INDUSTRIAL RELATIONS

WORKERS ORGANISATIONS

LIAISON / WORKS COMMITEE

Court bars union from cash payout

DURBAN — An order was made in the Durban Supreme Court yesterday barring the National Industrial and Commercial Workers Union or its members from claiming R12 636 in union subscriptions from their employers.

The application was brought by the Richards Bay Milling Company against the National Sugar and Refining and Allied Industries Employees Union and its rival, the National Industrial and Commercial Workers Union

Mr Justice Howard ordered that R12 636 be paid to members of the first claimant, the National Sugar and Refining and Allied Industries Employees Union

He further ordered that the second claimant and its members be barred from making any claim It was found members of this union were not entitled to be paid out their subscriptions as it had not been approved by the Minister of Manpower. — Sapa.

Mines deny union claim on wages

146

STAR 5/3/87

By Mike Siluma

The Chamber of Mines yesterday rejected a claim this week by the National Union of Mineworkers that the average pay for black miners was R345 a month

A Chamber statement said the average earnings of unskilled and semi-skilled black mineworkers on South African gold mines were R448 a month

"Furthermore, it should be noted that the figure of R448 is a cash wage and does not include important benefits supplied free of charge by the mines — such as free food, accommodation, medical attention, transport and sport and recreation facilities — which are estimated to be worth an additional R147 a month for each mineworker"

● The Natal Supreme Court has confirmed an Industrial Court (IC) ruling reinstating 113 workers dismissed by Natal Die Castings for striking unlawfully

The IC had ruled the dismissal and the company's failure to negotiate in good faith constituted an unfair labour practice

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Pick 'n Pay agrees to R100 rise

STAR 4/3/87

In a development expected to give impetus to black unions' "living wage" campaign, the Commercial, Catering and Allied Workers' Union (Ccawusa) and Pick 'n Pay reached a wage and conditions of service agreement yesterday, including an across-the-board R100 increase.

A Ccawusa spokesman said more than 13 000 Pick 'n Pay workers would have May 1 and June 16 as paid holidays.

- At least 72 OK Bazaars workers were released from prison on Monday, a spokesman for Ccawusa said yesterday.
- The National Union of Wine and Spirit Workers has declared a wage dispute with the SA Wine and Spirit Employers' Association, a union statement said.

Mine union demands big pay increase

(146) STAR 3/3/87

By Mike Siluma

South Africa's mining industry — the country's largest employer of black labour — faces a mammoth 55 percent wage increase demand.

National Union of Mineworkers (NUM) general secretary Mr Cyril Ramaphosa yesterday gave notice it would seek the increase for its 360 000 members this year.

Individual mining houses, at their discretion, pass on the increase negotiated with the NUM to the estimated 500 000 black mine employees in South Africa.

The Chamber of Mines would not comment on the union demand today.

The demand — 10 percent more than last year — was among resolutions taken at the union's fifth annual congress at the weekend.

Delegates also resolved to demand that employers stop deducting tax from pay as taxes had been imposed without black representation in government.

Other congress resolutions included:

- Demanding an inquiry into the Kinross disaster.
- Calling for an end to the state of emergency.
- The establisment of an emergency fund for "victimised and dismissed workers".
- Pressing for the abolition of the migrant labour system.

● See Page 7.

R100 across-the-board for store workers

Mr VIVIAN Mthwa (Ccawusa), Mr Frans van der Walt (Pick 'n Pay) and Ms Maud Duda (Ccawusa) at the signing of the agreement.

THE Commercial Catering and Allied Workers' Union has signed a R100-across-the-board wage increase for its more than 17 000 members employed by Pick 'n Pay stores countrywide.

A 20-member union delegation led by the chairman of the Johannesburg Pick 'n Pay shop stewards council Mr Paul Khashe, announced the agreement at the Pick 'n Pay head office in Johannesburg.

They had spent more than five hours on what both sides termed "the finer points" of the agreement.

The R100-across-the-board would be offered all those earning R750 and less.

Cosatu fought to have the minimum monthly wage increased from R100 to R490. That is probably the best in retail industry to date.

The average monthly wage is now R612 a month.

The Pick 'n Pay management recognised May Day and June 16 as "commemorative holidays".

The personnel manager of Pick 'n Pay, Mr Frans van der Walt, said: "Although the shops will be open and our employees working, we will pay them for working on holidays".

Pick 'n Pay was the first giant retail store to face strike action from the then fledgling Ccawusa in 1986.

- The OK strike that started in December turned the Pick 'n Pay one into a non-event It also ended in victory for Ccawusa.

Tough line likely at wage talks

E. Post 13/7/82

By SANDRA SMITH

SOME of the toughest wage bargaining in motor manufacturing history is expected to take place when the Industrial Council for the Motor Manufacturing Industry in the Eastern Cape resumes talks in Port Elizabeth tomorrow

The employers on the council — Ford, General Motors and Volkswagen — have taken a firm line on union demands for a minimum hourly wage of R3,50 and severance pay on the basis of one month's wages for each completed year

The motor companies have offered a minimum of R2,15 an hour and a severance agreement providing 25 days' pay after 15 to 20 years

The unions involved in negotiations are the SA Iron, Steel and Allied Industries Union and the National Automobile and Allied Workers Union (Naawu), a Fosatu affiliate

After five meetings last week at which the employers' stand was discussed, about 10 000 workers delivered an ultimatum that their demands be met or else factories would "suffer the consequences"

A similar situation arose during negotiations in 1980 when workers demanded a R2 an hour minimum, which was met by an initial offer of R1,40 escalating to R2 over 18 months

A three-week work stoppage at Volkswagen in Uitenhage took place during negotiations Settlement at R1,45 an hour starting minimum was reached

During these talks the employers accepted the principle of a "living wage" as opposed to the previously accepted poverty datum line as a goal for black minimum wages

HANSARD 19

17 June 1975 . Q . 1193 - 5

(1) 146

(2) ~~162~~

Regional Bantu Labour Committees

347 Dr A I BORAINE asked the Minister of Labour

(1) (a) How many regional Bantu Labour Committees have been established and (b) in which areas are they located,

(2) (a) how many Bantu labour officers have been appointed and (b) where are they located

The MINISTER OF LABOUR

(1) (a) 17

(b) Regional Bantu Labour Committees have been established in respect of the following areas

Johannesburg—Magisterial Districts of Johannesburg and Heidelberg
Benoni—Magisterial Districts of Boksburg, Benoni, Brakpan, Springs, Nigel and Delmas
Vereeniging—Magisterial Districts of Vereeniging, Sasolburg and Parys
Krugersdorp—Magisterial Districts of Roodepoort, Krugersdorp, Randfontein and Oberholzer
Germiston—Magisterial District of Germiston
Pretoria—Magisterial Districts Pretoria and Brits
Durban—Magisterial Districts of Durban and Pinetown
East London—Magisterial Districts of East London and King William's Town
Port Elizabeth—Magisterial Districts of Port Elizabeth, Uitenhage and Albany
Cape Town—Magisterial Districts of The Cape, Wynberg, Belville and Simonstown
Klerksdorp—Magisterial Districts of Klerksdorp and Potchefstroom
Pietermaritzburg — Magisterial Districts of Camperdown, Lions River and Pietermaritzburg
Bloemfontein—Magisterial District of Bloemfontein
O F S Goldfields—Magisterial Districts of Welkom, Virginia, Odendaalsrus and Kroonstad
Witbank—Magisterial Districts of Witbank and Middelburg (Transvaal)
Ladysmith—Magisterial Districts of Klip River, Estcourt and Mooi River
Newcastle—Magisterial Districts of Newcastle, Vryheid and Utrecht

(2) (a) 30

(b) Pretoria 3
Johannesburg—6
Bloemfontein—3
Durban -5
Pietermaritzburg—1
Cape Town—3.
Port Elizabeth—2.

East London—2
Kimberley—1
Ladysmith—1
Newcastle—1
Witbank—1
George—1

In the absence of trade union rights for Black workers, one large employer is implementing a new idea. The Star's Labour Reporter, SIEGFRIED HANNIG, sketches the outline of the new concept which is bound to find favour among other employers.

One of South Africa's most diversified industrial and commercial employers — the South African Breweries group — has gone a long way towards establishing a new concept in Black labour relations.

While falling short of trade unionism, it embodies the essential principle of bargaining power for workers.

In its ultimate form, SAB's idea seeks to grant all Black South African workers full negotiating rights with recourse to higher authority.

In labour parlance the new concept might be called a company union, but SAB is hesitant to attach a label to a system which it regards as an interim solution to a major problem

SAB shares the common belief among employers that the climate which gave rise to the 1973 strikes in Natal has yet to be eliminated and that its elimination is a matter of urgency

Like many employers, SAB is aware of efforts by Black trade unions to organise Black workers in its employ.

Like many employers, SAB is not prepared to encourage Black trade unionism yet But unlike most employers, SAB has set about establishing truly meaningful labour relations machinery.

The theory behind the group's efforts is, even if the Government were to give Black workers full trade union rights tomorrow — which seems inconceivable — it would take a long time before labour peace was ensured

"The majority of White, Coloured and Indian workers who have full trade union privileges are not members of trade unions," said Mr R V "Dick" Sutton, the group's personnel manager

"And who says that all trade unions are fully effective all the time?" he asks.

"That is why we have decided to take the initiative in instituting meaningful dialogue within the framework of current labour legislation."

By "meaningful dialogue" Mr Sutton understands more than perfunctory communication He wants it to include problem solving and full-fledged negotiating powers.

Bluffing

"An employer who attempts to approach his workers with half-hearted communications is only bluffing himself," said Mr Sutton

"Unless workers have the right to negotiate conditions of employment — working hours, leave, wages and fringe benefits — the major causes of labour unrest are likely to remain unresolved until it is too late"

Therefore, Mr Sutton has broadened the Government's substitute for trade unionism, the works and liaison committee system.

Workers in a specific plant elect works committees These, in turn, elect representatives to a liaison committee on which both workers and management are represented

MR R V "DICK" SUTTON

It is at the liaison committee level where problems are being solved and negotiations take place.

Management representatives on this body are a seniority which permits them to take final decisions there and then. The workers' representatives are a true cross-section of the Black staff.

"In some cases we have had to bring in interpreters to ensure that workers' representatives are not prejudiced by language problems," Mr Sutton pointed out.

Training

Both sides of the liaison committee receive identical training in their tasks including how to prepare and present their cases and how to negotiate takes about two weeks

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Star 6/8/75

New labour pla

STAR 6/8/75

a 'problem solver'

training to prepare the average worker.

"When he sits at the negotiating table, he is free to raise any subject of concern to the workers who elected him," Mr Sutton said.

"An impartial chairman, usually a personnel officer, presides and records the minutes of the meeting. He also ensures that all matters raised at one meeting are cleared up by the next."

Mr Sutton emphasised that there had to be give and take on both sides.

"I can assure you that our management does not always have everything its own way. If it did the committee would not serve its purpose," he said.

Time off

An important feature of SAB's concept is that workers are given time off to allow their representatives to assess worker opinion and to report back.

"We encourage such meetings, but we do not impose them because our motives might be suspect," Mr Sutton points out

What happens when there is a deadlock, when neither side is prepared to yield?

"In that event the committee has recourse to the regional council established under the Government's committee legislation, or to the Central Bantu Labour Board," Mr Sutton says.

Up to that stage the system can function within the framework of current legislation, but it leaves serious shortfalls:

- The system remains entirely dependent on the goodwill of individual employers.
- It does not provide for outside enforcement of agreements reached by liaison committees.

Blueprint

One way of remedying this would be along the lines of a blueprint drafted by SAB and the Tongaat sugar company

They have proposed that

- Works and liaison committees be made mandatory for all undertakings with 200 or more Black workers
- Regional co-ordinating committees of Black workers should be formed by representatives of the various liaison committees.
- These regional workers' bodies should nominate representatives to meet an equal number of employer representatives, thus forming a regional labour council.
- Regional labour councils should have the power to approve agreements reached by liaison committees and to make them binding They should also investigate cases of alleged victimisation of workers' representatives And they should negotiate basic service conditions for specific industries in their area.
- Finally the Central Bantu Labour Board should act as overall administrator of the system and should provide mediation in disputes.

Mr Sutton sees this blueprint as an extension of existing labour legislation and as a close parallel to the industrial council system under which registered trade unions operate.

SAB and Tongaat have jointly submitted these proposals — in much greater detail than reflected here — to the Minister of Labour, Mr Marais Viljoen.

Yet SAB does not see this system as the only answer.

"We are satisfied with what we are doing at company level right now," Mr Sutton said.

"But we can envisage all kinds of variations and adaptations at the higher levels. Others may devise more practicable machinery than that embodied in our exercise.

"Whatever the answer may be, however, we feel that there must be some higher authority to enforce agreements and to help resolve disputes"

"Unless workers have the right to negotiate conditions of employment — hours, leave, wages and fringe benefits — the major causes of labour unrest are likely to remain. . . ."

(146)

Bantu Labour Officer, in Cape Town, who flatly denied that the two works committee members had suggested R25 The workers still maintain, however, they did recommend R25

F M 24/10/75

PAY NEGOTIATIONS

Who said what?

Government last week provided an interesting example of its idea of industrial conciliation for African workers The opportunity came with the meeting of the National Industrial Council (IC) for the Motor Industry in Port Elizabeth The much vaunted Bantu Labour Relations Regulation Act allows regional Bantu Labour Committees, if they wish, to designate members of works and liaison committees to accompany them to IC meetings

The Regional Bantu Labour Committee of the Western Cape represented African workers at the IC meeting in a remarkable way two members of a works committee, representing barely 20 African workers in a tyre retreading company in Cape Town, were told out of the blue by their managers on Monday last week that they had to go to the Labour Department the following day They were not told why

The following day they met the Chief Inspector of Labour, the Bantu Labour Officer (both Whites) and two African officials

The first business on the agenda was a promise that they would each receive R5 from Pretoria by cheque for attending the meeting and they had to sign a form for this purpose

Then they were told of the IC meeting that week in PE Their task was to make recommendations for all unskilled workers in the Western Cape in the motor industry Taking the Labour Department at its word, they thereupon recommended to the officials a minimum wage of R25 a week -- the basic wage they had negotiated in their own factory But the officials told them to represent the whole Western Cape and not just their company However, they stood firm at R25 The officials thereupon proceeded to make a written recommendation of R22 a week for unskilled labour in the Western Cape No mention was made anywhere of the R25 recommended by the only two workers consulted

● The *FM* read the above report to the

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2. ~~328 A~~
2 (146)

Prices 'killing' Blacks' future

Star 20/4/75

Labour Reporter

"The Black man can no longer live," Mr Jerry Kekae, a member of the regional committee for labour relations on the East Rand; has told a Wage Board hearing in Johannesburg

"You are killing the future of our children," he said with reference to the high increases in essentials, including education.

Education for a Black child in Standard 7 now costs R50 a year for school fees and books alone That did not include examination fees or expenditure on sports, Mr Kekae said

In 1971 the equivalent cost was R30 a year

He said low wages disrupted family life and created "tsotsis"

Either the husband did not earn enough to educate the children or the wife had to help earn what was needed, leaving the children unattended

Mr Kekae listed some of the price increases for food and essentials from 1971 to the present as follows (1971 price first followed by present price):

Meat, R0,20/lb, R1,55/-kg; Bread, R0,09/loaf, R0,16/loaf, Milk, R0,09/1 pint, R0,15/pint; Tea, R0,30/lb, R0,60/lb, Tomatoes, R0,55/box, R2,75/box, Candles, R0,10/packet, R0,30/packet; Electricity, R1,50/month, R5,00/-month; Rail and bus fares, R1,50week, R4,00/week; School uniforms, trousers, R6,00/pair, R22,00/pair, Dress, R12,00, R25,00, Dry cleaning, R0,65/suit, R1,40/suit, Football match, R0,55/ticket, R1,00/ticket

(1) (146)
(2) 325 - General

CAPE TIMES 7/8/76

Student charge dropped

Staff Reporter

THE cases against four students of the University of Cape Town, charged with illegally distributing pamphlets titled "Umyano" on railway property, were withdrawn by a Wynberg magistrate yesterday

The students were Gerald Kraak, 19, of Pinelands, Nicolene Rousseau, 20, of Wynberg, David Stern, 19, of Claremont, and Robert Fig, 21, no address given

They were alleged to have distributed the pamphlets without charge, on Mowbray station on June 3 this year. No evidence was led, and no reasons for the withdrawal were given

Mr R Sieberhagen was on the bench, Miss E Rall prosecuted and Mr P Collins appeared for the students

146.

Wages of most UCT Blacks are below minimum — survey

Cape Times 29/10/76

MORE than 73 percent of Black workers employed at the University of Cape Town are earning below the minimum effective level required to keep a family, according to a survey recently completed by the university's Wages Commission

The survey — known as the Campus Workers Project — was carried out earlier this year with the aim of inquiring into the wages and working conditions of workers

The project was set up as a sub-committee of the Wages Commission and operated with the agreement of the Students' Representative Council

It found that workers averaged a five-day, 43-hour week with wages ranging from R49 a month to a maximum of R290 a month The average monthly wage was R134,78

Latest figures

The survey notes that this is "well below" the minimum effective level for Cape Town which was adopted as "a desirable goal" by the university some years ago

"The latest figures indicated that the average family needs at least R170 a month to make an adequate living To pay anything less than this is a disgrace for any institution which proclaims to be a bastion of liberalism and humanitarianism," the survey said

Other findings were that chars started at R50 a month and gained an increase of R4 a month after five years' service Female catering hands had a starting wage of R47,50 while receptionists doing semi-skilled work earned about R77

"Very little success"

Quoting the university's staff liaison officer as saying that there had been "very little success" in closing the wage gap, the report adds that "the enormous wage gap between skilled (White) and unskilled (Black) in South Africa is mirrored in the university"

146

Cape Times 1/11/76

UCT survey on wages based on 'out-of-date' scales—official

Staff Reporter

THE SURVEY by the University of Cape Town Wages Commission on university staff wages was based on out-of-date salary scales, a spokesman for the university administration said following a report in the Cape Times last week

The survey — known as the Campus Workers Project — found that more than 73 percent of Black workers employed at the university were earning below the minimum effective level of R170 a month required to keep a family

The university administration spokesman said no note was taken of new scales introduced on April 1 when many grades of residence and catering staff were improved by as much as 50 percent In addition, all Black staff received an increase of 15 percent on July 1

The report did not take into account fringe benefits such as free uniforms, board, lodging, laundry and so on, said the spokesman, and many wage scales were not designed to attract married men or women who were the major breadwinners in a family

"In referring to wages ranging from R49 a month the report omits to say this starting rate is offered to young, inexperienced workers who are required to live in, and has been affected by the recent increases after the survey was conducted

"In quoting the R50 starting wage for chars, the report does not say these chars are part-time employees and are not employed on the basis of being breadwinners for families It is not reasonable to compare their rates of pay with the minimum effective level of R170 a month for the average family

"The report also fails to take into account various fringe benefits such as vacation savings bonuses," he said

Heroin haul

BOSTON — American police have seized heroin worth three million dollars (R2,55m) and arrested a Cuban in a raid on an apartment in Boston's middle-class Alston district — Sapa-Reuter

(328)

146 WC

(145)

Eight in Peninsula receive banning orders

23/11/76

Argus.

BANNING orders in terms of the Suppression of Communism Act were served on eight people in the Peninsula early today, it was confirmed in Cape Town today

The five-year banning orders, signed by the Minister of Justice, of Police and of Prisons, Mr J T Kruger, were served by members of the Cape Town Security Police from 6 30 am.

