipality Workers' Union the SA Allied Workers' Union, the General and Allied Workers' Union, the Commercial, Catering and Allied Workers' Union, the Federation of South African Trade Unions, the Orange-Vaal General Workers' Union, the Media Workers' Association of South Africa, and the Hotelca Workers' Union.

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## EXAMPLE 8

This run stream shows a user compiling and assembling into a program file which has been acquired by the user. The user submitted an @ASC statement specifying that the file (FILEA) be catalogued if the run terminates normally (C option). The language processors will place three source (EL1, EL3, EL5) and three relocatable binary (EL2, EL4, EL6) elements into the program file (FILEA). The user has also assigned a previously catalogued file (FILEB) to his run. The collector is then called with the @MAP statement. The @MAP specifies that the source element (SYM) and the absolute element (ABS) produced by the collector are to be inserted into the run temporary program file TPF\$. The IN statements following the @MAP direct the collector to include the relocatable binary elements produced within the run by the language processors and an element (EL2) from FILEB. The absolute element produced by collection (TPF\$.ABS) is then executed by the system as specified by the @XQT.

DETENTIONS

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# Black unions under siege

The credibility of government's labour reforms is in serious danger of being destroyed by persistent crackdowns on trade unionists. The latest bout of detentions brings the number of union members detained in SA since November 1 last year to 280, according to figures compiled by the Institute of Race Relations. The vast majority have not yet been convicted of any offence. Banning orders have been served on five union leaders in the same period.

These alarming figures pose the question: Just how free is the freedom of association that government so proudly boasts it has granted to SA's workers of all races? And does government really believe that authoritarian action can provide long-term solutions to problems it has to deal with at this critical stage in SA's labour history?

Among the more than 10 trade unionists detained during the past week are Sam Kikine, general secretary of the SA Allied Workers' Union (Saawu), the largest of the new generation of emerging black unions; Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers Union, and Sampson Ndou, president of the General and Allied Workers Union (Gawu).

Reinald Hofmeyr, executive director of Barlow Rand responsible for industrial relations, warns "The effects of labour reforms can be negated by bannings and detentions."

Henk Botha, director of the Institute for Industrial Relations, tells of hapless managements calling him for advice after union leaders involved in a dispute are detained by police, leaving no-one to negotiate with. In such cases, employers find themselves having to deal with junior union members who are inexperienced negotiators and extremely hostile due to the action taken against their leaders.

"Bannings and detentions make it extremely difficult for industrial relations to develop in a peaceful environment," he says.

Dr Anna Scheepers, president of the Trade Union Council of SA (Tucsa), a staunch supporter of government reforms in labour, has accused the authorities of conducting a "reign of terror."

Admittedly, most of the detentions of unionists during the past year have taken place in the Ciskei. But the SA government has been in a position to curb excessive use of power by the homeland authorities. The Ciskei's attainment of independence this week could, however, mark a dangerous new phase in labour relations in the eastern Cape.

Too many managements still call for police aid when faced by a strike by militant workers. Manpower Minister Fanie Botha

has pointed out that the first response of some employees to a labour conflict has been to call in the police and officials of his department. In fact, this is the last thing they should do, he told members of the Johannesburg Afrikaanse Sakekamer in September.

However, Botha has said little about the widespread detentions of trade unionists during the past year. When questioned about this issue, he has declared that people are not detained by the SA government simply because of their trade union activities. He has insisted that his department does not have anything to do with the detentions.

These replies do not provide much help to embattled managements who have to cope with the consequences of government policies. At a time when they have to do their utmost to persuade leaders of emerging

tions with emerging black unions. The action taken against them seems to conflict with Bophuthatswana's proud record of adhering to the Bill of Rights in its constitution. The unionists have been granted bail and there are indications that they will be charged with holding an illegal gathering.

Trade union officials are at a loss to explain the latest detentions, although some believe they may partly be due to a desire to keep the unions in check during the festivities marking Ciskei independence. When the I M went to press no charges had been laid against any of the detainees.

However, if the detentions are part of a government effort to halt the growing spirit of unity within the 150 000-member emerging black trade movement, it may have miscalculated badly. In a joint statement, these unions have said that "an attack of this nature on some unions constitutes an attack on the trade union movement as a whole. This type of harassment of trade unionists makes a mockery of any supposed labour reforms."

One can sympathise with government and employers who fear the growing power of the new unions. However, an important lesson of the past year has been that arbitrary action has not curbed their growth, but has instead led to a serious deterioration in labour relations.