The following were banned in terms of Act No 44 of 1950 Miss Debbie Budlender, Miss Mary Simons, Miss Tanya Simons, Mr Willie Hofmeyer, Miss Judy Favish, Mr Elijah Loza, Mr Graeme Bloch and Miss Wilma van Blerk

HONOURS STUDENT

Miss Debbie Budlender is an honours student in economics, a part-time worker for the Western Province Workers' Advice Bureau and a former member of the UCT Students' Representative Council.

Miss Mary Simons is a lecturer in Comparative African Government and Law, Miss Tanya Simons is a UCT librarian, Mr Willie Hofmeyer a member of the UCT Wages Commission and Miss Judy Favish a literacy trainer and part-time member of the Western Province Workers' Advice Bureau

Mr Bloch is an SRC member and former editor of Varsity, the UCT campus newspaper.

Mr Elijah Loza is of Guguletu Miss van Blerk is attached to the Food and Canning Workers' Union

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[illegible] statement yesterday [illegible] who recently returned from Europe, said the Nazi barbarity of [illegible] was [illegible]

[illegible] "Every man who [illegible] concerned and by [illegible] an extremist," [illegible] "it is shocked [illegible] the Minister of Justice [illegible] should be carried in [illegible] alternative to [illegible] at the formation of trade unions.

[illegible] refuse to accept the [illegible] statement to [illegible] that the old people whom he has banned were molded out of [illegible] other than their work [illegible] African employees.

"South Africa is brewing up a storm of trouble for herself with overseas [illegible] by the arbitrary [illegible] of the Minister of Justice at a time when we can ill afford it," she said

325/146

CT 24/11/76

Ban orders on City 8

Staff Reporter

CAPE TOWN security police have served at least eight five-year banning orders under the Suppression of Communism Act on university students, lecturers and trade union workers

In terms of the orders they are prohibited from attending any gatherings or from being within certain defined areas or are confined to certain magisterial districts

The majority of people banned are connected with the University of Cape Town.

Act No. 44

The following were banned in terms of Act No 44 of 1950, Section 9 (1a) and 10 (1a)

Miss Debbie Budlender, Miss Mary Simons, Miss Tanya Simons, Mr Willie Hofmeyer, Miss Judy Favish, Mr Graeme Bloch, Miss Wilma van Blerk and Mr Elijah Loza.

The banning orders were signed by the Minister of Justice, Mr J T Kruger

Miss Debbie Budlender is an honours student in economics and a former member of the UCT Students' Representative Council

Miss Mary Simons is a lecturer in Comparative African Government and Law attached to the Department of Anthropology at UCT

Her sister

Her sister, Miss Tanya Simons, is a librarian at the university

Mr Willie Hofmeyer is a third year BA student and a member of the UCT Wages Commission

Miss Judy Favish is a literacy trainer and is active in the Wages Commission

Mr Graeme Bloch is a third year BA student and a former editor of Varsity, the UCT campus newspaper

Mr Elijah Loza, who has been detained three times, is a former trade union official

Miss Wilma van Blerk is attached to the Food and Canning Workers' Union

Professor David Welsh of UCT said in a statement last night that "the current wave of restriction orders is a desperate effort by the Government to seek a scapegoat for the unrest of the past few months"

Earlier, the UCT SRC issued a statement condemning the bannings.

Professor Monica Wilson, former head of the Department of Social Anthropology at UCT, said that Miss Simons "was a superb teacher and the students are the losers"

The Simons sisters are allowed in terms of their banning order to communicate with each other and with their parents

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400 000 workers to ask for pay rise

25/1/77

7700

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CAPE TOWN — Unions representing 410 000 workers in South Africa will soon seek substantial pay rises This will boost the cost of living when the short-term measures of the anti-inflation campaign end in March

The heads of the 200 000-member South African Confederation of Labour and the 210 000 strong Trade Union Council of South Africa also rejected any possibility of a further extension of wage and price controls embodied in the campaign

The chairman of the confederation, Mr Attie Nieuwoudt, in an interview from Pretoria, following a meeting of the administrative committee, said wages would have to be increased after March

He would not disclose the envisaged percentage rise, but said union members were struggling to make ends meet at current rates of pay

Organised labour had been on the losing side as far as the anti-inflation campaign was concerned and there was no possibility that it would agree to a continuation of restrictions on wage rises "We want to see a good improvement in workers' earnings after March," he said

The General Secretary of Tucsa, Mr Arthur Grobbelaar, said the body could not accept an extension of the campaign in its current form The budget would provide an indication on the future of the campaign "If another harsh budget was announced in March there would be no need to continue with the wage and price controls.

In addition to holding down wages, the anti-inflation campaign had also contributed significantly to the current high rate of unemployment and would also be scrapped for this reason — DDC

Sunday Times
Business Times
16/10/77

77.

MBA — the open sesame to big pay packets

(146)

By TONY KOENDERMAN

A 56 PER CENT jump in salary is likely to be the reward for earning an MBA qualification, according to a survey by the Wits University business school.

This was the increase reported by students with an average of four years' prior work experience before taking the MBA course.

The biggest proportionate rise was experienced by B Comm graduates, who before the course, were earning the low average salary of R400, and rose by 80 per cent to R720.

Lawyers had the highest pre-MBA salaries (R800) and increased by the lower lowest percentage (25 per cent).

Accountants, engineers, scientists and arts graduates had increases between 50 and 65 per cent The survey was conducted in April and May this year, and received 66 responses to 144 questionnaires mailed out. A quarter of Wits MBAs begin the course without any previous business experience.

Of those who have been in business, by far the biggest slice (45 per cent) come from the manufacturing sector. Next biggest is retailing with 13 per cent, while mining, in third position, provides only 9 per cent.

Relatively few work in service and consulting professions. "It would seem that this finding contradicts the popular stereotype that MBA graduates avoid nitty-gritty business," says the survey The school is moving towards offering specialised MBA programmes which may be found appropriate in the mining and building sectors

"With respect to managerial promotion, the data shows that MBAs advance rapidly into the higher management levels of their organisation," says the survey

Of those who completed the course in 1971, 50 per cent are now on the board of directors, and 38 per cent are a notch below, as general managers or divisional heads.

After graduating, MBAs with an arts background tend to have the experience the greatest salary increases. Looking at MBAs with an average of four years of working experience since completing the programme, the survey found arts graduates enjoyed a 93 per cent improvement in salary since earning their MBA qualification.

Other increases were engineering 77 per cent, accountancy 67 per cent, B Comm Bachelors of Commerce 63 per cent, law 40 per cent, and Bachelors of Science 35 per cent.

"This seems to imply that training in the arts and humanities, when combined with an MBA, makes an excellent basis for effective managerial performance," says the survey

RDM 4/5/78 (146)

Workers end stoppage, but talks continue

Staff Reporter

BLACK and coloured workers at Sigma Motor Corporation's assembly plant at Silverton, near Pretoria, went back to work yesterday after they had downed tools for two days

The 1 500-strong black labour force had refused to work on Tuesday after a walkout on Monday over pay demands It is believed workers were demanding increases of 50c an hour They claimed they had not had an increase since Sigma took over the plant 18 months ago.

Yesterday the company issued a statement which said: "The Sigma plant opened at 7 am this morning and has been working under normal conditions all day following a two-day stoppage.

"Wage negotiations have therefore been resumed and it is expected that finality in this regard will be reached within two weeks"

The stoppage on Monday started after the morning tea break, when the workers staged a peaceful sit-down demonstration

They left after lunch and reported for work on Tuesday, but went home while the company's management held discussions with their liaison committee The talks lasted all day.

Sigma's personnel director, Mr S S Lemmer, has said wage increases had already been accepted in principle but the amount of increases had still to be decided.

The company has blamed the stoppage on intimidators. It said it believed most workers had been intimidated into staying away from work.

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Star 19/6/78.

More pay in July for 18 000

Labour Reporter

Workers in the footwear industry will get a 7,5 percent pay increase across the board from the beginning of July.

An estimated 18 000 workers will get the increase.

The lowest minimum wage in the industry will be R32,50, Mr Steve Scheepers, secretary of the Federation of Leather Unions, said at the weekend.

Employers' and workers' contributions to the provident fund will be increased from about 2,3 percent to five percent each.

A further pay increase of 2,5 percent is to come 15 months later

Powers of Workers' Court cut sharply

RDM 13/2/81 (147)

By STEVEN FRIEDMAN
Labour Reporter

THE ability of workers to make use of the Government's new industrial court was dealt a serious blow and the court's own powers were narrowed sharply by a judgment delivered in Pretoria by the court's president yesterday.

The judgment has important implications for the new labour dispensation and elicited sharp reaction from the Federation of SA Trade Unions.

The industrial court was planned as a cheap and speedy channel for workers to use instead of the already overloaded and expensive Supreme Court.

However, lawyers said yesterday that this aim could not be nullified because workers might be prompted to bypass the industrial court and take cases directly to the Supreme Court.

The court held yesterday that it had no jurisdiction to hear a case in which dismissed workers at Raleigh Cycle asked for an interim interdict restraining the company from failing to re-employ them under the same conditions they had been subject to before their sacking.

The full implications of the judgment are not yet clear. But lawyers believe that, in doing so, the court also substantially narrowed its own powers and made it more difficult for workers to approach it for speedy relief.

The judgment has also dealt a serious blow to workers who were about to bring similar cases before the court.

A case brought by dismissed Futco workers and their union, the Transport and Allied Workers' Union, was due to come before the court soon and several other cases were expected.

The court was originally seen by the Wiehahn Commission as a forum in which workers could obtain speedy and cheap legal redress which would reduce the risk of their taking strike action.

One of its key elements is the concept of an 'unfair labour practice' which would give the court wide powers to rule on issues in which workers or employers felt aggrieved.

However, the court's president, Mr B J Parsons, and his deputy, Dr D B Ehlers, ruled that workers could only approach the court on these matters if they had first approached an industrial council or conciliation board.

Workers who wanted protection under this section would have to wait for either of these bodies to try to resolve their dispute before they could be heard — which could take a month.

It is also not clear whether workers could proceed in the industrial court at all if an industrial council on which employers and registered unions sit found unanimously that no dispute existed.

The judgment also seems to make it extremely difficult for workers to approach the court for an urgent interdict in cases of alleged victimisation, strikes or lock-outs.

A legal source said it was not clear whether the court could grant interdicts at all, but added: "It is difficult to imagine any matter besides an 'unfair labour practice' in which urgent relief could be granted."

Fosatu's general secretary, Mr Alec Erwin, said the judgment was "another sign that promises of labour reform are quickly coming unstuck".

He said the judgment "seems to mean that the court can never play the role it was intended to play".

Mr Parsons pointed to a stipulation in legislation that the court could only function in cases arising out of the "application" of laws administered by the Department of Manpower Utilisation.

He implied it could only rule on cases in which disputes arose out of some application of the law. Examples would be Government wage orders or industrial council agreements — both legally binding — in which employers, workers or the Government had been applying the law.

This would certainly rule out all victimisation actions and disputes arising out of strikes and lock-outs.

Mr Parsons rejected submissions that channelling 'unfair labour practice' cases through the industrial councils would deny workers speedy redress.

He pointed to a clause in legislation which allowed aggrieved workers to apply to the Minister of Manpower Utilisation for an order protecting them until their cases were heard and argued that this constituted urgent relief.

o Despite yesterday's judgment, the Raleigh case is continuing. The dismissed workers will now take the dispute to the Steel and Engineering Industries' Industrial Council on Tuesday to comply with the judgment. From there, it is likely to again be referred to the court.

Counsel for the workers also told the court yesterday his clients were considering an appeal to the Supreme Court against the judgment.

DEPARTMENT OF CO-OPERATION AND DEVELOPMENT

No R 1208 13 June 1980

BLACK LABOUR REGULATIONS, 1965

AMENDMENT

I, George de Villiers Morrison, Deputy Minister of Co-operation, on behalf of the Minister of Co-operation and Development and by virtue of the powers vested in him by section 12 (1) of the Blacks (Abolition of Passes and Co-ordination of Documents) Act, 1952 (Act 67 of 1952), section 38 (1) of the Blacks (Urban Areas) Consolidation Act, 1945 (Act 25 of 1945) and section 28 (1) of the Black Labour Act, 1964 (Act 67 of 1964), hereby further amend the Black Labour Regulations, 1965, promulgated under Government Notice R 1892, dated 3 December 1965 in accordance with the Schedule hereto

G DE V MORRISON, Deputy Minister of Co-operation.

(File A1/3/2/1, B1/1/1/1)

DEPARTEMENT VAN SAMEWERKING EN ONTWIKKELING

No. R 1208 13 Junie 1980

SWART ARBEIDREGULASIES, 1965

WYSIGING

Ek, George de Villiers Morrison, Adjunk-minister van Samewerking, wysig hierby verder namens die Minister van Samewerking en Ontwikkeling en kragtens die bevoegdheid hom verleen by artikel 12 (1) van die Swartes (Afskaffing van Passe en Koördinering van Dokumente) Wet, 1952 (Wet 67 van 1952), artikel 38 (1) van die Swartes (Stadsgebiede) Konsolidasiewet, 1945 (Wet 25 van 1945), en artikel 28 (1) van die Wet op Swart Arbeid, 1964 (Wet 67 van 1964), die Swart Arbeidregulasies, 1965, afgekondig by Goewermentskennisgewing R 1892 van 3 Desember 1965, ooreenkomstig bygaande Bylae

G. DE V MORRISON, Adjunk-minister van Samewerking.

(Lêer A1/3/2/1, B1/1/1/1)

"'identity document' means the document referred to in section 3 (1) (b) (ii) of the Reference Book Act, which is issued to a Black who is not a South African citizen;".

(e) Delete the definition of "Minister" and substitute the following therefor:

"'Minister' means the Minister of Co-operation and Development and includes any officer of the Department of Co-operation and Development acting under his authority;".

(f) Delete the definition of "passport" and substitute the following therefor

"'passport' means any passport, permit, document of identity or other document referred to in the Admission of Persons to the Republic Regulation Act, 1972 (Act 59 of 1972);".

(g) Delete the definition of "reference book" and substitute the following therefor.

"'reference book' means—

(i) a reference book referred to in section 3 (1) (b) (i) of the Reference Book Act and in regulation 2 (1) of Chapter II of these regulations, or

(ii) if such a reference book has not yet been issued, a temporary identification certificate; or

(iii) an identity document.

Provided that for purposes of the application of Chapters IV, VI and VIII of these regulations to a Black, with the exception of a Black who is qualified under section 10 (1) (a), (b) or (c) of the Urban Areas Act, to remain within the prescribed area concerned for more than seventy-two hours, and to a Black who is introduced into a prescribed area by virtue of a call-in card referred to in regulation 21 (4) (a) of Chapter VIII of these regulations, a reference book means a reference book contemplated in subparagraphs (i) and (iii) hereof,".

(h) Delete the definition of "runner".

(i) Delete the definition of "Secretary" and substitute the following therefor:

"'Secretary' means the Secretary for Co-operation and Development and includes any other officer in the Public Service acting under his authority;".

ke voorgeskrewe gebied is dry en 'n Swarte wat ingevolge 'n inroepkaart bedoel in regulasie 21 (4) (a) van Hoofstuk VIII van hierdie regulasies in 'n voorgeskrewe gebied ingevoer is, 'n bewysboek beteken 'n bewysboek in subparagrawe (i) en (iii) hiervan bedoel;".

(b) Skrap paragraaf (i) van die woordomskrywing van "gemagtigde beampte" en vervang dit deur die volgende

"(i) 'n gemagtigde ontvanger van belasting betaalbaar ingevolge die Wet op Swart Belasting, 1969 (Wet 92 van 1969), of 'n persoon kragtens daardie Wet gemagtig om die oorlegging van 'n dokument te eis,".

(c) Skrap die woordomskrywing van "herkenningsbewys" en vervang dit deur die volgende:

"'herkenningsbewys' die dokument genoem in artikel 3 (1) (b) (ii) van die Bewysboekwet en uitgereik aan 'n Swarte wat nie 'n Suid-Afrikaanse burger is nie,".

(d) Skrap die woordomskrywing van "loper".

(e) Skrap die woordomskrywing van "Minister" en vervang dit deur die volgende

"'Minister' die Minister van Samewerking en Ontwikkeling en ook 'n beampte van die Departement van Samewerking en Ontwikkeling wat kragtens sy magtiging optree,".

(f) Skrap die woordomskrywing van "paspoort" en vervang dit deur die volgende.

"'paspoort' 'n paspoort, permit, identifikasiebewys of ander dokument genoem in die Wet op die Reeling van Toelating van Persone tot die Republiek, 1972 (Wet 59 van 1972);".

(g) Skrap die woodomskrywing van "Sekretaris" en vervang dit deur die volgende

"'Sekretaris' die Sekretaris van Samewerking en Ontwikkeling en ook enige ander beampte in die Staatsdiens wat op sy gesag optree;".

(h) Skrap die woordomskrywing van "Swart gebied".

(i) Voeg die volgende woordomskrywing van "Swart staat" in na die woordomskrywing van "Swart arbeider":

"'Swart staat' grond in artikel 21 (1) van die Trustwet bedoel of 'n afgesonderde Swart gebied soos in daardie Wet omskryf;".

No. R. 1237 13 June 1980

CONTRIBUTIONS PAYABLE UNDER THE CONTRIBUTIONS IN RESPECT OF BLACK LABOUR ACT, 1972 (ACT 29 OF 1972)

I, George de Villiers Morrison, Deputy Minister of Co-operation, on behalf of and by direction of the

as a casual labourer, or to perform any work on his own account in any remunerative activity or as an independent contractor, in the administration areas referred to in section 1 of the Black Affairs Administration Act, 1971 (Act 45 of 1971), shall, with effect from the first day of 1 July 1980, pay the contributions indicated in the Schedule; and

(2) do hereby repeal the following Government Notices, with effect from the first day of 1 July 1980

(a) R. 2210 of 28 October 1977,
(b) R 2059 of 13 October 1978;
(c) R. 992 of 11 May 1979; and
(d) R. 2453 of 2 November 1979.

G DE V MORRISON, Deputy Minister of Co-operation

(File A1/1/2/6)

SCHEDULE

1. R2,15 per month for each employee Provided that the contributions laid down in paragraph 2 shall be payable in respect of the employees mentioned in that paragraph Provided further that the contributions laid down in paragraphs 5, 6, 7 and 8 shall be payable for the employees in the administration area of the Administration Board for the Western Cape Area

2. (a) 40c per month or, if paid in advance, R4 per annum—

(i) for each employee who is in the service of the agricultural or farming industry (excluding any sawmilling activity) and who performs work solely in connection with the production, storage and delivery of agricultural or farm produce produced at the place where such industry is carried on, and also for an employee who is employed at such place and performs garden or domestic duties there, and

(ii) for each employee who is in the service of a co-operative society, formed in terms of sections 4, 53 or 55 of the Co-operative Societies Act, 1939 (Act 29 of 1939), and who performs work in the agricultural of farming industry solely in connection with the production, storage and delivery of agricultural or farm produce;

(b) 50c per month for each employee who is in the service of an organisation registered as a welfare organisation in terms of the National Welfare Act, 1965 (Act 79 of 1965), and who performs work solely in connection with the direct promotion of the objects of such organisation;

(c) 40c per month for each employee who is in the service of a natural person in the possession of a digger's certificate enabling him to dig on an alluvial digging referred to in the Precious Stones Act, 1964 (Act 73 of 1964), and who performs work solely in connection with digging on such alluvial digging,

(d) 80c per month for each employee who is in the service of a gold or uranium mine and who performs work solely in connection with the operation of the mine, where the employer provides housing approved by a competent authority;

No R. 1237 13 Junie 1980

BYDRAES BETAALBAAR KRAGTENS DIE WET OP BYDRAES TEN OPSIGTE VAN SWART ARBEID, 1972 (WET 29 VAN 1972)

Ek, George de Villiers Morrison, Adjunk-minister van Samewerking, handelende namens en in opdrag van

die regulasies daarkragtens uitgevaardig, toegelaat word om as 'n los arbeider te werk of om vir eie rekening in 'n winsgewende bedrywigheid of as 'n onafhanklike aannemer werk te verrig in die administrasiegebiede bedoel in artikel 1 van die Wet op de Administrasie van Swart Sake, 1971 (Wet 45 van 1971), met ingang van die eerste dag van 1 Julie 1980, die bydraes in die Bylae hiervan uiteengesit, moet betaal, en

(2) herroep hierby, met ingang van die eerste dag van 1 Julie 1980 die volgende Goewermentskennisgewings

(a) R 2210 van 28 Oktober 1977;
(b) R. 2059 van 13 Oktober 1978;
(c) R 992 van 11 Mei 1979, en
(d) R 2453 van 2 November 1979.

G DE V MORRISON, Adjunk-minister van Samewerking

(Lêer A1/1/2/6)

BYLAE

1. R2,15 per maand vir elke werknemer Met dien verstande dat die bydraes bepaal in paragraaf 2, betaalbaar is ten opsigte van die werknemers daarin vermeld Met dien verstande voorts dat die bydraes bepaal in paragrawe 5, 6, 7 en 8 betaalbaar is ten opsigte van die werknemers in die administrasiegebied van die Administrasieraad vir die Wes-Kaapgebied

2. (a) 40c per maand of, indien vooruitbetaal, R4 per jaar—

(i) vir elke werknemer wat in die landbou- of boerderybedryf (uitgesonderd 'n saagmeulbedrywigheid) in diens is en wat werk verrig uitsluitlik in verband met die produksie, bewaring en lewering van landbou- en boerderyprodukte wat op die plek waar sodanige bedryf beoefen word, geproduseer word, en ook vir 'n werknemer wat op sodanige plek in diens is en tuin- of huiswerk aldaar verrig; en

(ii) vir elke werknemer wat in diens is van 'n kooperatiewe vereniging opgerig ingevolge artikel 4, 53 of 55 van die Wet op Kooperatiewe Verenigings, 1939 (Wet 29 van 1939), en wat in die landbou- of boerderybedryf werk verrig uitsluitlik in verband met die produksie, bewaring en lewering van landbou- of boerderyprodukte;

(b) 50c per maand vir elke werknemer wat in diens is van 'n organisasie geregistreer as 'n welsynsorganisasie ingevolge die Nasionale Welsynswet, 1965 (Wet 79 van 1965), en wat werk verrig uitsluitlik in die verband met die direkte bevordering van die doelstellings van sodanige organisasie,

(c) 40c per maand vir elke werknemer wat in diens is van 'n natuurlike persoon in besit van 'n delwersertifikaat wat hom in staat stel om op 'n alluviale delwery bedoel in die Wet op Edelgesteentes, 1964 (Wet 73 van 1964), te delf, en wat werk verrig uitsluitlik in verband met delwing op sodanige alluviale delwery,

(d) 80c per maand vir elke werknemer wat in diens is van 'n goud of uraanmyn waar die werkgewer huisvesting, wat deur 'n bevoegde owerheid goedgekeur is, verskaf, en wat werk verrig uitsluitlik in verband met die bedryf van die myn;

Black Labour Relations Regulation Act

Hans 16 Ques Col 328 3/6/8

663 Dr A L BORAINE asked the Minister of Manpower Utilization

How many disputes were dealt with in terms of the Black Labour Relations Regulation Act during 1979 by (a) Black labour officers, (b) the Central Black Labour Board and (c) the Wage Board?

The MINISTER OF MANPOWER UTILIZATION

(147) (181) (38)

(a) 72

(b) 1

(c) 1

New labour pla

STAR 6/8/75

a 'problem solve

training to prepare the average worker.

"When he sits at the negotiating table, he is free to raise any subject of concern to the workers who elected him," Mr Sutton said.

"An impartial chairman, usually a personnel officer, presides and records the minutes of the meeting. He also ensures that all matters raised at one meeting are cleared up by the next."

Mr Sutton emphasised that there had to be give and take on both sides.

"I can assure you that our management does not always have everything its own way. If it did the committee would not serve its purpose," he said.

Time off

An important feature of SAB's concept is that workers are given time off to allow their representatives to assess worker opinion and to report back.

"We encourage such meetings, but we do not impose them because our motives might be suspect," Mr Sutton points out.

What happens when there is a deadlock, when neither side is prepared to yield?

"In that event the committee has recourse to the regional council established under the Government's committee legislation, or to the Central Bantu Labour Board," Mr Sutton says.

Up to that stage the system can function within the framework of current legislation, but it leaves serious shortfalls.

- The system remains entirely dependent on the goodwill of individual employers.
- It does not provide for outside enforcement of agreements reached by liaison committees.

Blueprint

One way of remedying this would be along the lines of a blueprint drafted by SAB and the Tongaat sugar company.

They have proposed that:

- Works and liaison committees be made mandatory for all undertakings with 200 or more Black workers.
- Regional co-ordinating committees of Black workers should be formed by representatives of the various liaison committees.
- These regional workers' bodies should nominate representatives to meet an equal number of employer representatives, thus forming a regional labour council.
- Regional labour councils should have the power to approve agreements reached by liaison committees and to make them binding. They should also investigate cases of alleged victimisation of workers' representatives. And they should negotiate basic service conditions for specific industries in their area.
- Finally the Central Bantu Labour Board should act as overall administrator of the system and should provide mediation in disputes.

Mr Sutton sees this blueprint as an extension of existing labour legislation and as a close parallel to the industrial council system under which registered tra operate.

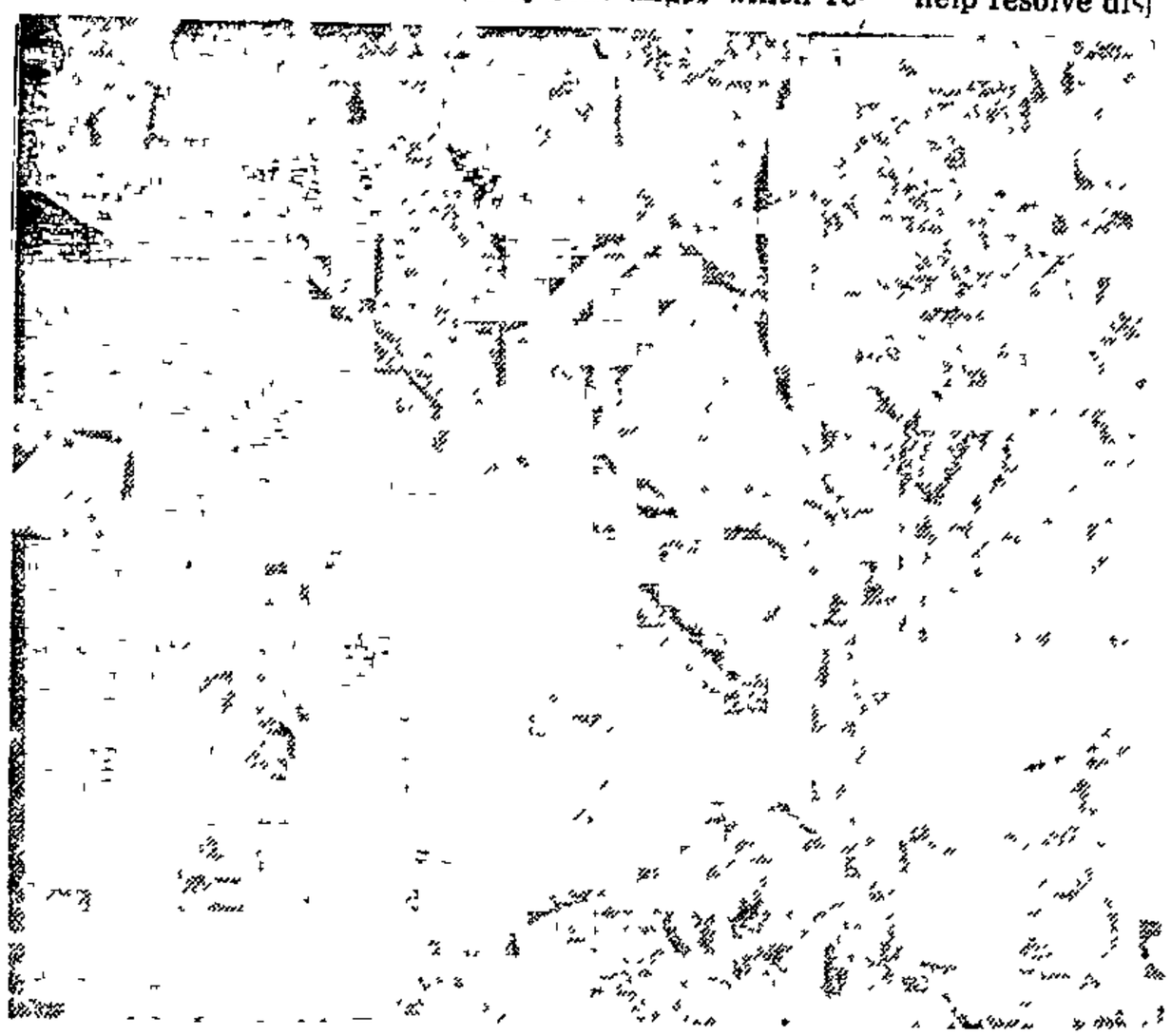
SAB and T jointly subm proposals — greater detail ted here — t ter of Labour, Viljoen.

Yet SAB d this system a answer.

"We are sa what we are d pany level rig Sutton said.

"But we ca all kinds of ve adaptations at levels. Others more practic chinery than dled in our exe

"Whatever t may be, howev that there mu higher author force agreeme help resolve dis



"Unless workers have the right to negotiate conditions of employment — hours, leave, wages and fringe benefits — the major causes of labour likely to remain. . . ."

R77,5-m more for 320 000 steel workers

Labour Reporter

STAR 23/4/75

Wage increases and additional benefits costing R77,5-million a year have been negotiated for the 320 000 hourly-paid workers in the steel and engineering industry.

The increases, which are subject to ratification by the Minister of Labour, are effective from June 2.

They range from an 8,6 percent (18c an hour) rise in basic pay for skilled artisans to 15,4 percent (6c an hour) for the lowest unskilled worker. They will raise the income of the unskilled Black worker to at least 45c an hour or R20,25 for a 45-hour week.

The industry's group life and provident fund will be converted into a pension fund with increased pensions, life cover and widows' and orphans' benefits. Employers and employees will each contribute 5 percent of pensionable income.

The wages increases do not necessarily apply to employees who joined the industry after September or who received increases since the end of that month.

"The purpose is to provide relief to meet the increases in the consumer price index which has risen 10,3 percent since last June when the last agreement was settled," said Mr E P Drummond, director of the Steel and Engineering Industries Federation.

Mr Drummond disclosed that the new agreement was based on the first negotiations in which Black workers actively participated.

They were selected by the Central Bantu Labour Board, which also made representations on behalf of the industry's Black workers.

In the absence of trade union rights for Black workers, one large employer is implementing a new idea. The Star's Labour Reporter, SIEGFRIED HANNIG, sketches the outline of the new concept which is bound to find favour among other employers.

One of South Africa's most diversified industrial and commercial employers—the South African Breweries' group — has gone a long way towards establishing a new concept in Black labour relations.

While falling short of trade unionism, it embodies the essential principle of bargaining power for workers.

In its ultimate form, SAB's idea seeks to grant all Black South African workers full negotiating rights with recourse to higher authority.

In labour parlance the new concept might be called a company union, but SAB is hesitant to attach a label to a system which it regards as an interim solution to a major problem.

SAB shares the common belief among employers that the climate which gave rise to the 1973 strikes in Natal has yet to be eliminated and that its elimination is a matter of urgency.

Like many employers, SAB is aware of efforts by Black trade unions to organise Black workers in its employ.

Like many employers, SAB is not prepared to encourage Black trade unionism yet. But unlike most employers, SAB has set about establishing truly meaningful labour relations machinery.

The theory behind the group's efforts is, even if the Government were to give Black workers full trade union rights tomorrow — which seems inconceivable — it would take a long time before labour peace was ensured.

"The majority of White, Coloured and Indian workers who have full trade union privileges are not members of trade unions," said Mr R. V. "Dick" Sutton, the group's personnel manager.

"And who says that all trade unions are fully effective all the time?" he asks.

"That is why we have decided to take the initiative in instituting meaningful dialogue within the framework of current labour legislation."

By "meaningful dialogue" Mr Sutton understands more than perfunctory communication. He wants it to include problem solving and full-fledged negotiating powers.

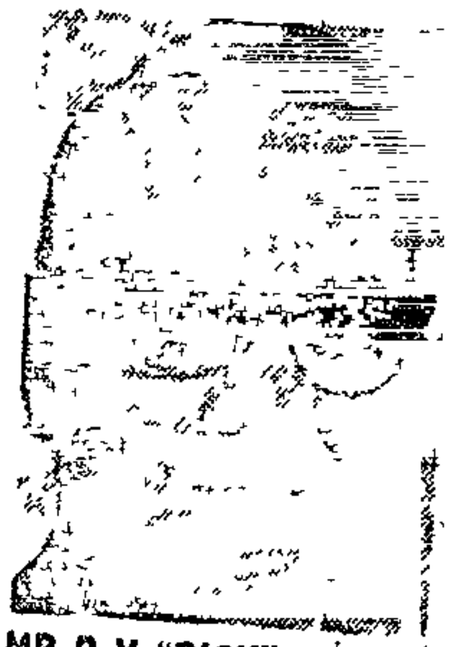
Bluffing

"An employer who attempts to approach his workers with half-hearted communications is only bluffing himself," said Mr Sutton.

"Unless workers have the right to negotiate conditions of employment — working hours, leave, wages and fringe benefits — the major causes of labour unrest are likely to remain unresolved until it is too late."

Therefore, Mr Sutton has broadened the Government's substitute for trade unionism, the works and liaison committee system.

Workers in a specific plant elect works committees. These, in turn, elect representatives to a liaison committee on which both workers and management are represented.



MR R V "DICK" SUTTON

It is at the liaison committee level where problems are being solved and negotiations take place.

Management representatives on this body are of a seniority which permits them to take final decisions there and then. And workers' representatives are a true cross-section of the Black staff.

"In some cases we have had to bring in interpreters to ensure that workers' representatives are not prejudiced by language problems," Mr Sutton pointed out.

Training

Both sides of the liaison committee receive identical training in their task, including how to prepare and present their case and how to negotiate. It takes about two weeks'

132

145

The Star
Wednesday September 3 1975

Blacks must speak for Blacks

THE Minister of Labour's latest announcement on proposed improvements to the industrial relations machinery affecting Black workers is to be welcomed. But why appoint only one Black to the Central Bantu Labour Board?

Examine the case: the announcement is at least further evidence that the Government has accepted the vital importance of improved channels of communication between White employers and their millions of Black workers. It has accepted that the Blacks themselves must play a decisive role in negotiating wage and working conditions.

Mr Viljoen told the Prime Minister's Economic Advisory Council that the Bantu Labour Relations Regulation Act would be amended next year to provide for a Black representative on the Central Bantu Labour Board (an organisation with a key advisory role to play in the Black industrial conciliation machine) and for the creation of workers committees which would be able to speak for all the Black workers in a particular industry — whether that industry is organised into an industrial council or not. And, once an agreement is reached between the Black workers' representatives and the employers, the Minister will have the power to enforce that agreement on all employers in the industry or sector involved

This will make the Government's industrial conciliation machine for Blacks more effective, although not as effective as it would have been had the Government allowed recognised Black trade unions on the same basis as those representing White, Brown and Indian workers.

Why not make a majority, if not all of the board's members, Black? After all one of their major functions is to advise the Minister on matters affecting the interests of Black workers—and who knows Black workers' interests better than Blacks?

Should the Minister do this, he will make his own system much more effective than it already is and he will give Black workers much greater confidence in the men who are charged with representing their interests.

(1) ~~134~~
(2) ~~138~~
(3) 145
(4) ~~147~~
(5) ~~325~~

Black may sit on Labour Board says Viljoen

D Dispatch 3/9/75

(1) 134
(2) 138
(3) 145
(4) 147

PRETORIA — Legislation would be introduced at the next session of Parliament which would provide for the appointment of a black to the Central Bantu Labour Board, the Minister of Labour, Mr M Viljoen, told the Prime Minister's Economic Advisory Council here yesterday

This, and other amendments to the regulation of Bantu Labour Relations Act, he said, would ensure that the black man would be able to make a more meaningful contribution in the determination of his service conditions

From discussions with representatives of industry and the trade unions he had gained the impression that the proposed amendments had in the main been favourably received, the minister said.

On the question of black trade unions, the minister said the policy was that although they were not prohibited, the government would not recognise black trade unions because it was convinced that the system instituted by the 1973 legislation after the labour unrest, was operating in the best interests of black workers

"It is noticable how the black workers themselves have accepted the committee system as being in their best interests," he said.

"A certain influential employer, under pressure from his overseas principals, recently conducted a ballot to ascertain whether his workers preferred a liaison committee or a trade union. Only 31 workers out of 1 060 or three per cent voted in favour of a trade union

"This example proves to a large degree that the clamour for black trade unions does not originate from the black worker himself"

The advantage of the liaison committees, consisting of an equal number of workers and employers, was that these committees brought employers and their black workers into direct contact with one another.

The system eliminated misunderstandings flowing from lac kof proper communication and a lack of appreciation of one another's problems.

These liaison committees have been an immediate success Barely a year after the amendment to the Act by which the system was instituted, the University of the Orange Free State conducted a survey covering 326 leading employers who had established liaison committees

The most important shortcomings in the Act on which the Department of Labour had been able to lay finger as a result of close examination over the past two years were that the agreements between employers and black workers did not enjoy the force of law, that there was no provision in the Act whereby employers and black workers in particular industrial areas could reach an agreement that would be applicable to all other workers and, that the black man's voice was not always heard clearly enough in the course of negotiation of service conditions

To overcome these problems, he was contemplating the introduction of legislation next session of Parliament which would give the black worker a more meaningful say in the negotiation of his service conditions

The proposed legislation would also remedy the other shortcomings that had come to light. In the industrial areas where work and liaison committees could prove that they were representative of black workers, he was ready to recognise them as representatives of their industry and to deal with them as such.

Such committees would be able with authority to speak on behalf of the industry concerned.

Subject to the approval of the Central Bantu Labour Board he would give his approval for such a committee

The proposed industrial committees would consist of black representatives chosen from works and liaison committees It was essential that members of industrial committees be elected by the black themselves because experience had shown that the black man had no confidence in people nominated by others to take care of their interests

Agreements reached between industrial committees and employers would be submitted to him through the Central Labour Board for approval and promulgation in the Government Gazette.

The effect of promulgation of an agreement would be to make it binding on all workers and employers in the industry and in the area so as to ensure that employers who were prepared to make sacrifices to improve the lot of their black workers would not be detrimentally affected by unfair competition on the part of unscrupulous competitors

Employers who were signatories to such agreements would, however, be required to prove that they were representative of employers of the area before such agreements were made applicable to their competitors

The Department of Labour would be responsible for the effective application of such agreements In cases where industrial committees and employers were unable to reach agreement the matter would, in terms of existing legislation, be referred to the wage board for arbitration. — SAPA.

Viljoen has new wage plan

RDM 3/9/75

(1) ~~134~~
(2) ~~138~~
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(5) 325

By CLIVE EMDON
Labour Correspondent

THE Minister of Labour, Mr Marais Viljoen, yesterday told the Prime Minister's Economic Advisory Council that he was thinking of establishing elected industrial committees of Black workers to negotiate wage agreements for each industry.

He came out strongly against recognising African trade unions and said industrial committees would consist of workers chosen from works and liaison committees in various industries.