Minister Botha . . . his reforms are being undermined

black unions of the advantages of the new system that government has created. Authoritarian action only helps to increase the intense distrust that many black workers have of government intentions. Strike over the preservation of pensions issue are to some extent a vivid example of this lack of trust.

The breaking up of a union meeting and the arrest of three leading members of the National Union of Motor Assembly and Rubber Workers of SA (Numarwosa) by Bophuthatswana police last week could also mark a new phase in that territory's rela-

whom. To whom will they be accountable? The disservice that most redistribution occurs not from the rich to the poor, but from the politically weak to the politically strong. Democratic governments must be assumed to reflect the interests of their electorates, at least over some range, but there is no reason to suppose that people are more altruistic when they vote than at other times. It is not obvious that they will elect a government to coerce them into doing what they are not prepared to do voluntarily, though the possibility does exist. It may be that the poor would be better off under a system of voluntary charitable contributions than they are under a system of State controlled provisions.<sup>17</sup>

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# One-way rule

## on mines is

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STAR  
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By Drew Forrest

An eight year battle involving the South African Technical Officials Association, two rival mining unions and the Chamber of Mines ended yesterday with a judgment in the Industrial Court

The court found that the so-called 'one way traffic' rule — allowing members to leave SATOA to join the rival Underground Officials and Mine Surface Officials Associations, but not the reverse — was an unfair labour practice

The chamber has enforced 'one-way traffic' on its mines since SATOA's formation and recognition in 1973

The practice has restricted the union's membership its officials say, and threatened its financial

stability

At an Industrial Court hearing in September the chamber argued that it was bound by an accord with the older associations which had insisted on the restriction as a 'quid pro quo' for the recognition of SATOA

Before 1973 the Underground Officials and Mine Surface Officials Associations had exclusively enjoyed a closed shop agreement with the chamber

But SATOA said the 'one way traffic' rule applied only to those who were members of the older associations before 1973 — and not those recruited afterwards

This was accepted by the court which determined that from January 1981

All mine officials except those recruited before 1973 should have freedom to move between the three associations

Mine officials should have the right to pay dues by stop order to the association of their choice

The SATOA general secretary Mr Harry Mallet Veale, welcomed the judgment yesterday. He claimed that the chamber had backed the 'one way traffic' rule because it weakened SATOA — the most militant officials' association

The chamber said in a statement that the dispute was 'essentially between the officials' associations themselves' adding that it had tried to bring the bodies together, but failed

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# Unions plan meeting for 1982

C. TIMES 4/12/81 Staff Reporter (134) (124)

A MEETING between 11 South African trade unions which was planned for November had been postponed because of year-end pressure, a spokesman for the the General Workers' Union said yesterday

The unions would now meet early next year. The meeting had been arranged as a follow-up to an inter-union meeting held in Cape Town in August this year

"The period since the August meeting evidenced unprecedented co-operation and solidarity between the progressive unions and recent events have starkly underlined the need for greater solidarity in the face of continued State repression of the unions," the spokesman said

OPTIONS: The options field may contain any number or sequence of options, not listed here, to perform specific functions related only to that processor. Please refer to the specific manuals for further details.

A - Accept the results of the processor even if errors are detected.

X - Abort the run if errors are detected.

NOTE

If neither X or A are given, the run will continue but execution of the program in error may result in error termination.

U - Update (correction runs only). Produce a new cycle of the source element.

I - Insert an element into a program file. The source statements are read from the control stream immediately following the processor call statement or are implied by @ADD statement (2.11.6). Absence of I implies U option.

L - Produce a complete listing (source and object code).

N - Suppress all printing of processor output (overrides any other print option). Absence of L or S option implies N option.

S - Produce a partial listing.

W - List correction lines in a separate listing.

ELTNAME-1: If a new symbolic element is being introduced (I option) from the run stream, this parameter specifies the program file into which the new source element is placed and the name which it is given. If an update (U option) is being performed, this parameter specifies the program file, element name and cycle of the source element being updated. Only corrections are found in the run stream.

ELTNAME-2: This parameter specifies the element name and program file into which the element being produced is placed. Language processor (COB,FOR,ASM) produce RB elements. The collector processor (MAP) produces either RB or ABS elements.

**ILO urges UN to act  
on labour detentions**

STAR 8/12/81

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Own Correspondent

GENEVA — Protests from two international organisations over the arrest of trade unionists in South Africa have been referred to the UN Secretary-General, Kurt Waldheim, by the director-general of the International Labour Organisation, Mr Francis Blanchard.