Agreements reached by these committees and employers would be submitted to him through the Central Bantu Labour Board for approval and promulgation in the Government Gazette.

He said the effect of promulgation of an agreement would be to make it binding on all workers and employers in the industry and in the area.

This would be done "so as to ensure that employers who are prepared to make sacrifices to improve the lot of their Black workers won't be detrimentally affected by unfair competition on the part of unscrupulous competitors."

Employers who were signatories to such agreements would, however, be required to prove they were representatives of employers in the area, before the agreements were made applicable to their competitors.

The Department of Labour would be responsible for applying these agreements, the Minister said.

In cases where industrial committees and employers were unable to reach agreement, the matter would, in terms of existing legislation, be referred to the Wage Board for arbitration.

The Minister also said that legislation would be introduced at the next session of Parliament which, among other things, would provide for the appointment of a Black man to the Central Labour Board. This would ensure, he said, that the Black man would be able to make a more meaningful contribution to determining his service conditions.

Viljoen's formula

FM 5/9/75

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Good news from the labour front. This week Minister of Labour Marais Viljoen revealed a determined commitment to involve Blacks in the wage bargaining process. This must be welcomed.

The bad news is that he reaffirmed his stand against Black trade unionism. For this reason the actual measures he outlined may be likened to a spot of oil for an outmoded machine.

The Bantu Labour Relations Regulation Act will be amended to provide.

- The appointment of one Black man to the Central Bantu Labour Board. The Board advises the Minister on Black labour matters, and has hitherto been all-White with a chairman and members appointed by the Minister because of their competence "to represent the interests of the employees".

The new move could lead to more direct representation of those interests. But why only *one* Black man? And who will he be? Black unionists are adopting a wait-and-see attitude before commenting.

- A remedy for "other shortcomings" which have "come to light" Like the fact that agreements between employers and Black works and liaison committees are without much force in law; that individually negotiated agreements are not binding on employers of Blacks on an industry-wide basis, and that the Black man's voice has not been clearly enough heard in negotiations on service conditions.

Accordingly Viljoen plans the establishment of industrial committees of Blacks elected by the works and liaison committees in various plants in an industry. These will represent employees' interests in industry-wide negotiations with employers.

Agreements will be submitted to him through the Central Bantu Labour Board and, when promulgated in the *Government Gazette*, will be binding on all workers and employees in the area and industry covered by the agreement.

Disputes will be referred to the Wage Board for arbitration The new methods of obtaining binding agreements appear designed to stem the tide of Black unionisation. Viljoen said this week it was noticeable how Black workers "have accepted the (works/liaison) committee system as being in their best interests", and claimed — somewhat surprisingly — that 30% of the Black labour force (excluding gold and coal miners) were represented by committees. The newly-instituted committee system is a "remarkable achievement", which Black workers want. Or so Viljoen would have us believe.

All Blacks? In a paper issued by the Urban Training Project, Skakes Sikhakhane, general secretary of the Sweet, Food and Allied Workers' Union, cites one occasion when workers involved in a wage dispute "broke out in applause when told that their firm had agreed to put no obstacle in the way of the formation of a union"

So it could well be that the committee system is "wanted" only in the sense that it is the only one many employers wish to deal with

The Federated Chamber of Industries cautiously takes a middle view — as usual. Jack Holloway, chairman of the FCI's Labour Affairs Committee, notes "This is very much in line with our kind of thinking We acknowledge the forces that are at work for Black unionisation The Minister's intentions are a positive step aimed at giving Blacks a more meaningful say in wage matters"

Viljoen's proposed legislation could nevertheless turn out to be just another step on the road to recognition of full trade union rights for Blacks

Major plan for Black workers

ARGUS 18/9/75

The Argus Correspondent

PRETORIA. — The Minister of Labour, Mr M Viljoen, today announced Government plans for Black 'industrial committees' which will have direct bargaining powers with employers.

The Minister's disclosures today are a major development in the Government's policy towards collective bargaining rights for Black workers. His speech today spelt out the new machinery envisaged, expanding considerably on the hint of new legislation he gave in July

Though Mr Viljoen was at pains to say the Government's refusal to recognise Black trade unions remained in force, it is clear that the 'Industrial committees' will give a virtually equivalent industry-wide bargaining instrument to Black workers.

Mr M. Viljoen

Mr Viljoen made his announcement while opening the congress of the co-ordinating Council of South African Trade Unions in Pretoria

He disclosed:

- Legislation would be introduced in the next parliamentary session with a view to establishing industrial committees 'which can speak with authority for the particular industries for which they are set up'
- Such committees could be established in industries and areas where works and liaison committees represented Black workers,
- The central Bantu Labour Board would be informed when the Minister had given approval to the establishment of such a committee
- The industrial committees would consist of Black representatives from the ranks of the works and liaison committees,
- In the case of unorganised industry, the industrial committees (in consultation with the Central Bantu Labour Board) could negotiate directly with employers and conclude agreements with them
- The agreements would be laid before the Minister via the Central Bantu Labour Board and Ministerial approval of them — followed by publication in the Government Gazette — would give them the necessary force of law
- The agreements would be made binding on all other employers and workers in the particular industry and area to ensure that employers party to the agreements were not harmed by unreasonable competition
- The Department of Labour would be responsible for the application of such agreements.

In the case of industries where industrial councils existed industrial committees could be set up just as in the case of unorganised industry, but no negotiations outside the industrial council could take place because the council was the only body with legal powers to conclude agreements in its sphere of jurisdiction.

(1) ~~134~~
(2) ~~134~~
(3) 145
(4) ~~147~~
(5) ~~325~~
(6) ~~326~~
(7) 328 A
(8) 329

145

145

Call for Black union rights

Star 24/9/75

Own Correspondent

CAPE TOWN — If the Government wants to keep Black trade unions out of politics, it must take politics out of the labour arena, the 210 000-strong Trade Union Council of South Africa was told here today.

In refusing Blacks trade union rights, the Government was appeasing the verkrampte element, Mr Morris Kagan, vice president of the National Union of Distributive Workers, said in an impassioned call for such rights

This attitude represented pure politics Could Black trade unions therefore be blamed for interesting themselves in politics, Mr Kagan asked.

He appealed to the Prime Minister to take a good look at the policies of the Minister of Labour and to apply his own verligte policies instead.

ANSWERABLE

On the Minister of Labour's recent announcement of extensions to the works and liaison committee system of labour relations for Blacks, Mr Kagan said only people answerable to and employed by workers could do justice to the workers

How could the uneducated and unsophisticated full-time workers bargain with employers who held all the advantagees, he asked? The weak could be misled if they negotiated with the strong

NEGOTIATIONS

More than 100 years ago workers in Europe decided to "beat the bosses at their own game" by getting full-time officials free of the fear of losing their jobs and able to study all the problems thrown their way in negotiations.

This could not possibly happen under the system envisaged for Black workers in South Africa.

The Government claimed Black workers were not ripe for trade unionism.

"I say there are Black trade unions in the hall today who could teach some of the White unions how to administer trade

A race against time

FM 31/10/75

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Government's new Labour Bill extends the works and liaison committee system But many African workers reject the system and are stepping up demands for trade union rights

Black trade unions - or works and liaison committees? It's becoming a race against time As the Department of Labour this week released a Bill to amend the Bantu Labour Relations Regulation Act and extend the committee system, Black workers in Durban again rejected the committees and launched a campaign for the recognition of unions

The draft Bill has been posted to employer groups, registered (but not African) unions, and regional Bantu labour committees inviting them to comment and suggest further changes by December 2 Its main features

- The chairman and members of the Central Bantu Labour Board (CBLB a body within the Department charged with looking after the interests of African workers) and Bantu Labour Officers and assistants need no longer be White.
- Instead of having a separate liaison committee in each of his establishments in a particular area an employer may now set up one liaison committee for all his establishments in that area
- Liaison committees are now specifically empowered to negotiate with employers about employment conditions Previously they could only

4. Are you satisfied with your present tutor? Yes/no
Comment

5. (a) What in your opinion should the aim of tutorials be
(b) Do you feel these goals were achieved during the year?

Marais Viljoen and Hugh Tindale are their plans acceptable to Black workers?

"recommend" Some employers have in the past refused to allow liaison committees to talk about pay, but at a Press conference this week Secretary for Labour Ben Lindeque confirmed that liaison committees are entitled to negotiate wages,

- An establishment may now have both a liaison and a works committee Previously the one excluded the other, but Lindeque says a number of influential employers want both One suggestion is that a works committee (which may consist only of workers) could now communicate its wishes to management via a liaison committee (at least half of whose members must be elected by the workers, the remainder being appointed by management), and
- Most important, the Bill introduces a new kind of committee for Black workers the industry committee and thus extends the committee system from a single establishment to an industry wide basis

Industry committees

This change was foreshadowed by Labour Minister Marais Viljoen a year ago Works and liaison committee members in any trade and area may now ask the Minister for the establishment of an industry committee In a trade and area where there is no industrial council registered for the particular trade, an industry committee may enter into an agreement about wages and other employment condition with an employer group The agreement may then be declared binding by the Minister on all employees and employers in that trade and area

Where there is an industrial council, industry committees do not have the right to enter into such agreements Instead, the CBLB will designate committee members to attend meetings of the industrial council and participate (but not vote) in its deliberations

Thus, for example, an industry committee in the commercial distributive trade in Johannesburg could negotiate a wage agreement with the employers, since there is no industrial council But in the steel and engineering industry, where there is an industrial council, an industry committee would not have the right to negotiate separately with the employers but would be able to take part in the council's proceedings

The Bill thus ensures that industry committees will not in any way constitute a threat to the sacred cows of industrial relations in SA, the industrial councils

- The Bill also prohibits employers from stopping workers' participation in the committee system, and binds them to give committee members "every reasonable facility" to perform their committee duties

One major defect in the Act, which has been pointed out before but which the Bill evidently through intention rather than oversight - does not remedy, is the requirement that all committee members must be employees in the industries concerned Just how effective a role will they be able to play? Wage negotiation is a complex business employers will come to the bargaining table armed with facts and figures, but when will industry committee members get the chance to study economic conditions cost projections, the cost and profit structure of the industry in question, and the thousand and one other things they need to know to bargain effectively? The answer is that in practice they won't

They will therefore be dependent on the secretarial and professional assistance of the Department of Labour. Alternatively, they could — as a number of works and liaison committees do — get help from one of the unregistered African trade unions

Lindeque stresses that the Bill is not necessarily the "final answer We cannot be sure what will happen in the future" On one interpretation the Bill is a step in a direction which might one day lead to the recognition of African unions But on another it is an attempt to undermine the growing African union movement through an alternative system

The position of African unions is as anomolous as ever 'They are not recognised," confirms Lindeque, ' but they are not forbidden either ' Government's attitude to them is reminiscent of the US's pretence for so long that the People's Republic of China did not exist

Significantly, while the Labour Department is asking trade unions which cater for White Coloured and Indian workers for their views on the draft Bill, it is not consulting the two dozen or so African unions

Tremendous success

According to Lindeque, the committee system has been a "tremendous success" There are now 1 969 liaison and 279 works committees in operation, in establishments with a total of 613 000 African workers Hugh Tindale, chairman of the CBLB, pays tribute to the "magnificent part" of some employer organisations in propagating the committee system

There is indeed no doubt that many employers — though certainly not all of them — are taken with the committee system Whether it has the support of any significant number of African workers is much more doubtful

The Labour Department cites a study last year by the University of the Orange Free State as furnishing proof of the value of the committee system Significantly, however, the university's report showed that the initiative for the establishment of liaison committees came from management in nine cases out of 10 and from workers in only one case out of 10 Though the report declared liaison committees satisfactory, it canvassed only management's views, not those of workers

There is thus very little real evidence that the committees have any degree of support among Black workers Indeed, there is considerable evidence to the contrary The *FM* attended a meeting of 150 Black workers shop stewards and trade union official in Durban at the weekend where a campaign was launched to collect 100 000 signatures in townships and factories on a petition calling for the recognition of Black unions

"We must show very clearly that we do not want works and liaison committees," declared one speaker Said

another "We are here because we are exploited in the land of our forefathers We are hungry and we must engage in purposeful action"

Said a Pinetown worker, summing up the mood of cool determination at the meeting "Our struggle is for our rights as workers We are not fighting the government, we are only fighting for our rights Whites, Coloureds and Indians fought very bitterly for their trade union rights"

Added a man from Howick "I was once a soldier and I am prepared to fight and even die for this country"

A worker from Pietermaritzburg declared "I told my employers quite courageously that I am a member of a trade union Some of the workers started shivering when I said this One day the employer brought a Labour Department official to say that there are no African trade unions in SA But I told him You are a White man I know what I want from a union It is none of your business"

SA's Black unions — despite all the obstacles they have to surmount — now claim a membership of 60 000 against 40 000 a year ago Government and employers are ill advised to ignore this growing movement

The new draft Bill will no doubt strengthen the works and liaison committee system But in the final analysis the test of the system's success is going to be whether it has widespread worker support And that is very much open to doubt

4. Are you satisfied with your present tutor? Yes/no
Comment

5. (a) What in your opinion should the aim of tutorials be

(b) Do you feel these goals were achieved during the year?

INDUSTRIAL RELATIONS —

WORKERS ORG. — Liason/
Works Committee.

2/2/79 — 31/12/81

afraid of free elections."

Fanaroff replies that workers have been pressing for an early liaison committee election for nearly a year. The delay has led to greater rejection of the committee, he claims "Even if union members came to dominate the liaison committee, its structural defects would remain."

BLACK UNIONS

Trouble at Toyota

Yet another row is brewing over the recognition of an African trade union The scene of the action this time is Toyota Marketing in Sandton and the union involved is the unregistered Metal & Allied Workers' Union (Mawu) Once again, a key issue is whether liaison committees, with their management-worker mix, represent workers adequately

Mawu claims that disillusionment with the liaison committee at Toyota Marketing has led 125 out of the 200 African workers there to join the union But management has allegedly refused to recognise or meet the union's shop stewards

Matters reached a climax last month with the dismissal of two men on the grounds that they had refused to work Both are shop stewards, and claim that, far from refusing to work, they were actually called off their jobs and dismissed Toyota Marketing MD Colin Adcock replies that if the dismissed workers have any grievances, they are free to lodge a complaint with the Department of Labour

Worker dissatisfaction with the liaison committee was communicated to management by a petition signed last September by over half of Toyota's African The liaison committee is dismissed as incapable of representing the workers A second document submitted by Mawu members to the company says that both the chairman and vice chairman of the committee are members of management rather than workers and that discussion on the committee is therefore inhibited It also says that the committee is merely an instrument for downward communication by management

Toyota, on the other hand firmly believes in the effectiveness and success of the liaison committee "The committee is the only medium through which black people have legal redress," claims MD Colin Adcock "We have no policy of recognition or non-recognition of trade unions We merely stick to legally recognised systems"

Nor does Adcock agree that employees are dissatisfied with the committee. The petition rejecting the committee, he argues, was not properly understood "Can the union prove that all its alleged members are paid-up subscribers?" he challenges

Adcock . . . challenging the black union

Mawu organiser Bernard Fanaroff concedes that workers often fall behind in their union payments as a result of difficulty in collecting subscriptions by hand "If management would allow stop-order facilities, workers would be able to ensure regular payments of subscriptions," he tells the *FM*

Mawu has now called for a referendum to gauge the true situation, but Adcock believes this is unnecessary as liaison committee elections are due next month. "If the workers prefer the union they can vote union members on to the committee," he argues Asked how he would interpret a low poll, Adcock said "It would merely show up the union

STAR 8/3/79. (1) 149

Liaison committees 'no substitute' for unions

(3) 178

The general secretary of Tucsa, Mr A Grobbelaar said yesterday that it was a serious psychological mistake to present works and liaison committees for blacks as if they were alternatives to trade unions

He was addressing a seminar on implementing the codes of employment practice organised by the National Development and Management Foundation

These committees are not seen by black workers as effective machinery for negotiating with their employers," he said The committees could serve a useful purpose if they were supplementary or complementary to trade unions.

"Black workers see the committees as substitutes for trade unions"

Replying to a question about black apprenticeship, Mr Grobbelaar said there was no legal restriction on black indentures. But apprenticeship committees found reasons for blocking blacks' applications.

"The solution is that employers have to become more aggressive in their approach to indenturing black apprentices," he said.

Most employer representatives on apprenticeship committees did not want to "rock the boat" and gave reasons for turning down applications.

These included the inability of a company to train "apprentices of any description," lack of instructors and lack of technical facilities.

If people were sincere about wanting to train black apprentices then they had to find solutions to the problems put to apprenticeship committees.

BOSMAN CASE

New turn

149
FM 4/5/79

The Bosman transport case, which attracted a great deal of interest from labour lawyers, trade unions, and employers (and was quoted in the Wiehahn report to boot), will be in court again soon Bosman now face an action alleging contempt of court.

The case hit the headlines last year when Justice Eloff held that a works committee had no power to go to law on behalf of Bosman workers who feared victimisation. The court also held that the unregistered trade union active in the plant had no legal interest in representing Bosman workers.

The applicants appealed, and the case is currently awaiting a hearing in the appelate division. Meanwhile, an interim interdict protecting some of the individual applicants from unlawful dismissal is in force.

But now it is alleged that Bosman has fired the main applicant, works committee chairman Shadrack Sello, and further that Sello's dismissal was unlawful because he was allegedly fired for committee and union activities. Bosman has given notice through its lawyers of intention to contest the action.

	25,53
	9,79
	7,03
	8,71
Forecast	

TS 2

(i)

		Probable
20 - 22	3	4 200
22 - 24	6	9 200
24 - 26	5	8 333
26 - 28	1	1 800
	15	R23 533

(ii)

	Mov.Avge.	Trend	Fluctuation
7.4			
6.2	22.2		
8.6	22.4		
7.6	22.2		
6.0	22.6		
9.0	23.2		
8.2	23.6		
6.4	23.8		
9.2	24.1		
8.5	24.3		
6.6	24.5		
8.4			

Seasonal Fluctuations:

	Winter	Spring	Summer	Total
				-1,20
				+1,13
				+1,27
				+1,17
				+0,20
				+0,33
				-1,53
				+ ,40
				-1,57
				+ ,93
Average				-5,83
Adjt.				-1,46
				-0,02
				-0,01
				+0,30
				-1,48

Regression equation:

77.63 = 10a ∴ a =

15.83 = 330b ∴ b = (

∴ when x = 13 ; y = 7.76 + .65 = 8,41

	y	x	x^2	xy
	7.40	-9	81	-66,60
	7.47	-7	49	-52,29
	7.40	-5	25	-37,00
	7.53	-3	9	-22,59
	7.73	-1	1	- 7,73
	7.87	+1	1	+ 7,87
	7.93	+3	9	+23,79
	8.03	+5	25	+40,15
	8.10	+7	49	+56,70
	8.17	+9	81	+73,53
	77.63		330	+202,04
				+ 15,83

7.76 + .85 = 8,61 17

7.76 + .75 = 8,51 15

Black Labour Relations Regulation Act

[illegible] BORAINE [illegible]

Minister of Labour

Hansard 14 (873) 15/5/79

How many (a) Black [illegible]

(b) liaison committees [illegible] (c) co-ordinating works committees were registered in terms of the Black Labour Relations Regulation Act as at 3 December 1978

The MINISTER OF LABOUR

(a) 303

(b) 2 664

(c) 8

149

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

en September het die Direkteur Engeland, land, Swede, Israel en Zambie besoek. nde joernaliste, Suid-Afrikaanse diptenare van die Suid-Afrika-Stigting ngs betrokke by Suid-Afrikaanse belange esprekings gevoer met stigtings, trusts erenigings. As gevolg van sy besoek hy 'n toelae vir die Konstruktiewe Pro-lie Algemeen Diakonaal Bureau van die en in Holland.

hoff, ere-Fellow van die Konstruktiewe aantal instansies, wat universiteite aal insluit, en met verskeie handelsmas in Natal, kontak opgebou.

die Direkteur die volgende konferensies

Jaarlikse Konferensie, Nasionale Uitvoerende Komitee- en Raadsvergadering van die Suid-Afrikaanse Instituut vir Rasseverhoudinge, Kaapstad (Januarie).

Suid-Afrikaanse Jaarlikse Vergadering van die Religious Society of Friends, Stutterheim (April).

Negende Wêreldkongres van Sosiologie, Uppsala, Swede. Verhandeling voorgelê in Werkgroep 6 en vergaderings bygewoon van die Raad van die Internasionale Sosiologiese Vereniging as die amptelike afgevaardigde van Suid-Afrika (Augustus).

Ander lede:
Mnr K. Bosman
Professor A. Cupido
Mnr N. Daniels
Mnr Achmat Davids
Mnr H.W. Maddelmann
Eerw. M T.L. Moletsane
Professor A.D. Muller
Sheik A. Najaar

verpligtinge aan lede opgelê word hulle geraadgepleeg die Sentrum se program raak.

1149 (146)

FM 11/1/79

FACTORY COMMITTEES

The bosses stay boss

The Wiehahn Commission's recommendations on plant level bargaining have been largely ignored in the weeks since the report's publication. But they came under heavy fire last week at a Unisa Institute of Labour Relations seminar.

The commission wanted plant level committees to be extended to all races. It also proposed that works committees and works councils (previously liaison committees) both be allowed statutory bargaining powers, though in 'unorganised sectors' (where there are no industrial councils) only.

But three speakers at the Unisa seminar criticised the proposals on councils. Secretary of the Confederation of Metal

Ben Nicholson fears for the future of trade unions

Black staff win sacking case

The Rand Supreme Court ruled today that 23 black employees of Nels Dairy (Pty) Ltd were entitled to apply for an interdict against wrongful dismissal for participating in a works committee.

The employees were granted such a provisional order on May 10.

Nels Dairy subsequently held that the Rand Supreme Court had no jurisdiction to make the interdict and that their employees' only recourse was to lay charges under the Bantu Labour Relations Regulations Act.

Counsel for the employees held that the fact that they had recourse to criminal prosecution did not preclude the employees from seeking the interdict.

Mr Acting Justice Goldstone rejected the dairy's argument and dismissed its objection, with costs.

Counsel for the employees agreed not to ask for an extension of the interdict when Nels Dairy undertook not to dismiss any of the employees wrongfully in terms of the Bantu Labour Relations Regulations Act.

Counsel for the dairy said both sides agreed on the need for a meeting between employees and employers, but each blamed the other for the failure of earlier meetings.

The dairy had intended calling a meeting whatever the outcome of today's hearing, and it would be easier to hold it when not "under the shadow" of a court interdict. Both parties agreed that the case should eventually go to trial.

Legal victory for black workers

18/6/79 Star

(149)

Labour Reporter

The case brought by 24 black employees against Nels 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.

Nels 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 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.

VICTIMISATION

Pm 22/6/79

Worker victory

(149) (151)

For the first time in SA legal history, African workers have obtained a final court order restraining an employer from wrongfully dismissing them for attempting to form a works committee

The case was brought against Nel's Dairy by 24 of its workers who feared they might be dismissed after 24 of their fellow-workers, some of whom had been active in trying to form a works committee, were sacked

Counsel for Nel's argued that the workers were not entitled to the interdict on the grounds that labour law provides for criminal sanctions against employers who victimise their workers This argument was rejected by Mr Acting Justice Goldstone The effect of his judgment is that workers fearing victimisation can take action through the courts to protect their jobs

The case is an important milestone for African workers, and also has serious implications for employers Hitherto it has been presumed that workers fearing victimisation had no remedy until they were dismissed Even then they could only seek redress through a criminal prosecution This has, in effect, placed the workers' rights in the hands of the Attorney-General, who is not bound to prosecute Now workers can use the civil courts to prevent victimisation

Says a labour lawyer "The judgment confirms an important right which we believed to exist but which has never been tested in the courts It will now be much more difficult for employers to attempt to victimise their workers"

In another "threatened victimisation" case, African workers at Precision Tools, a Reef engineering firm, won an order restraining their employer from dismissing them for works committee or trade union activities The company did not oppose the finalisation of the order, however, and no judgment was necessary

(149)

Greatman gets his cash, but no job

ROBBERY VICTIM WAS THE ALL-WAYS LOSER

By PADDI CLAY

TWO years ago Greatman Seabelo, a truck driver for Nels Dairy, Johannesburg, was the victim of a robbery — and he has been paying for it ever since.

But this week his former employers, in an out of court settlement, returned R1 580 to him — the accumulated amount allegedly deducted from his salary since the robbery in January, 1977

For 16 months, after Mr Jan Hendrik Nel, a manager of the family-owned dairy had him sign a form admitting he had borrowed money Mr Seabelo had to pay over a large slice of his R170 monthly salary

He had worked for the firm since 1973

Although he was dismissed from the dairy in April — when the final deduction was made — Mr Seabelo has had his money returned

Mr Seabelo made a supporting affidavit to the affidavits of 24 applicants, all employed by Nels Dairy and members of the Sweet Food and Allied Workers' Union, who have applied to the Supreme Court to have the dairy interdicted from dismissing employees because of their participation in the establishment of a works committee

While the matter was before the court the dairy gave an undertaking not to victimise any employees who wanted to establish a works committee

Many affidavits said Nels Dairy often made illegal deductions from the men's wages These, they claimed, were not registered on their payslips

Mr Nel, in his answering affidavit, denied that any illegal deductions were made. If the explanation for missing monies was unacceptable deductions were made from workers' bonuses, not their basic salaries

Mr Seabelo's affidavit told how, in January 1977, while collecting money from the dairy's depot in Birnam, a garage attendant ran into the depot and shouted that someone had broken into the truck and taken "papers"

Mr Seabelo and his two helpers ran out but did not find the thief

Later Mr Seabelo and the garage attendant made a statement to the police but, when Mr Seabelo returned to Mr Nel, he was told to sign a paper to pay for the theft and prove the money was missing — or be jailed.

Mr Seabelo claimed in his affidavit that he did not know what he was signing, but was scared of losing his job or going to jail

That month and the next R100 was taken off his salary When he complained that he was unable to support his family on the money he was left, Mr Nel arranged that R60 be deducted monthly

The founding affidavit of Mr Joseph Mobaso alleged that it was the practice of Nels Dairy to obtain an employee's signature to an acknowlegement of debt in which he incorrectly admitted having borrowed money from the dairy.

Mr Nel replied in his affidavit that the cut in salary was not permissible and "if it should have occurred we would readily and immediately rectify it"

Mr Seabelo decided to sue for his money when he and other dissatisfied employees allegedly victimised or fearing victimisation over forming a works committee spoke to lawyers in connection with the application for an interdict

His separate case never got to court

The dairy, which employs more than 330, of which about 280 are members of the Sweet Food and Allied Workers' Union, has recently been engaged in several disputes with its employees, some of whom have worked for the dairy for 25 years

Last weekend 100 employees who, because of the dairy's undertaking on victimization, no longer feared dismissal for their attempts to establish a works committee met to discuss how they would now approach their employers about the committee

The workers claimed a committee was needed because of misunderstanding and lack of communication between the management and the workers.

Mr Seabelo, however, is still unemployed but, said the money would be a great help

(149)

There is partial integration at Metal Box SA

METAL BOX SA, a British company employing 8 700 people throughout the country, pays for its workers a minimum wage of 98c an hour.

And the 98c an hour minimum works out to R191,10 a month.

The company's group personnel consultant, Mr N van der Walt, says their minimum does not include the company's contributions such as bonus, pension and subsidised meals.

minimum Living Level (MLL). This would work out to R278,82 a month.

Mr van der Walt told POST that there are 710 people at the bottom of the company's pay scale. All these are black and in Grade 1.

The least paid white earns R220 a month She is a typist.

The company employs 4 786 Africans, 2 174 whites, 1 176 coloureds and 629 Asians

Mr van der Walt says they have two grading structures — one for hourly-paid

POST was told that no black apprentices have been employed in the company.

"Legislation prevents us from employing Africans as apprentices," says Mr van der Walt.

There are 109 white apprentices, 26 coloured and 1 Asian.

How does the company negotiate with its workers? There are 19 liaison committees at Metal Boxes' 19 factories in the country. Five of these are integrated.

The committees, consisting of three management representatives and six worker representatives, meet once a month to discuss matters affecting the workers.

Are the toilets, canteens and other facilities in the company

Work at Metal Box...

partial integration

"You see whenever we make changes, we do it in consultation with our workers," he says

There has also not been any interference from outside the com-

for the improvement of the quality of life in the townships. The company also sets aside 0,5 per cent of its profits for charity.

There is a housing scheme and a bursary scheme .

Metal Box emplo-

The company's group personnel consultant, Mr N van der Walt, says their minimum does not include the company's contributions such as bonus, pension and subsidised meals.

The University of South Africa's Bureau of Market Research calculates the Supplemented Living Level (SLL) for a family of five in Johannesburg at R185,88 a month. Metal Box uses this figure to guide them in determining the minimum pay.

The EEC code of Conduct, to which the company subscribes, stresses that European companies with interests in South Af-

earns R220 a month. She is a typist.

The company employs 4 786 Africans, 2 174 whites, 1 176 coloureds and 629 Asians.

Mr van der Walt says they have two grading structures — one for hourly-paid staff. There are 16 grades (Grade 1 to Grade 16) for the hourly-paid workers and 18 grades (Grade 1 to Grade 18) for the salaried staff.

What is the company doing to upgrade its black staff? The company conducts an on-the-job training for its workers such as training in electricity and production mechanism.

How does the company negotiate with its workers? There are 19 liaison committees at Metal Boxes' 19 factories in the country. Five of these are integrated.

The committees, consisting of three management representatives and six worker representatives, meet once a month to discuss matters affecting the workers.

Are the toilets, canteens and other facilities in the company integrated?

Mr van der Walt says their facilities are partly integrated.

POST: What reason do you give for this partial integration? Mr van der Walt: The speed at which each factory can do it.

Integration at the company is based on occupational level. This means that people doing a particular job have their own toilet and canteen.

The company has not had any hostile reactions from its white workers to this partial integration.

"You see whenever we make changes, we do it in consultation with our workers," he says.

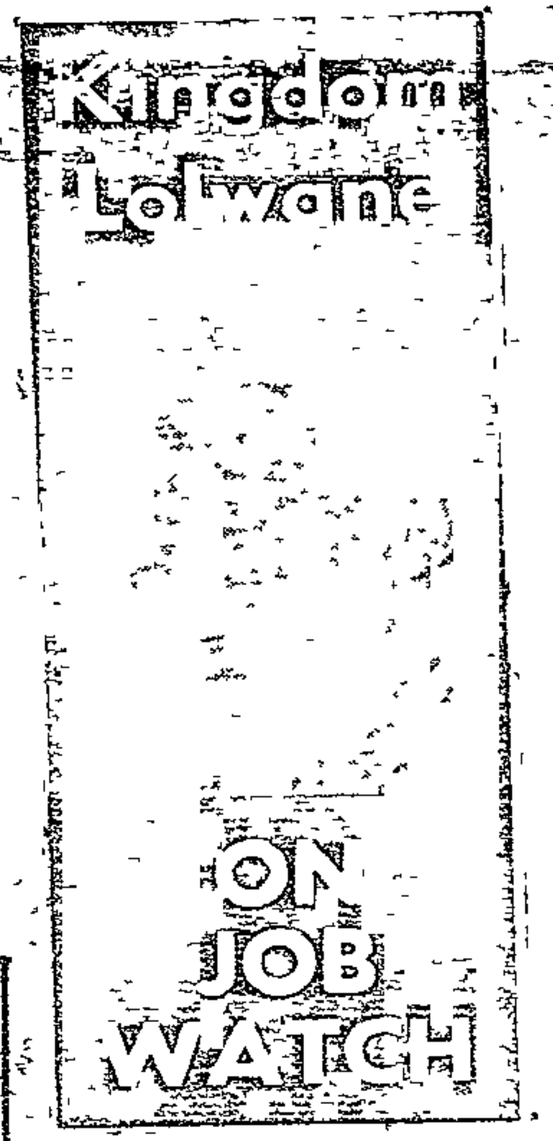
There has also not been any interference from outside the company, e.g. labour inspectors, to prevent them from integrating some of their facilities.

The company has donated R500 000 to the Urban Foundation for the improvement of the quality of life in the townships. The company also sets aside 0,5 per cent of its profits for charity.

There is a housing scheme and a bursary scheme.

Metal Box employees apply for loans to either build or improve their houses.

The company also gives bursaries to university and high school students.



Post 24/10/79 (149)

Work at Metal Box

FM 149 30/4/79

BLACK TRADE UNIONS

Seifsa's tough line

Seifsa's new guidelines on dealings with black trade unions have been bitterly criticised by both registered and unregistered unions But Seifsa, which represents 5 000 employers in a sector which employs about half a million workers, is sticking to its guns

It has asked members not to recognise black trade unions until they have received final registration and become a party to at least one of the three industrial councils in the industry.

Even if a union has provisional legal registration, employers should not recognise it Seifsa has also recommended that there should be no "in-house" bargaining or negotiations with trade unions on matters that fall within the ambit of industrial council agreements, that black trade unions should not be given access to company premises for "recruiting or organisational purposes, or to place notices on company notice boards for the same purpose", and that employers should continue to use works and liaison committees for "effective employee/management communication at individual company level "

The guidelines also point out that in terms of the industrial agreements, members may not grant stop-order facilities to unions

Hitting the unions?

Trade unions have described the guidelines as an "anti-union" move. Some of the newly-formed "parallel" unions are applying for provisional registration and would thus be excluded from bargaining And unregistered unions have long argued that unions' chief function is to represent members on the factory floor — a role which the guidelines expressly exclude They fear the guidelines seek to separate union leadership from the rank-and-file and their problems, thus weakening the unions

The *FM* learns that at an employer-trade union consultation last week some employers tried to distance themselves from these guidelines. But Seifsa's director Errol Drummond asserts that "reports of unhappiness in the ranks is utter nonsense If members were unhappy with the guidelines I would have been the first to know." Other sources claim that employer reservations have been overstated

Unionists are convinced that Seifsa is trying to make life difficult for black trade unions States Jane Hlongwane, general secretary of the unregistered Steel, Engineering and Allied Workers' Union· "I am not surprised For years Seifsa has taken that line "

Skakes Sikhakane, general secretary of the Consultative Committee of Black Trade Unions (to which Hlongwane's union is affiliated) has accused Seifsa of interfering "They are trying to force unions to register This should come voluntarily from the unions And they are interfering in company affairs by suggesting that unregistered unions should not be granted access to company premises "

Fosatu's Alec Erwin says "We are not happy with the guidelines Clearly, Seifsa is trying to force everything through the industrial councils "

Seifsa's Drummond . . . no unhappiness in the ranks

Many registered trade unions have also come out strongly against the guidelines, arguing that they are not in the interests of labour relations and will inhibit the unionisation of blacks Says SA Electrical Workers Association general secretary Ben Nicholson "I'm afraid that black trade unions will become unco-operative, because employers have tried to hinder their organisation " And he adds that Seifsa is not keeping to the Saccola employment code, which states that employers should not hinder the organisation of workers

Some assert that Seifsa should take note of the recent unrest at Ford and General Tire, which they argue, shows the need for a strong union presence on the factory floor as a bulwark against unrest. But Drummond reckons that "if Ford had similar guidelines then it would not be in the pickle it's in now " Moreover, he adds, an analogy cannot be drawn between Seifsa's stand and General Tire, which refuses to deal with black unions

A number of companies that see themselves as pace-setters in labour matters, such as Anglo American and Barlow Rand, have subsidiaries that are members of Seifsa But Anglo does not see a conflict between the guidelines and its own industrial relations policy, which supports dealings with unions on the factory floor Says Anglo's Graham Boustred "The idea that Seifsa is against black trade unions is ridiculous. Seifsa's whole record is one of encouraging participation. We are in favour of black workers exercising trade union rights through the industrial council system "

And one of Barlow's subsidiaries has had dealings with the unregistered Metal and Allied Workers Union According to a Barlow's spokesman, the company will continue to have discussions with the union The firm is currently defining its position in the light of the Seifsa guidelines, he adds

Row brews over workers' committee

RDM 6/12/79

(1) 188 (2) 145 (3) 149 (4) 152 (5) 153

Own Correspondent

CAPE TOWN. — A major conflict is looming between Cape Town's 2 000 black dockworkers and their employer organisation over the workers organising themselves and negotiating with management through their own elected workers' committee

Mr David Lewis, a spokesman for the General Workers' Union, of which several hundred of the stevedores are members, said yesterday the workers had asked the Cape Town Stevedores Association in May to meet them to discuss the formation of a workers' committee

The proposed workers' committee holds out as its task to negotiate about wages and working conditions.

But the Stevedores Association — a body comprised of the managements of three Cape Town stevedoring firms — did not see its way clear to meeting the workers

Mr Lewis said the workers held a mass meeting on Saturday and appointed a delegation to meet the association On Monday the delegation met Mr R S Field, manager of the association, and was told that there was "confusion" among stevedoring firms on the whole issue

It would be discussed at a meeting of the association's national body in Durban today and the worker delegation was requested to return to Mr Field tomorrow for further discussions

Yesterday, Mr Field denied he had told the delegation he would be attending the meeting in Durban

He said he had told the delegation he "would be away" and would discuss the matter with his directors.

Mr Field confirmed, however, he had asked the delegation to return to him tomorrow

But he refused to reply to further queries, saying he had been instructed to respond with a "no comment".

VI DISEASES OF THE CIRCULATORY SYSTEM

	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	1,09	0,44	1,31	0,70	1,54	1,27	0,73	0,78
45-64	9,75	4,44	14,76	10,70	10,33	8,25	4,61	5,01
65	42,19	32,93	55,30	47,72	43,12	40,90	13,55	14,21
ALL	4,70	3,81	3,22	2,25	2,74	2,69	1,14	1,20
NO.	9752	7926	1135	804	3114	3140	2390	1921

VIII DISEASES OF THE RESPIRATORY SYSTEM

R25 000 settlement in dairy dispute

A dairy believed it would be extremely dangerous to keep one of its employees on its staff, a Rand Supreme Court judge heard today.

This was said in a document during a dispute between Nels Dairies (Pty) Limited and 24 former employees. The dispute was settled with the company contributing R25 000 to the workers' costs.

The settlement was made an order of court.

According to the terms of settlement, the applicants unreservedly withdrew their application against Nels Dairies and the respondent undertook to pay them R25 000.

The action was brought by Mr Joseph Mobaso and 23 others against Nels Dairies and a director of the company, Mr Johannes Daniel Nel.

The applicants had asked the court to order the company that their dismissal from the employment of Nels Dairies should be declared null and void and that they were entitled to wages from July 12, 1979.

Mr Mobaso said in an affidavit he had been employed by the firm as a driver since 1953. On May 9, 1979, he and 23 other workers asked for a Rand Supreme Court order interdicting the company from dismissing them for participating on a works committee.

Mr Mobaso said that on May 10, a rule nisi was issued and the company undertook not to dismiss any of the applicants.

The next day Mr Nel told Mr Mobaso to take 24 days' leave.

On his return from leave, a security guard would not allow him on the premises.