In a telegram to Mr Blanchard, the International Confederation of Free Trade Unions said it was "appalled at the South African Government's action in arresting over 30 trade unionists."

The International Federation of Commercial, Clerical, Professional and Technical Employees referred to the "arbitrary arrest" of Mrs Emma Mashinini, who is the organisation's elected representative for southern Africa.

Mr Blanchard has asked Dr Waldheim to raise the matter urgently with the appropriate authorities.



# 'Stop harassing the unions'

ARGUS 9/12/81

THE General Workers' Union in Cape Town today called on the Government to end the 'continual harassment of the independent union movement and for the immediate release of all detained union leaders'

The president and vice-president of the South African Allied Workers' Union (Saawu), Mr Thozamile Gqweta and Mr Sisa Npikelana, were detained yesterday at their union offices in East London

The Security Police also raided the East London

offices of Saawu, the Food and Canning Workers Union and the General Workers' Union

After the search the Security Police took a copy of the General Workers' Union constitution

The GWU said in a statement today that the latest action of the Security Police could only be seen as a 'further step in the concerted attack on the independent union movement'

'We must again warn the Government that in the face of the persistent action of the Security

Police, the Government's labour policy is being regarded with increasing suspicion by the workers. Reforms on paper mean little or nothing if, in practice, the Security Police continue to act as a law unto themselves'

The statement said the detention of Mr Gqweta and Mr Npikelana followed the recent detention of trade unionists in Johannesburg and Durban and raids on the offices of the Food Canning Worker's Union and the GWU in Cape Town about a month ago

© See Page 4.

# Reforms in labour proposed

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CAPL-T1015 9/12/81

Own Correspondent

JOHANNESBURG — A working paper on union registration and recognition by the official National Manpower Commission (NMC) contains criticisms of major aspects of the country's official labour-relations system and key proposals for labour-law reform.

The document, which has come into the possession of the Rand Daily Mail, quotes many of the criticisms of the system made by employers and trade unions and contains options for reform some of which, if implemented, would meet many of the objections of critics of the official system.

The NMC emphasizes that the document does not necessarily reflect its views, but some see it as a precursor to proposals for key reforms of the system.

## Key demands

It suggests, among other points, that aspects of the system could fall foul of the spirit, although not the letter, of labour conventions drawn up by the International Labour Organization.

The paper is also sympathetic to direct recognition of unions by employers at company level — one of the key demands of black unions.

It discusses the idea of

legislation to help unions achieve this, thus reducing strikes on the issue, and of speeding up official strike procedures which have been criticized as too cumbersome and bureaucratic.

The document is being circulated to interested parties by the NMC, which is asking employer associations, unions and other parties to comment on controversial labour-relations issues.

## Investigation

Earlier this year, the government instructed the NMC to investigate the controversial registration system and other key aspects of the official system.

A covering letter accompanying the document stresses that the views expressed in it and options which it spells out are not necessarily proposals by the NMC, but are summaries of the views of organizations consulted by it.

This was emphasized yesterday by the NMC's chairman, Dr Hennie Reynders. "We have not yet taken a stand on these issues. The views expressed in the document are simply those we have gathered from other parties," he said.

However, it is seen as significant that the document stresses the need for reform and that all but one of the options advocate change.

## 'Unacceptable'

Since the government opened the official system to blacks, critics have said it is too bureaucratic and that registration imposes "unacceptable" controls on unions. They say it is not suited to the needs of black workers.

The paper contains a wide-ranging series of options for reform, although it stresses that none are necessarily endorsed by the NMC.

All of these provide for some form of control over union political affiliations, constitutions and finances, but suggest key reforms.

These include barring race registration, making registration automatic or basing it on union representativeness, removing some official discretion in registration, allowing unregistered unions access to official disputes machinery, modelling registration on

STAR 14/12/81 (134)

**By Tony Davis  
Labour Reporter**

Employers will have to live with the fact that there will be parallel negotiations with trade unions at both industry level and shopfloor level

This was the view of Barlow Rand's executive director of industrial relations, Mr Remald Hofmeyr at a recent Anglo American conference on industrial relations held in Johannesburg

Mr Hofmeyr said the ideal situation for negotiations was for employer bodies, employee representatives and registered non-racial unions to meet at industry or national level and to hold supplementary negotiations on domestic issues at plant level through works councils