Mr Nel said in an affidavit that he regarded it as undesirable that Mr Mobaso should be on the company premises while on leave. Later he believed it to be extremely dangerous to keep Mr Mobaso in his employ

IV DISEASES OF BLOOD AND BLOOD-FORMING ORGANS

	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+	0,11	0,11	0,13	0,15	0,13	0,15	0,03	0,03
ALL	0,01	0,02	0,02	0,02	0,02	0,03	0,01	0,01
NO.	30	34	7	7	21	31	23	21

VI DISEASES OF THE NERVOUS SYSTEM AND SENSE ORGANS

	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

Nels to pay workers' costs

RDM 22/2/80 (149)

Staff Reporter

A DISPUTE between Nels Dairies (Pty) and 24 former employees was settled in the Rand Supreme Court yesterday, with the company contributing R25 000 to the workers' costs.

Mr Justice Vermooten made the settlement an order of court.

According to the terms of the settlement, the applicants unreservedly withdrew their applications against Nels Dairies. The respondents undertook to pay them R25 000.

The action was brought by Mr Joseph Mobaso and 23 others against Nels Dairies and a director of the company, Mr Johannes Daniel Nel.

The applicants had asked the court to order that their dismissal from the employ of the company should be declared null, and to declare that they were entitled to wages from July 12.

They asked that Mr Nel should be committed to prison for a set period for disregarding a court order and they asked for costs.

In an affidavit Mr Mobaso said he had been employed by the company as a driver since 1953. On May 9 last year he and the 23 other workers asked for an order from the Rand Supreme Court interdicting the company from dismissing them for taking part in the activities of a works committee.

On May 11 Mr Nel told him to take 24 days leave, Mr Mobaso said. He did so but on his return, the security guard at the gate would not allow him in. The guard said he was acting on Mr Nel's instructions.

International Financial Statistics Vol. 29.
p. 335

R.B.

11	Foreign Assets
12 a	Claims on Government
12 ax	of which: Pur. from Dep. Mon. bks.
12 dc	~~Foreign liabilities~~ Claims on private sector
12 e	Claims on deposit money bks.
14	Reserve money
14 a	of which: currency outside bks.
16 c	Foreign liabilities
16 d	Government deposits
17 r	Other items (Net)

Deposit Money Banks

20	Reserves	
21	Foreign assets	
22 a	Claims on Gt.	
22 d	" " private sector	
24	Demand deposits	
25	Time & savings deposits	Other
25 x	Short & medium term "	
25 y	Long term "	
26 c	Foreign liabilities	
26 d	Gt. deposits	
26 g	Credit from R.B.	
27 r	Other items (Net)	

Cape Times 3/4/80

Stevedores get new deal

Staff Reporter

A NEW wage structure for Cape Town stevedores was negotiated yesterday between the Cape Town Stevedores Association — an employers' association — and the Stevedore Workers Committee

The daily shift allowance for stevedores will increase from R4,59 to R5,00 a shift. Holiday pay will increase by 50 percent to R96 50

The guaranteed weekly minimum wage has been increased from R36,17 to R48,20. This is an increase of approximately 35 percent

However, according to a statement issued by the union representing the stevedores, the Western Province General Workers Union, the agreement would only bind the workers if a satisfactory agreement is reached on the issue of recruitment during talks over the next five weeks

(149)

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, net 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

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-give

What blacks want from the business world

Sun Tim (Bus Tim) 18/4/80

BLACKS prefer trade unions to the present system of liaison committees, which they consider weak and ineffective.

By ANDREW MCNULTY

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 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

AFRICAN LABOUR

FM 9/5/80

(149)

Workers win

Part of a long standing dispute between Glacier Bearings and some of its African employees has ended in the workers' favour Two weeks ago the Supreme Court ruled that Glacier's African employees were entitled to reject the firm's non-racial industrial relations committee, and to demand a works committee

Five employees sought a court order for a works committee, which Pinetown-based Glacier Bearings — a British subsidiary of the same name — refused A liaison committee had been set up in 1973, but the firm would not comply with the 1977 amendment to the Black Labour Relations Act, which gave liason committees the right to negotiate wages and working conditions It did this despite appeals from committee members for the right to negotiate

The reason, according to Glacier, is that it wanted all negotiations channelled through a non-racial industrial relations committee The African workers refused to participate in this committee, and a petition for a works committee signed by 133 out of about 180, followed

The case hinged on whether the liaison committee had become defunct If it had, then African employees were entitled to a works committee The court ruled that while the firm s approach "may quite possibly be an enlightened and practical policy," the firm did not allow the committee to function in terms of the law So, the court concluded that Glacier Bearings had refused to recognise the existence of an African liaison committee

Not keeping pace

According to a legal source, the case shows how labour legislation has not kept up with developments in industrial relations He says, "Surely the Black Labour Relations Act is a dead letter now that trade union rights have been extended to Africans? Managements have started implementing the Wiehahn Commission's proposal for multi-racial committees — and government accepted this — but they have no legal standing" Legislation on these committees will probably be introduced next year

But more important is the rejection of the industrial relations committee Wiehahn intended such committees to tackle shop floor issues However, the Glacier Bearings case clearly shows that these committees are doomed if they do not have the support of the union and its members — as they do in West Germany — and are used to block union activity at plant level

Sigma's wages go up

POST 9/5/80

By JOE THLOLOE

THE SIGMA Motor Corporation will increase its minimum pay from 65c to R1 an hour from Saturday.

Workers in the higher grades will also get increases varying according to the grade, bringing the workers getting increases to almost 3 000

The increases are the result of an agreement the corporation has just negotiated with its liaison committee.

In a statement yesterday Sigma's Roger Houghton said "The minimum wage of R1 an hour will apply during the eight-week training period and the worker's wage will then go up to at least R1,04 an hour. This could be higher, depending on the job to which the worker is transferred after the training period

LIVING LEVEL

"Increases for other black hourly-paid workers vary according to grade, with the smallest increase being 16 percent"

Mr Houghton said Sigma's wages were now highly competitive in the Pretoria area And the minimum wage was well above the Government's minimum living level and approach the supplementary living level of the University of South Africa.

Up to now the minimum pay in the motor industry in the Pretoria area has been lower than that in the Port Elizabeth-Uitenhage area The official minimum wage in the Port Elizabeth-Uitenhage area has been R1 since August last year

But the three companies there — Volkswagen, Ford and General Motors — are in fact paying R1,15

An official of the National Union of Motor Assembly, Rubber and Allied Workers and its sister union the United Automobile, Rubber and Allied Workers, yesterday said the unions were negotiating to have the PE minimum increased.

Black Labour Relations Regulation Act

15(801) 26/5/80 (149)

649 Dr A L BORAINE asked the Minister of Manpower Utilization

How many (a) Black works committees, (b) liaison committees and (c) co-ordinating works committees were registered in terms of the Black Labour Relations Regulation Act as at 31 December 1979?

The MINISTER OF MANPOWER UTILISATION.

(a) 312

(b) 2 683

(c) 8

East London workers strike over liaison committee

By OWEN VANQA

ALMOST the entire workforce of an East London cannery, Western Province Preserving Company, downed their tools on Friday morning when management refused to disband the liaison committee.

A spokesman for the strikers said they had long voiced their disatisfaction with liaison committees at the factory because the committees do not represent the interest of the workers They see committee members as puppets who serve the interests of the management.

The spokesman said they had called on Mr Hanley, the factory's director, last week to disband the liason committee, but he had refused.

"When we told him we wanted him to address us on the issue he said he could not listen to any grievances and the workers should go through the liaison committee," the spokesman said.

The workers then decided to walk out of the factory.

Over 700 of the factory's 1 000 workers are members of the African Food and Canning Workers' Union.

Two shop stewards, Mr Gideon Zwakala and Mr Dan Mavume, were picked up by the police on their way to the city, according to their colleagues

A spokesman for the Border Security Police referred enquiries to the Directorate of Public Relations.

The Border organising secretary of the union, Mr B P Norushe, said it was high time that employers listened to the voice of the workers

"Dummy institutions like liaison committees have been proved to be no answer," he said

"The Government should warn the employers that liaison committees cannot solve labour disputes In my view it is the employers who are causing industrial unrest and not the workers

"In my last meeting with the factory director, I told him the committees did not truely represent the wishes of the people, but he said I was introducing politics"

Mr Norushe said he would try and see him to negotiate for the workers, but all attempts by the union and SUNDAY POST to contact Mr Hanley have failed.

UNIONS DISPUTE

Who gets Putco?

FM 15/8/86 (11,9)

Trouble is still brewing for Putco more than a month after strike action brought its Johannesburg buses to a standstill

The Wage Board is expected to meet with management today on a new wage agreement and workers are threatening to strike again if they are offered less than a R20 a week increase – R15 less than their original demand

Putco workers brought the bus service to a halt last month after the MD Albino Carleo refused to meet them over a wage demand The company was offering workers a 15% increase on R32 50 but they demanded a minimum wage of R58

At the time workers also expressed discontent about the liaison committee, and management agreed in principle to recognise a representative trade union This issue, too has yet to be resolved

There are three unions vying for company recognition, and management is refusing to commit itself at this stage "We re completely open-minded and accept the possibility we may have to recognise more than one, says Ted Pamphilon, Putco's personnel director He says the company will meet representatives from all the unions, and until we have all the facts we will not commit ourselves

Registration is adding to the entangled union mess Only one of the unions, a Trade Union Council of SA (Tucsa) affiliate, the African Transport Workers Union (ATWU) is registered

In May the Transport and Allied Workers Unions (TAWU) registration application was gazetted but the ATWU lodged an objection with the Registrar The matter now lies with him as to whether the TAWU will be granted registration

The company, meanwhile has not ruled out the possibility of recognising an unregistered union We would obviously prefer to deal with a registered union but we have to accept that we cannot ignore the dominant union — even if it is unregistered, Pamphilon says

This week management and the TAWU held talks and a spokesman for the union says the tone of the discussions gave it confidence it would be recognised

Putco management is to hold talks with the Transport and General Workers Union (TGWU) next week This union is affiliated to the Federation of South African Trade Unions (Fosatu) and claims strong support on the East Rand and growing support in Edenvale

A spokesman for Putco management says it has not yet been approached by ATWU, although Gert van der Walt, the union's general secretary, claims strong worker support The union was registered at the beginning of the year

The fragmented union situation is worrying many labour observers who feel it is undermining workers bargaining power

But none of the unions is prepared to commit itself to a merger Van der Walt says he has invited the TAWU to join his ranks and adds We, the workers, are fighting while management continues to reap the profits As a registered union we are in a much stronger bargaining position

But a spokesman for the TAWU says registration is of secondary importance only Legalities are not the issue — worker representation is the most important thing

24/8/80 SUN TIM (B.T)

Firms prepare for union wrangles

(149)

By JOHN SPIRA

COMMERCE and industry is bracing for an era of increasing black trade union militancy, aggravated by union leadership power struggles, lack of experience among union members and political agitation

This is the grim picture painted by the respondents to a special labour survey of the labour market by Personnel & Executive Placements (PEP) which covered both South African and international companies with local operations employing more than 230 000 workers

Moreover, says the survey, management has little or no idea how to handle the developing situation and, while it fears politicisation through government intervention in what should be economic issues, it sees such intervention as "inevitable"

On a brighter note, there is some hope that trade unionism will be orderly and disciplined If so, real benefits could emerge in terms of labour peace and the use of the negotiating process

The survey, the fourth of its kind, concludes that black trade unionism is still not a major force

Indeed, a large degree of apathy appears to exist, except in the heavy industrial sectors such as steel, textiles and engineering

This is, however, seen as a temporary phenomenon and rapid growth of trade unions, coupled with increased militancy, is expected to take hold before such unions reach a more mature phase

Principal reason for this will be the emergence of inexperienced black union leaders.

They power struggles within their own unions and within the greater body of the black union movement, together with their inexperience and the high expectations of union members, "guarantees" a more radical approach, most managements in the survey believe

The degree of radicalism will depend largely on how the current wave of unrest is handled

Decisive handling is called for Respondents in the survey are unable to spell out what such action should be but agree that it would be politicised if allowed to simmer on.

Another disturbing aspect of the survey is the lack of a coherent plan of action among management, although it is generally felt that if union issues remain on the economic front it will be possible to handle them

An optimistic note is that most respondents (77%) are prepared to talk to black trade unions, in spite of the fact that about 80% of the respondents perceive the recent labour unrest as being at least partly politically inspired, with economic factors playing a secondary role

Most respondents feel that racially integrated unions are desirable, although this is not expected in the short term

The lack of experience of the black union members will present no constraint to their growth, according to 70% of respondents Indeed, a minority believe this lack of experience will actually enhance black union growth

The current docility of white trade unions could change if members feel that their bargaining positions are being eroded or being openly challenged by the growing power of organised black labour

Critical time ahead for SA labour

By ANDREW McNULTY

MISTAKES today by management in their relations with black workers are likely to create a scenario of confrontation for years to come.

This was stressed by leading authorities in industrial relations this week

Bobby Godsell, industrial relations manager of Anglo American Corporation, warns "We are going through a watershed period in which a worker representation system is being created for blacks, just as it was for white workers in the 1920s

"The period before the 1922 armed rebellion was a time of intense conflict between employers and white workers The industrial relations system devised then led to more than 50 years of calm

"Since 1977, the Government and official labour organisations have been trying to incorporate blacks into that labour system

29/8/80

Partnership

SUN TIM (B.C.)

"The next few years will decide whether we will end up with a labour relations system of co-operation and partnership as in West Germany, or one of confrontation as in Britain"

He finds that four fundamental questions give rise to concern

One Registration of black trade unions is taking far too long Although registration was legislated for last October, and 25 of the 27 black unions have applied for registration, only two applications have been approved

Two Labour relations have traditionally taken place on a regional or central basis The Steel and Engineering Industrial Council, for example, sets conditions at a central meeting for some 500 000 employees in the industry

However, black frustration and conflict is boiling over at plant and shop floor level

(149)

Also, needs of black workers differ in certain ways from those of whites, whose skills and scarcity often greatly enhance their bargaining power

Three The black trade unions themselves may be unable to contain the present explosion in the aspirations of black workers

Recent major strikes, Ford and Frametex, for example, were initiated by workers, with the unions becoming drawn in later

Four Perhaps most important, will management respond positively and contructively in dealing with work stoppages?

Recent incidents such as immediate dismissal or excessive use of police have cast serious doubt on management's ability to respond tactically, he says

The view held by all those interviewed by Business Times is that so far very little politicisation has developed in black trade unions — but the best way to encourage politicisation is to stonewall their aspirations

Mr Godsell, and others interviewed, listed these basic guidelines to assist management in dealing constructively with black workers

- An effective communications system that operates from the lowest levels up to management is vital Not only must conditions and decisions be fair, they must be viewed as such by all employees
- Management should deal with whatever leadership group holds credibility among the workers To impose a group favoured by management but not by those they are supposed to represent is a recipe for disaster

This should apply irrespective of technical considerations such as whether or not the trade union has been registered

Positively

- View trade unions positively Without their clearly defined, stable leadership role it would be infinitely more difficult to deal with conflict in industrial relations in South Africa
- If there is no union, fairly effective committee systems can be established, provided they are clearly democratic
- Firing striking workers should almost always be avoided, especially as an immediate reaction They frequently have to be re-hired, with a lasting adverse effect on the relationship between them and the management
- Accept that more and more pressure for increased wages and improved conditions must be expected The best industrial relations practices will be wasted if a company's working conditions remain inadequate
- Realise that increasingly sophisticated techniques — economic indicators and trends overseas — are likely to be applied by workers' representatives in wage negotiations
- Provide training for blacks in industrial relations There is clearly a critical lack of training and understanding at all levels, but particularly at shop floor level

To avoid risking its credibility, management should not appear to be either encouraging or discouraging trade unions Bodies such as the Institute of Industrial Relations run regular courses and training programmes

Re: Term 3: Here it is suggested that a discount factor equal to (or slightly higher than) the interest rate on a comparable loan should be used for this term. This stream is riskier than the stream in Term 2 because the lessee requires to have a taxable income to get the cash flow.

Re: Term 4: The riskiness of this flow is likely to be equal to that of Term 3 thus the same discount factor is suggested. To facilitate a fair comparison with leasing the most rapid method of depreciation allowed by the Receiver of Revenue should be used. Furthermore depreciation in this context includes the investment and initial allowances.

Re: Term 5: The riskiness of this flow is likely to be equal to that of Term 3 thus the same discount factor is suggested. This stream is the tax shield arising from the tax deductibility of the interest on an equivalent (the displaced) loan.

The general approach will now be applied to the problem in MAN. 530 which follows.

Union appeals against judge's labour ruling

ONE OF the most important test cases of South African labour law in recent years will be heard in the Appelate Division, Bloemfontein, today

At issue is the right of trade unions to represent their members in legal actions in court and the legal rights of workers who claim to have been victimised.

Five judges are to hear an appeal by the Transport and Allied Workers Union (Tawu), the works committee of a Vereeniging company, P E Bosman Transport Ltd, and two dismissed employees of the company.

The appellants will ask the court to set aside a 1978 Supreme Court judgment by Mr Justice Eloff, who ruled that none of the appellants had "locus standi" — that is, a legal interest in the matter.

The applicants claimed that P E Bosman Ltd had victimised, and might continue victimising, employees seeking enforcement of an industrial council agreement through official means and Tawu.

Mr Justice Eloff found:

- That the union had only an indirect financial interest in the matter and that its own legal rights were not at stake
- That, in terms of the Black Labour Relations Regulations Act, works committees could not take up the cudgels on behalf of employees, except in negotiations with an employer
- That the dismissed workers would be greatest in the application because they were no longer employed

If the earlier Supreme Court rulings are upset by the Appeal Court, the position of victimised workers would be greatly strengthened

The right of trade unions to bring "representative actions" on behalf of members has been an issue in several recent labour cases

Test appeal will affect trade unions

STAR 3/9/80

149

By Drew Forrest and Craig Charney

A key test case on the right of trade unions to sue on behalf of their members is being heard in the Appeal Court in Bloemfontein today.

Five judges are hearing the appeal in a case where a Vereeniging company, Bosman Transport, is being sued by the unregistered Transport and Allied Workers Union, the company's works committee, and two dismissed employees

They are asking the court to set aside a 1978 Supreme Court ruling by Mr Justice Eloff that none of the applicants had *locus standi*, or a legal interest in the matter entitling them to sue.

The applicants originally claimed that works spokesmen were victimised after trying to raise grievances over drivers' log-books and overtime pay.

The case could have a far-reaching impact if the Appeal Court overturns the previous ruling and enables trade unions to protect their members' rights in court.

If it did not grant similar rights to in-plant works committees, such a ruling could also deal a body-blow to the Government-promoted alternatives to trade unions.