However the ideal was not always possible as many of the strongest and fastest growing unions rejected registration and truly non-racial unions had made little impact to date he said

Unions also rejected the present industrial council system, the proposed works councils had not been fully detailed and there existed the possibility that the councils could suffer the same fate as works and liaison committees

Barlow Rand the country's largest industrial

employer body, had issued labour relations guidelines to member companies on subjects such as workers' freedom of choice and association, managers' neutral positions towards different unions, and recognition agreements with unions which had sufficient representative support among workers

Barlow Rand would recognise a trade union which was sufficiently representative regardless of whether it was registered or unregistered

This stand had been criticised by other employers, Mr Hofmeyr said but Barlow Rand believed it was "a realistic stance in the present circumstances"

"We appreciate the problems that can arise through parallel negotiation at shopfloor and industry level but believe this is not necessarily fatal and is in fact something which South African employers will have to learn to live with"

He said that in the past Barlow Rand had supported labour structures established by the Government for negotiations — works or liaison committees—and knew by hindsight that this was a mistake

Workers had rejected these committees and Mr Hofmeyr cited various negotiations with trade unions

# Public <sup>(34)</sup> servants <sup>(750)</sup> push for new deal

## Chief Reporter

Public servants are pushing for a better housing deal as part of their total pay packet in the face of soaring rentals and prices.

The Public Servants' Association (PSA) has held nationwide meetings calling for minimum pay increases of 25 percent to help public servants catch up their pay backlogs compared with other sectors.

An important part of the overall pay package deal will be the question of housing subsidies and allowances.

Widespread feeling among public servants is that existing subsidies benefit only a small percentage of married people with housing bonds.

The majority of public servants live in rented accommodation, do not own houses and therefore obtain no housing subsidy at all, they believe.

The PSA has called on the Government to provide a housing allowance of at least R30 or R60 monthly to all public servants who do not benefit from the bond subsidy.

Very few public servants will be able to save enough money to pay the deposit on a house, they believe, and the Government must show its sincerity to those doomed to life in rented accommodation.

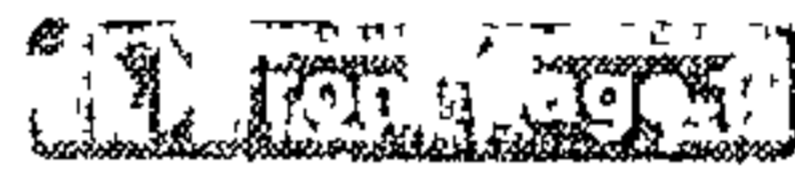
Some rents have increased by as much as 80 percent in recent years, especially in Pretoria, which has a serious housing shortage.

Public servants with bonds were quite happy with the improved subsidy formula which came into effect in October this year.

Subsidies now apply to bonds of up to R10 000 while R20 000 was the previous ceiling.

Subsidies were also

# Civil servants want better housing deal



increased slightly and public servants now pay between three and four percent interest on their bonds despite soaring interest rates which range from 12.25 percent to 14.25 percent.

This means public servants receive subsidies of about nine percent.

Dr Colin Cameron, president of the PSA, said he did not agree with the idea of a simple housing allowance as the State would have no guarantee that this would be spent on housing.

He said the allowance should rather be paid into a trust fund to enable public servants to save for a housing deposit.

The executive of the PSA will meet in Pretoria next month amid growing fears that the country's

70 000 Government employees could be facing another raw deal in pay increases.

A series of countrywide meetings is taking place on PSA branch level as members fear their salary increase hopes will be dashed by the Government in its attempts to beat the worsening economic situation.

Dr Cameron said he did not want to comment on reports that the Government would offer only a 15 percent increase.

"This has not been officially confirmed and I regard it as only a rumour at this stage," he said.

The PSA has told the Government salary increases "in the order of 25 percent were necessary to retain and attract staff to the service, which is at present running at a shortage of about 20 percent of 17 000 employees."

If 1980 was the year unions re-emerged, in 1981 they looked to have established themselves as a force, growing in influence and sophistication.

And there are many who believe that the unions, the fastest-growing black organizations, may become a channel for black worker political aspirations.

But if parties were planned, many unionists will not be at them. They are in prison, having been held without trial under the country's security laws.

They are drawn from key unions such as the SA Allied Workers, the Commercial Catering and Allied Workers and Food and Canning Workers.

For 1981 also saw a sharp rise in State action against workers and unions.