NO INTEREST

Mr Justice Eloff found in his ruling that the union had only an indirect financial interest in the matter, while its own legal rights were not at stake and that works committees also had no right to sue. He also held that the dismissed workers themselves had no interest in the case — an urgent application to prevent victimisation — because they were no longer employed

Last week the new Industrial Court handed down a ruling in direct conflict with Mr Justice Eloff's in which it held that the unregistered Metal and Allied Workers' Union and a contract worker whose contract had lapsed, Mr Stephen Maponya, had standing to sue Mr Maponya's former employer, Precision Tools of Johannesburg

Appeal refusal sets workers back

C.T. 4/9/80

Own Correspondent

JOHANNESBURG — In a setback for black workers, the Appeal Court yesterday refused to hear a crucial test case in which a Supreme Court ruling which has been interpreted as a blow to the rights of black unions and works committees was contested

The court refused an application that it condone the late filing of the notice of appeal in the court record This means it will not hear the case

The original judgment handed down in 1978 and known as the Bosman case , thus remains in force

In it Mr Justice C J Eloff ruled that unregistered trade unions had no right to appeal to the courts for an interdict against an employer, restraining him from victimizing their members

The court also ruled that unions could not go to court in an attempt to compel an employer to abide by an industrial agreement which lays down legally binding minimum wages and working conditions

In a blow to the government s works committee system the court also ruled that a works committee had no power to go to the courts

Legal sources interpreted the judgment to mean that black workers who feared victimization from their employers and who were not members of registered unions could only go to court individually

Protection

They argued that this would be costly and would make it virtually impossible for these workers to seek protection from the courts in cases of threatened victimization

The case had been brought against a Vereeniging company, Piet Bosman Transport (Pty) by the unregistered Transport and Allied Workers' Union the company s workscommittee and two of its workers

They had sought to interdict the company from dismissing workers or altering their terms and conditions of employment to their disadvantage

They had also sought an order restraining the company from breaching the industry's industrial agreement

In an attempt to overturn the Supreme Court judgement the three applicants appealed to the Appeal Court in Bloemfontein

However the notice of appeal was filed late and the applicants needed permission from the court to proceed

Sapa reports that the court yesterday heard argument from counsel for both the applicants and the company on this issue

The court refused to grant this permission saying that the reasons for the refusal would be given at a later date

The application was heard by Mr Justice Wessels Mr Justice Muller Mr Justice Miller and acting judges of appeal Mr Justice Galgut and Mr Justice Van Heerden

Implications

Legal sources said yesterday that they regretted the fact that it had not been possible for the court to hear the appeal

The original judgement had important implications for black workers " one legal man

These sources said that, as a result of the fact that the appeal had not been heard, the Supreme Court judgement was now binding on Transvaal courts and had "persuasive authority' in other provinces

Transvaal magistrates' courts were absolutely bound by the decision and a Supreme Court judge could only dissent from it if he was absolutely convinced that the original court had erred

However it was possible to appeal against a ruling by a magistrate who was bound by the judgement to a "full bench' of the Supreme Court It would also be possible to take another similar case on appeal in an attempt to overturn the judgement

The Bosman' judgment does not affect the right of unregistered unions to take cases in which they allege their members are victims of "unfair labour practices to the industrial court the new court set up following a Wiehahn Commission recommendation

Unregistered unions are now faced with a situation in which they can take up a wide range of cases in the industrial court but cannot bring certain cases to the Supreme Court

ry (149)
NM 24/9/80

Tucsa slams 'inferior' in-house works councils

Mercury Reporter

DELEGATES to the 26th annual conference of the Trade Union Council of South Africa, yesterday condemned the formation of in-house works councils as an inferior alternative to viable trade unions.

Mr Norman Daniels, secretary of the Textile Workers Industrial Union said Tucsa had never recognised the works committee system as a viable alternative to a trade union.

Workers belonging to a works committee could be victimised and should refuse to join the committees. They should instead look to a trade union which had their interests at heart and which could help them.

Difficult

He said uneducated workers often found it difficult to negotiate with highly skilled and educated employers and were therefore at a disadvantage

'Tucsa has been negligent in not educating black workers,' he said.

He condemned unions which were formed across defined areas of employment and said they were breaking-up and distorting the union's functions.

According to Mr Daniels, the Wiehahn Commission had saved the day when it found that liason and works committees could not function as effectively as viable trade unions.

'Registered unions are keen to look after clearly defined areas.

Justice

'We are living in turbulent times and should get together and sort out our differences — not sit back and watch the chaos.

'I will support any workers' organisation which is in in interests of justice and fair play

General Secretary of Tucsa Arthur Grobbelaar said he found it strange that some unions did not seek recognition

'This is another example of the wooly-headed thinking on the part of students and academics'

He said Tucsa should be suspicious of their motives and objects

Fears over new E Cape labour moves

30/9/80 ARGUS

149.

Labour Reporter

AN industrial relations innovation which could change the face of trade unionism in South Africa has been introduced at motor assembly plants in the Eastern Cape

This week Volkswagen follows the example of Ford Motor Company in implementing an agreement to pay union shop stewards to do nothing but represent the interests of workers

The trade unions concerned see it as a breakthrough, but many observers are suspicious of the new development

'The organisation of workers at Ford and in the country as a whole is not strong enough to ensure that these shop stewards are not co opted by management,' a Cape Town unionist said.

Unrealistic

Dr Marianne Roux, Rhodes University sociologist argues that a full-time shop steward will have 'the greatest difficulty' in meeting the different expectations of the company and the union

It is unrealistic of the unions to expect his undivided loyalty as his obligations are divided in a way that the worker shop steward's are not, she writes in the latest edition of the South African Labour Bulletin

'There is always the danger that the removal of this type of shop steward from the labour process means he will, in time, cease to represent adequately the workers' feelings.'

However, the general secretary of one of the three unions party to the new agreements believes such fears are unfounded

'Why should a full-time shop steward sell out? He is elected by the workers and under the authority of the workers,' says Mr Freddie Sauls, general secretary of the National Union of Motor Assembly and Rubber Workers of South Africa (NUMARWOSA).

'The union's branch executive committee can remove the shop steward if it feels he is not doing his duty Management cannot dismiss him unless the union agrees

He is answerable to the union membership at general meetings so he can't lose touch with what's happening at the plant

Mr Sauls believes full-time shop stewards, free of the inhibitions of working under a foreman will be able to represent workers more effectively than part-timers

He expects them to spearhead unionisation in the factories, motivating and raising the consciousness of workers

Managements are clearly hoping that the new system will prevent repetition of the costly strikes which have hit the industry in the past year

'This is a genuine, above-board attempt to further smooth out the labour relations in the company There are no catches,' says Ford's industrial relations director, Mr Fred Ferreira

'The shop stewards will be able to devote their time to the resolution of grievances and play a full-time role in communication between ourselves and our employees

'There would be very little point in our trying to co-opt the shop stewards We might as well employ another management man'

He says Ford has so far appointed three full-time shop stewards, one for each race group It will eventually have five or six, with about 35 part-time shop stewards

At Uitenhage, Volkswagen's version of the scheme will be effective from tomorrow with four full-time shop stewards

As at Ford, they will receive no extra pay but will be paid according to the job they were doing

Enlightened

Mr A O Rademeyer, Volkswagen's industrial relations director, says the agreement with the unions has also amended grievance procedures and the firm's disciplinary code

Mr Rademeyer believes the scheme could be applied elsewhere, but he has reservations

'You have to have an enlightened approach to unions and chaps who have learnt to negotiate and represent the workers I would be nervous about doing it in an organised plant'

In the case of Ford, the recent breakaway by nearly a third of its black workers from the United Automobile Rubber and Allied Workers' Union (UAW) casts a shadow of doubt on the new dispensation

'The actions at Ford must increase the danger of the shop stewards being co-opted by management,' according to a unionist

And Dr Roux points to

> This shop steward is a full-time company employee If the company wishes to dismiss him or the union wishes him to be dismissed it is possible that a full-scale labour conflict could result'

Firms warned: Stay out of unions

(149)

RDM 9/10/80

By STEVEN FRIEDMAN
Labour Reporter

IN AN important policy speech, the Minister of Manpower Utilisation, Mr Fanie Botha, warned employers again yesterday against setting up "sweetheart" unions and said the Government's liaison committee system should not be used to keep black unions out of factories.

He again criticised unregistered unions and hinted that action could be taken against them

He also appealed to management to set up effective communication channels "within the framework of our industrial legislation"

The speech is seen as further evidence of a growing trend in Government labour policy Mr Botha appears to be intent on making the official labour system more palatable to black unions by eliminating "abuses", of which unions have complained

This is seen as an attempt to persuade unions to enter the official system. And at the same time, the Government appears intent on taking action to ensure that unions do not operate outside this system

Speaking at a seminar organised by Stellenbosch University's Business School yesterday, Mr Botha said it was not the function of management to organise unions.

Those that did were "thwarting this right to organisation".

However, "it has come to my notice that there are companies in South Africa which are trying to evade their role and are attempting to establish company trade unions — the so-called 'sweetheart unions'," he said

This approach held dangers for management and for the maintenance of "healthy industrial relations".

Management would therefore have to set up "effective channels of communication within the broad framework of our industrial legislation"

Mr Botha also warned that the official system of negotiating through industry-wide industrial councils could not survive if a "parallel system of collective bargaining at plant level, through committees", developed.

Black unions have attacked the committee system, arguing that it enables managements to keep unions out of their factories, even if these unions are allowed to bargain at industry level

However, Mr Botha is still committed to the committee system He said committees "should not be seen as an alternative to trade unions" but as organisations for communication "on company-related issues of mutual interest"

But he warned against a "dualistic system" in which some unions used formal (official) channels while others used their own "informal" channels

He said this was "not conducive to a stable, strong and responsible trade union movement, nor is it in the interests of the economy"

This indicates continued Government impatience with unions which do not register and could indicate action against them

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3 500 downed tools over cash dispute

149 Pretoria Bureau

ARMED police were called yesterday to the Datsun-Nissan motor factory in Rosslyn, north of Pretoria, when about 3 500 black workers struck over a pay dispute and in protest at the company's liaison system.

RDM 7.11.80

Workers were under the impression that money paid into a special savings account during the year would not be paid out in full yesterday, Mr L J J Muller, managing director of Datsun-Nissan, said after the dispute had been settled

Labour Reporter STEVEN FRIEDMAN reports that union sources said yesterday that another cause of the strike had been dissatisfaction at pay differentials between Rosslyn and the Eastern Cape

" This is a major cause of dissatisfaction in the Pretoria area and certainly contributed to the dispute," said a spokesman for the Fosatu-affiliated National Union of Motor Assembly and Allied Workers

He confirmed that a misunderstanding about savings had been the immediate cause of the strike

The union, which recently became the largest registered union in the country with a fully non-racial constitution, recently began organising workers at the Datsun plant

Yesterday, management said it would welcome a "responsible" union at the plant

The Rand Daily Mail's Pretoria Bureau reported that workers said yesterday they were told to report to the factory at 6am to fill in claim forms for their annual savings When they arrived at the factory gates they were told that they would would receive only half of their savings.

They then decided to stop work.

The crowd threw stones at other factory employees who had fled on to the roof of one of the buildings One employeee, a store superintendent, was injured when he was hit on a knee with a hammer

Mr R P Whitfield, chairman of Datsun-Nissan, told a Press conference that no workers would be dismissed.

Saawu threatens legal action

DD 19/11/80 (149)

EAST LONDON — The Furniture and Allied Workers' Union is to take legal action against East London Furniture Industries, a spokesman for the union said yesterday.

This development follows the dismissal of about 170 workers at East London Furniture Industries after a dispute between the management and the workers, the spokesman said

The workers alleged the management tried to coerce them into joining a furniture trade union against their wishes

They preferred to belong to the Furniture and Allied Workers' Union formed under the auspices of the South African Allied Workers' Union (Saawu).

The general secretary of Saawu, Mr F.K.B. Kikine, said yesterday following the dismissal of the workers he had written to East London Furniture Industries asking for an appointment to meet with the management to try to negotiate the reinstatement of those who had lost their jobs.

"We believe in talking, in negotiating," he said. "Legal action is our last resort."

But he said the management of East London Furniture Industries had declined to meet him, saying the matter was in the hands of their legal team and had been referred to the Industrial Council.

He said at a subsequent meeting it had then been decided to take legal action against the company. "The law does not allow an employer to force a worker to join a union of the employer's choice," he said He alleged the management of East London Furniture Industries had tried to force the workers to join a parallel union by calling them one by one and threatening them with dismissal if they did not sign the membership form — DDR

DD 19/11/80 (149)

EL firm explains stoppage

EAST LONDON — The work stoppage at East London Furniture Industries came about because workers refused to allow a meeting to take place between their representatives and management, according to the company

About 170 workers were dismissed and yesterday the firm's managing director, Mr P. W Mackie, released a press statement of events leading to the dispute

The statement sketched the firm's methods of liaison with its workers in the past and said the present situation was inexplicable — DDR

Full story, page 13.

FINE ART & ARCHITECTURE

ARCHITECTURE

Cape Provincial Institute of Architects' Prize
For the best student in :-

Sixth Year

P F Dunckley

Helen Gardner Travel Prize
For a student who has satisfactorily completed 1st, 2nd and 3rd major courses.

P A Rappoport

Molly Gohl Memorial Prize
For the best woman student in third year.

Miss C Tredgold

David Haddon Prize
For the best student of Architecture (or Quantity Surveying) in the subject of Professional Practice.

D H Pryce Lewis

General J B M Hertzog Prize
For the best final year student.

S A Read

Osbourn Prize
For the best work in fourth year.

D H Pryce Lewis

John Perry Prize
For the best work in third year

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(151) (65) (149) DU. 24/11/81

130 000 hours lost in job disputes

THE ASSEMBLY — More than 130 000 man-hours were lost in 100 labour disputes involving 15 771 black workers during 1979

This was disclosed in the annual report of the Department of Manpower Utilisation which was tabled in Parliament yesterday.

The department said there was a slight decrease in the number of labour disputes in 1979, compared with the previous year, but the number of man-hours lost rocketed by 62,5 per cent

There was also an increase of 11,3 per cent in the number of black workers involved

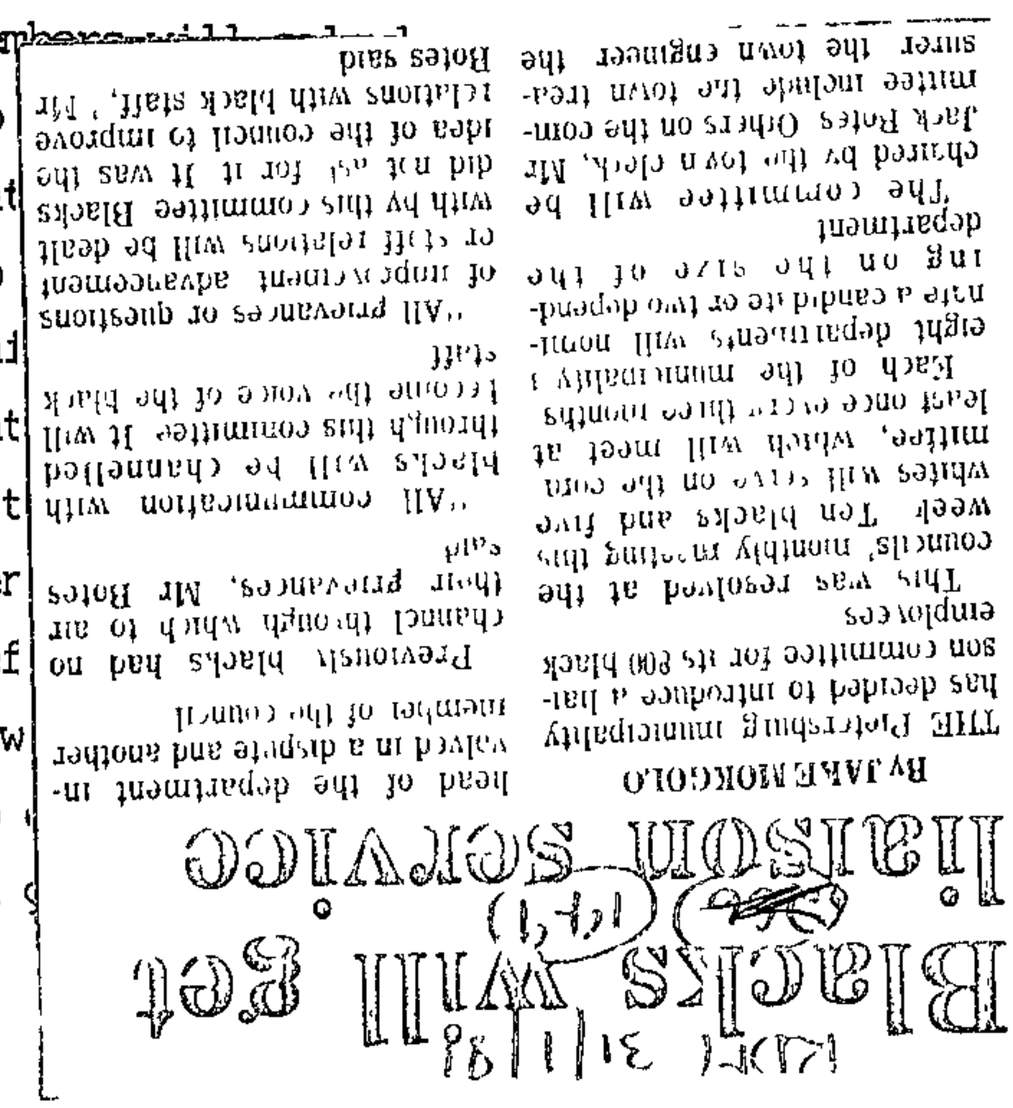
During 1979, a total of 2 683 liaison committees, 312 works committees, eight co-ordinating works committees and nine co-ordinating liaison committees covering 774 150 black employees were functioning.

The department said although the growth rate in liaison committees had decreased, the committees still played a meaningful role in fostering better understanding between employers and employees and in creating sound human relations — PC

animals declines, often rapidly, compounding the effect of low prices. Within a short period it becomes a desperate bid on the part of owners to outlast their neighbours in the hope that good rains will follow soon. The longer good rains are delayed, the more the smaller or weaker owners are driven to the wall, losing animals by death or by unremunerative emergency sales. Meanwhile the grazing lands are depleated. Come the good rains the powerful owners are in a relatively stronger position than before having retained at least a breeding stock. The small owners may have neither a breeding stock nor animals for traction so that their arable farming, now more important than before, is severely handicapped. The result is both greater social stratification as well as the indirect cost to the community of the misuse of the common grazing land.

Faced with an increasingly unmanageable and socially threatening situation, government officials have resorted to culling programmes to keep herd size within bounds. The approach never worked. Culling is a doctrinaire, often inequitable and purely short term measure. Its aftermath, antipathy or even hostility towards the livestock services and grievances within communities, has ill-effects that outweigh and outlive any short term gains that might be realised. Its successor, the government sponsored local livestock auction with guaranteed minimum prices or similar devices to attract sales, is a great conceptual improvement but has not had much impact on the low turnover rates common to the region.

In contrast, a price established over grazing, and one which fluctuates over time in reflection of weather and market conditions, acts as a natural incentive to efficient herd management. As good weather lasts, so the carrying capacity of the CLC grazing lands may be raised. Faced with taxes on shares and a price for grazing, individual me animals they wish to graze but also the remuneration they can expect. Meat be squeezed downwards, relative to nd herd build-up. As an organised communi can, probably working with government nd assist in implementing improved t erest in such investment and recurrer o those members who graze. Greater ef play back into higher grazing prices w of share rights season by season. No should occur. Rather, individual and be expected.



BLACKS WILL GET
LIAISON SERVICE

(Star 31/1/91)

By JAKE MOKGOLO

THE Pietersburg municipality has decided to introduce a liaison committee for its 800 black employees

This was resolved at the council's monthly meeting this week. Ten blacks and five whites will serve on the committee, which will meet at least once every three months.

Each of the municipality's eight departments will nominate a candidate or two depending on the size of the department.

The committee will be chaired by the town clerk, Mr Jack Botes. Others on the committee include the town treasurer, the town engineer, the head of the department involved in a dispute and another member of the council.

Previously blacks had no channel through which to air their grievances, Mr Botes said.

"All communication with blacks will be channelled through this committee. It will become the voice of the black staff.

"All grievances or questions of improvement advancement or staff relations will be dealt with by this committee. Blacks did not ask for it. It was the idea of the council to improve relations with black staff," Mr Botes said.

Black Labour Relations Regulation Act committees

343 Dr A L BORAINE asked the Minister of Manpower Utilization

How many (a) Black works committees, (b) liaison committees and (c) co-ordinating works committees were registered in terms of the Black Labour Relations Regulation Act as at 31 December 1980?