At least 280 unionists were detained. Some were banned. The Government barred the biggest independent black union grouping, Foseatu, from raising funds. Union officers were raided. The authorities banned union meetings and police intervened in work stoppages, sometimes by arresting worker leaders.

Police seemed as eager as ever to keep a tight reign on the unions. Within days of the new year, it was apparent that 1981 was to be a year of continued strike action. Motor companies such as Sigma and Leyland were among the first to be hit in strikes which continued the 1980 pattern.

## Essential

### Weapon

But the most important dispute was the sympathy strike at Ford and General Motors over demands that fired firestone strikers be re-employed.

This was the first major sympathy strike since the re-emergence of black unionism. Some employers saw it as labour taking on a "political" hue, others as an attempt to win support from members of rival unions. Unionists saw it as an essential weapon where employers fired strikers.

The strike ended with both sides claiming victory, but more action of this sort is likely.

Strikes continued through the year, with the East Rand — and later Natal — emerging as unrest centres. The East Rand strikes were unusual in that few ended with strikers being fired — as most still do.

Workers used short stoppages to protest against firms or demands.

The year was also another of increased union growth in which older black unions, survivors of the lean years of the Seventies, reasserted themselves.

These unions lost ground in 1980 to the newer, mass-based unions.

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# The unions are here to stay!

But, while some of the newer "mass" unions still held their ground — Unaru still represents more than 20,000 in East London — they did not show the same start-up growth as in 1980.

Foseatu claimed an increase of 60 percent — and the General Workers' Union and Food and Canning Workers' unions, also formed well before the latest wave of unionism, also showed marked growth.

Some employers reacted traditionally. They refused to deal with independent unions and fired strikers.

But 1981 also saw a major shift in employer attitudes. The Federated Chamber of Industries issued guidelines which signalled a new flexibility and willingness to deal with representative black unions.

It later appealed to officialdom to stay out of disputes and also played an active role in seeking a solution to the pension unrest by calling for negotiation with worker leaders.

Barlow Rand, then the country's biggest industrial group, said it would deal with majority unions whether or not they were registered by the State.

## Important

### Gains

There was also a snowballing of union recognition agreements. In early 1980, there were only about three agreements, in which employers agreed to negotiate directly with unions.

Now, Foseatu alone claims 130 employers have either recognised or are about to recognise its unions. The GWTU, Cusa, the Food and Canning Unions and Saavni have also made important recognition gains.

Indeed, many unions reported that it was now employers rather than unions, who were pressing for formal agreements.

And some claimed employers were seeking on agreements as a

form of control by writing in restrictions on union activities. But even that is a major change from the position a couple of years ago.

The agreements had a direct bearing on one of the year's two major labour issues — the official industrial council system.

If pensions were 1981's top labour issue, the battle over councils was not far behind.

Almost all independent unions refused to join these industry-wide organisations, cornerstones of the Government's official system.

## Independent unionists

They demanded to bargain directly on the factory floor, where, they said, they were stronger and grassroots workers could take part in bargaining.

Some employers and registered unionists argued that the benefits of the system, but most independent unionists saw the councils as a block to full-blooded bargaining.

A key test took place at Colgate's Boksburg plant. Here a Foseatu union threatened a legal strike — a rare occurrence — and consumer boycott after Colgate said it would negotiate, pay and conditions through a council only.

Colgate finally agreed to bypass the council, and unions saw this as a precedent for other companies.

Support for the councils remains strong — particularly in the powerful Steel and Engineering Industries Federation.

But many agreements this year bypassed the council system. A Barlows' company, Premier Paper, agreed to bargain directly despite intense pressure not to from other employers and several other companies avoided the council route.

Even in the steel industries, the GWTU signed two agreements outside the system and Foseatu unions

bargained on wages with a few companies. Talks in the textile industry could lead to industry-wide bargaining outside the council system — the GWTU already has such a deal in three harbours.

And Seiba's new guidelines, while backing councils, said they should be jettisoned and show a softening of attitude to unions who refuse to join them.

The key issue of the year was, however, pensions — aimed at a proposed Bill "freezing" pension contributions until retirement, but every major centre with workers demanding the refund of their contributions. Millions of rand, were paid out.

Workers began challenging the way private pension schemes were run. Employers began, by resisting demands for refunds. But here too, a more flexible attitude became evident and many not only tried to regulate away out but began calling for a range of heart from the Government.

After scoping the pension plan twice, the Government dropped the Bill. The pension unrest had been a sign of black workers' new ability to force consultation on an issue directly affecting them.

It was also a sign that unilateral political decisions affecting black workers could spark factory unrest.

## Power in a key area

The issue is not yet dead. Foseatu has drawn up demands for private pension reform, including one for a direct worker say in the running of funds.

The FCI has urged employers to bargain on pensions and next year will see bargaining which could grant black workers a say in running some funds, which would give them power in a key area of their lives for the first time.

The Government's reaction to the labour movement's growth was largely a mixture of tough controls and reforms.

As the year wore on, employers and unions increasingly bargained outside the controlled official system.

This either meant dealing with unregistered unions — which operated outside the system — or bargaining outside councils.

The authorities reacted by planning to make the system more attractive, thus wooing unions into it, and to clamp down on those who didn't join.

A Bill piloted through Parliament by Mr Fanie Botha aimed to do just that, and contained reforms targeted with clamps on unregistered unions.

Race references and sex discrimination in minimum wage agreements were scrapped. But political and other clamps on registered unions were extended to unregistered unions.

This was accompanied by Bills reforming skills training, but extending new control over worker education programmes.

But official actions did not always help this plan.

The industrial court — a vital element in the system — ran into flak when it declined to hear a case brought by black workers.

Foseatu unions, which had agreed to register, threatened to change their minds after being registered on a racial basis.

And later in the year, the Government rejected recommendations in the fifth Wilehahn report which could have helped refurbish the system.

Unregistered unions made it clear that the new controls would not force them, or the new reforms

persuade them, to register. Indeed, one effect of the Bill was to prompt the biggest show of black union unity, with unions gathering at an historic summit in Cape Town.

Since the changes in the law, employers and unions have continued to create a new system largely outside Government control.

And reaction to the Bill led to calls from both employers and unions for reform to the system and removing control from the registration process.

As a result, the Government asked its National Manpower Commission to examine registration and other key elements of the system.

The only gunnery that control might be reduced came with an NMC paper containing sharp criticisms of the system and options for key reforms.

But whether the NMC will include these ideas in its report will be taken against the man.

Despite these signs, however, an ominous trend seemed to indicate that the Government was not prepared to allow free unionism to emerge.

This was the growing police action against union and worker activity.

Besides repeated detentions (six East Cape motor unionists have been held for six months now), police arrested worker leaders during many disputes.

And some were charged under little-used and tough laws, such as a section of the Riotous Assemblies Act which makes it an offence for illegal strikers to "peer or jibe at" those who ignore the strike call.

The authorities have also intervened in disputes by banning union meetings.

Home and government seemed to have taken an anti-union stance to have Ciskei repeatedly detaining unionists and Bophuthatswana acting against a union meeting on its territory.

Two actions against unions stood out, however.

The Minister of Police, Mr Louis le Grange, confirmed in Parliament that a document spelling out plans to weaken Saavni was written by a security police officer.

But he added that no action would be taken against the man.

And the fund-raising ban on Foseatu came after the Natal Supreme Court had overruled an earlier identical ban.

The Government amended the Fund-Raising Act to take away the courts' right to intervene and then imposed a new ban.

What of 1982? Economists predict a recession. Rising unemployment, of course, usually weakens worker bargaining power and checks union growth.

Next year could see tough times for some of the newer unions.

But a recession is unlikely to weaken unionism as it did in the past.

Employers will still need skilled labour badly — despite a recession. Through recognition agreements, unions have made long-term gains which are unlikely to be reversed.

Those unions who survived the Seventies are unlikely to be broken by a recession in the more favourable climate of the Eighties. And unions in East London have been living with 30 percent unemployment in the townships for two years.

Langley disputes could also prompt consumer boycotts, by unions.

Finally, the NMC's has pointed out that the US experienced unprecedented labour unrest in 1981 — in the midst of a depression. Even if times are hard in 1982, the unions are unlikely to go away.

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THE past year has seen rapid growth in black unions, making them the fastest-growing organisations representing blacks. It also saw increased employer willingness to deal with unions — but tougher police action against them. Labour Reporter STEVEN FRIEDMAN reviews an eventful year

## Year of triumph and tough official action

**AFTER** another hectic year, the growing black union movement has good reason for throwing parties this festive season.

Most grew rapidly. Many employers showed a new willingness to negotiate with them and there has been a sharp growth in union recognition.

And the unions won one of their great successes — the scrapping of the Government's Pensions Bill after fierce black worker opposition.