The MINISTER OF MANPOWER UTILIZATION

(a) 327

(b) 2 745

(c) 5

Dairy man in court over dismissals

A director of a dairy was charged in the Johannesburg Magistrate's Court today with illegally dismissing three employees for participating in the formation of a liaison or works committee

Mr J D Nel of Nel's Dairy, Rustenburg Road, Victory Park, pleaded not guilty to contravening the Manpower Utilisation Act

The State alleged that Mr Nel unlawfully dismissed Mr Isaac Kanya, Mr Albanes Sefanyetso and Mr Jairus Mosine in March last year

The three alleged victimisation for their part in the election of a liaison committee

In a surprising development, the magistrate, Mr C A Alcock, said the Chief Magistrate of Johannesburg had received a letter in which "the writer objected to Mr Nel being allowed to sit alongside his legal representative"

(Proceeding)

COST OF PEPTIC ULCERATION IN R.S.A. - JULY 1976 TO JUNE 1977

- Medical care R18,9 million (37,2% of total cost)

  - Consultations (private practitioners) R1,5 m
  - Diagnosis (tests barium meal, gastroscopy, etc.) R2,1 m
  - Drugs R4,5 m
  - Provincial hospitals R8,9 m (47%)
  - Private hospitals (bed rate, theatre, dispensary) R1,3 m
  - Surgery (surgeon, aneastnetist, assistant) R0,6m

  - Whites 54,6% of cost
    - Outpatients R0,3 m (3%)
    - In-patients R8,6 m (97%)
      - Transvaal: 50% of cost
      - Number of patients: 15 270
      - Surgery 22,4%
      - = f (hospital days x cost/day)

Surgical	42 568	(12,4
Nonsurgical	127 152	(10,[illegible]
Total	169 720	(11,1

- Lost productivity (absenteeism) R31,9 million (62,8% of total cost)

- Total cost R50,8 million

COST OF PEPTIC ULCERATION IN THE R S A - JULY 1976 TO JUNE 1977

- Lost productivity (absenteeism) R31,9 million (62,8% of total cost)

  - Method of calculation Man-years lost x value/man-year
  - Morbidity R19,9 m (62,2%)
    - Temporary absenteeism R9,0 m (40%)
      - Period of diagnosis (consultation and tests) (2 working days).
      - Surgery (29 working days) . . . . . .
      - Rest-period (15 working days/20% of cases) . . . . . .
    - Gastric cripples R11,9 m (60%)
      - 0,[illegible]% of all cases
      - Whites 89% of cost
  - Mortality R 2,0 m ([illegible]%)
    - White [illegible] Black
    - Whites [illegible]% of c

R m	White %	Man-years lost				
		White	Black	[illegible]	[illegible]	[illegible]
2,1	89	[illegible]	35	55	[illegible]	443
2,7	86	397	56	96	51	600
3,1	90	477	46	[illegible]	42	644
8,0	88	1 197	137	230	123	1 687

Working days lost [illegible] (Whites: 70,9%)

- Medical care R18,9 million (37,[illegible]
- Total cost R50,8 million

Dairy owner in court

A DIRECTOR of a dairy was charged in the Johannesburg Magistrate's Court yesterday with illegally dismissing three employees for participating in the formation of a liaison or work committee.

Mr J D Nel of Nel's Dairy pleaded not guilty to contravening the Manpower Utilisation Act

The State alleged that Mr Nel unlawfully dismissed Mr Isaac Kanya, Mr Albanes Setanyetso and Mr Jairus Mosine in March last year.

SOWETAN
[illegible]

3. It seems that all groups which reach a certain degree of poverty cannot support co-ops Maxwell Klayman in an article on the Moshav in Israel writes of the new type of Moshav for settlers i e. Moshar Olim, "The average size of farm was small, and there were fewer means of production than in the older moshavim This meant a smaller output and turnover. Many members did not farm their plots If the village co-operatives were to perform the services of the older moshavim the farming settlers could not meet the costs of the services from their relatively small output. Because of the tight financial situation the coóperatives could not pay their members on time This induced the settlers to sell their produce to private trades for

1.

Worker sacked 'after 8-month trial'

By SOPHIE TEMA

MR Lot Simelane, father of Soweto boxer Leo 'Al' Simelane, claims he has been sacked from his job because he had been elected by co-workers to their new liaison committee

Mr Simelane said he was told by one of the company's managers, Mr B Portman, that the management was not happy with his performance at work and had decided to terminate his services

Mr Simelane had been a checker for Trident Steel in Alrode, Germiston for eight months

Yesterday Mr Portman denied the allegations and told the Rand Daily Mail that Mr Simelane, was one of five men who had been taken on for a trial period as a checker

He said "It is not true that our company dismissed Mr Simelane because he was elected a representative on the liaison committee, but because he was not very efficient in the job and that is why we let him go"

Mr Simelane said after he had been elected he was told by the foreman of the company to dress well because he was to attend a lecture at the head office this Tuesday

"While I was waiting for the foreman Mr Portman came to me and told me that management was not happy with my performance at work and had decided to let me go"

"I wanted to know from Mr Portman how management had come to the conclusion because as a checker I was responsible for sending out orders and clients never had cause to complain

"I was also never told that I had been taken on a trial period If Mr Portman is right I challenge him because no person works on a trial period for eight months," he said

their periods at the dairy with migrant labour) When a dairy member goes there may be no-one in his family to do the work involved in the dairy (i e. herding, milking and marketing) and therefore his participation in the dairy may be interrupted for the period he is away, or he may leave it altogether. All the people I interviewed who were not using the dairy cited lack of labour as the reason.

2. Mhlauli and Nkalitshane said migrancy was the Amathole dairy's biggest problem Nkalitshane said that because the numbers of people using it fluctuated they could never become strong (he said a big problem was that many people had no milk in winter). Mhlauli stressed the fact that marketing is important and said that if a man becomes a migrant to get money, there is nobody to sell his milk.

These problems are obviously general ones for small scale reserve projects Norman Reynolds writes of another small scale dairy scheme near Zwelitsha (8) "During the life of the scheme there has been considerable change in the economic condition of the members families. Without any device to allow the

./...

members to retain a financial stake in the co-op, members at times opted out of the scheme for indefinite periods. Migration and death in the family are probably the two major factors. Apparently such actions have been common enough to threaten the efficiency of the scheme. It must certainly have made it difficult for the scheme to supply milk regularly and it must have hampered the co-operatives ability to sell in the best markets "

3 People who have other sources of income have an important advantage over those who rel[illegible] because nearly all the people in the dairies have very few, very low quality cows, it seems that the dairies can only provide a supplementary source of income to those who already have some security, rather than the sole source of income for the very poor

4. Here one must note the exceptions of Alfred Bukula of Inkomo and Freddy Mhlauli of Amathole. Both are particularly successful in the dairies and yet both of them are comparatively poor Mhlauli has a pension but the dairy is his main source of income. Bukula has no other cash income, but his income from the dairy is now second highest to that of N M He attributes this to the fact that his cows are particularly good and he has concentrated on improving their quality

3 4 CONCLUSION

One must remember that these two projects are pretty exceptional in Umhlaba, and also, that while Umhlaba is classified as a pastoral area, with emphasis on cattle rather than cultivation, these are the only two dairies

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RDM 13/5/81 (149)

Some employers favour old 'committee' system

Labour Reporter

INFLUENTIAL employer opinion is urging the Government to reinstate in its proposed Labour Relations Bill the controversial "committee" system of bargaining, which has been sharply attacked by trade unions.

The Bill removes any reference to factory-level committees, which unions see as a substitute for unions and an attempt to weaken them. The proposal that the statutory committee system be scrapped has been hailed by unionists.

Although employer sources confirm that influential sectors of opinion want the committee system retained, they also stress that employer opinion on the issue is sharply divided.

A source hinted that some employer bodies may be prepared to see them scrapped.

Another source stressed that an influential submission to the Government calling for the retention of the committee system was merely aimed at arguing that the scrapping of statutory committees was "premature".

Nevertheless, it is understood that some employer bodies want to see the system retained in the same form as at present.

Up to now, the law has only provided for a committee system for black workers. It was assumed that the new Bill would provide for multiracial works councils which would play the same role as the old committees.

The Bill did not do this — to the great delight of most unionists.

They argue that the committees would serve to keep trade unions off the factory floor "where they are needed most" and would weaken the union movement. They add that the committees are "discredited" among workers and are seen as "instruments of management".

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Unions attacks employer stand

Labour Reporter

THE general secretary of an unregistered trade union has reacted sharply to employer arguments that the controversial committee system of bargaining should be retained.

Mr Samuel Kikine, general secretary of the SA Allied Workers' Union, claimed yes terday that attempts to retain factory level bargaining with official works and liaison committees was an attempt to turn a Polish system of labour relations.

Yesterday the Rand Daily Mail reported that influential employer bodies wanted the works and liaison committee system — its abolition has been proposed by the draft Industrial Conciliation Amendment Bill — retained.

Trade unions argue that the system is designed as a substitute for unions and is aimed at weakening them.

Employers on the other hand argue that the committees are an important channel for communication with workers and that they can operate together with a system in which trade unions are recognised.

Mr Kikine said yesterday that these committees were discredited among black workers and that "an attempt to keep them will not work".

By retaining the committee system, he charged the authorities would be ignoring the interests of the majority of workers.

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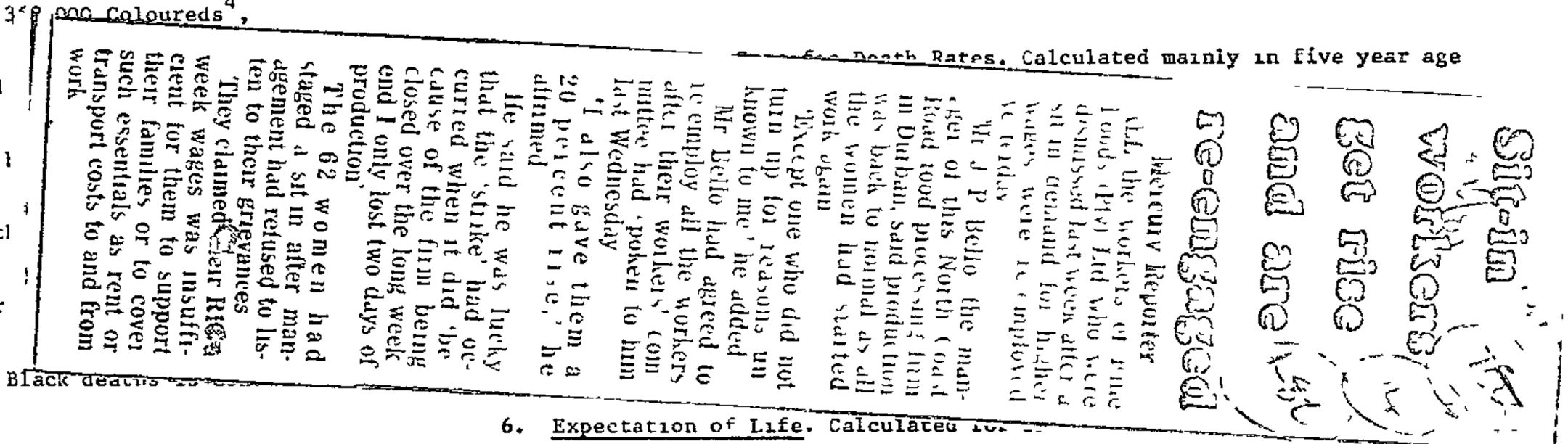
appear after a delay of several years The 1974 report was the latest available at the commencement of this study. There are two series, one for Whites, Asiatics and Coloureds which cover the whole country[2], and one for Blacks for selected magesterial districts which comprise the main urban areas[3].

In 1974 there were 34 974 White, 4 795 Asiatic and 29 479 Coloured deaths in a population of 4155 000 Whites, 709 000 Asiatics and 2 3[illegible] 000 Coloureds[4], death registration is virtually complete The estimated for the whole country for 1974 was 17 772 000[4]. On the l death rate in 1970 of 10.3 per thousand for Blacks for tl one would expect 183 000 deaths. Since the Births, Marr Registration Amendment Act of 1970[6] the registration of Black deaths [illegible] by the Department of Bantu Administration and Development In 1974 the Bantu Reference Bureau registered about 130 000 deaths[7]. The published report for the selected urban areas accounts for 31 410 deaths. Thus about 100 000 residual deaths "are not catagorically divided in urban or rural areas or cause of deaths" according to the Bantu Reference Bureau (Personal Communication). At least 50 000 deaths among Blacks were not registered. These occur mainly in the rural areas. It is estimated that about 10% of the deaths in the main urban districts are not registered for Blacks.



Sit-in workers get fired and are re-employed

Mercury Reporter

ALL the workers of the Foods (Pty) Ltd who were dismissed last week after a sit in demand for higher wages were re-employed yesterday

Mr J P Bello the manager of this North Coast Road food processing firm in Durban, said production was back to normal as all the women had started work again

'Except one who did not turn up for reasons unknown to me,' he added

Mr Bello had agreed to re-employ all the workers after their workers' committee had 'poken to him last Wednesday

'I also gave them a 20 percent rise,' he affirmed

He said he was lucky that the 'strike' had occurred when it did 'because of the fact being closed over the long weekend I only lost two days of production'

The 62 women had staged a sit in after management had refused to listen to their grievances

They claimed their R[illegible] a week wages was insufficient for them to support their families or to cover such essentials as rent or transport costs to and from work

Methods.

The following indices were calculated:

1. Crude Mortality Rates.

2. Standardized Mortality Rates. Two standard populations were used : England and Wales representing a developed population and Mexico 1960 for a developing one.

[illegible] Death Rates. Calculated mainly in five year age

6. Expectation of Life. Calculated [illegible]

7. Competing Mortality Risks[8] This the mortality experience of a population under the hypothetical conditions which would exist if a particular cause of death were eliminated. It gives an indication of the relative effect of that cause on the expectation of life. Competing risks will be fully covered in Part 3 of this series of papers.

The calculation of rates involves a knowledge of the base population age specific population. No official estimates of this are available for inte censual years. For Whites, Asiatics and Coloureds the 1970 populatior as

1 000 U'hage workers still on strike today

By BILL GARDINER and SANDRA SMITH

ABOUT 1 000 workers at Dorbyl Automotive Products in Uitenhage stayed out today on the second day of the strike at the motor component firm

Last-minute negotiations between union officials and management failed to resolve the pay dispute

Workers yesterday walked out at the two Dorbyl plants over minimum pay demands

Officials of the National Union of Motor Assembly and Rubber Workers (Numarw) — which is affiliated to the 50 000 strong Federation of South African Trade Unions (Fosatu) — have been negotiating for a minimum wage level of R2 an hour with management since April

But the company has stood firm on its offer of R1,36 an hour recommended by the Industrial Council for the Engineering Industry

Dorbyl employees, who are at present being paid minimum wages of R1,13 an hour, have rejected the Industrial Council pay offer

About 400 workers gathered outside the factory gates early today while union shop stewards met with management officials They were later joined by the Numarw local organiser, Mr Edwin Maepe

In an interview Mr Maepe said little had been resolved at this morning's talks Management had called on workers to return today or face dismissal but were prepared to resume pay talks on July 2 Mr Maepe said [illegible]

Management warned union officials that workers who failed to return to work would be dismissed and the firm would start recruiting a new work force from tomorrow

Mr Maepe said he was disappointed by the outcome of today's talks He had expected [illegible] the outcome of the talks would be referred to workers at a meeting later today

Management could not be reached for comment today

Meanwhile, a total of about 200 dismissed workers at Federated Timbers in Port Elizabeth, who downed tools on Tuesday in a pay dispute, elected a 10 member committee yesterday to negotiate with management

A spokesman for the Port Elizabeth-based General Workers of South Africa (Gwusa), representing the dismissed workers, said the union had arranged to meet management later today

At last night's meeting workers re-affirmed their demands for a minimum wage of R1 65 an hour and criticised the company's liaison committee system The regional manager of Federated Timbers, Mr T Botha, said today about 35 workers had since been recruited He said dismissed workers would be re-employed if their positions were still vacant

200 on strike at refinery

Mercury Reporter

ABOUT 200 workers at the Huletts sugar refinery in Felixton had staged a walk-out over a 'domestic issue', publicity officer Ron Phillips said yesterday

'The management and the workers' committee are still discussing grievances but the workers have not formulated any specific demands yet,' he said The mill was undergoing a maintenance check while workers were on strike

Because of their religious practices related to the dying and the dead, the Muslims, especially, resented the isolation of plague victims and contacts, and the handling of bodies by unhallowed hands. The main point of contention concerned the right to wash the corpses of the plague victims and the bearing of the dead to the cemetery. Although the Colonial Secretary had met representatives of the Malay and Indian communities to gain their co-operation, and Malay 'priests' were invited to visit the Maitland plague camp, no special provision was made for their religious prejudices, and when one group led the community in resistance to the authorities, the Muslims became deeply divided on the issue. It seems likely that the differences reflected other divisions within the community as well. At a meeting on 29th March, at the Chiappini Street mosque, following a second interview with the Colonial Secretary, with Imam Abdrukeep in the chair, Muslims were urged to co-operate with the government, and Imam Talaap [Magamat Taliep] was excommunicated for his part in leading the resistance against the plague officials.[95] The latter had his supporters, however, for on 20th April another meeting was held, this time in Keerom Street, and presided over by Imam Maji Mahomed. Mr Gool explained that the purpose of the meeting was to assure the Colonial Secretary that those who were dissatisfied with the government arrangements and desired to upset them by waiting on His Excellency did not represent the majority of the Muslim community. These were entirely satisfied with the arrangments at the plague hospital and praised the energetic way in which Imam Talieb was working with the government. A loyal resolution to this effect was passed, but a second resolution suggested that there were still grounds for discontent.

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'Works council' system considered

Labour Reporter

The National Manpower Commission was investigating the role of the "Works council" system, the commission's chairman, Dr Hennie Reynders, said in Pretoria yesterday

Speaking at a Press briefing, Dr Reynders said the commission was looking into issues such as negotiating rights and other functions for the councils.

The works council system replaces the earlier committee system

Dr Reynders said the committee system had had a "limited success" and that in representations on the draft Labour Relations Amendment Bill there had been support for its maintenance.

FUNCTIONS

Under clause 26 of the amendment Bill provision is now made for the councils However, the functions are not clearly defined

Employer groups, such as the influential Federated Chamber of Industries, had called for the maintenance of the committees because they afforded employers and workers a choice of representatives when it came to negotiations

Sacking sparks strike at EL firm

Labour Reporter

ABOUT 600 workers at the East London factory of Johnson and Johnson, one of the city's major employers, went on strike yesterday over an alleged "unfair dismissal"

The company is one of the few in East London to recognise the unregistered SA Allied Workers Union and the strike has prompted intense interest in the area By late yesterday no immediate end to the dispute seemed likely

Meanwhile, in Durban the strike by about 200 workers at Huletts Aluminium — one of several to hit Natal employers this week — has entered its third day Workers are demanding that their pension contributions be refunded

The strike at Johnson and Johnson was sparked by the dismissal of a woman worker

Agreement

Management alleges she stole toilet rolls from the company The worker denies the charge and workers see the sacking as an "unfair dismissal"

The company's industrial relations director, Mr Wayne Munro, said yesterday that the company had told workers it would negotiate with Saawu on the dismissal — but only after the strikers returned to work

This, he said, was provided for in the recognition agreement between the company and Saawu

Mr Munro also said Johnson and Johnson had attempted to persuade workers to make use of the appeal and grievances procedures provided for in the agreement, rather than resorting to strike action, but that this had been unsuccesful

Saawu's vice-president, Mr Sisa Njikelana, said workers were refusing to return to work until the fired worker was reinstated

A report-back meeting would be held over the weekend to tell strikers of management's offer to negotiate once they returned, "but I am pessimistic about the outcome'

Procedures

Mr Njikelana confirmed that there were grievance procedures in the agreement which had not been followed "Workers accept these procedures and are prepared to stand by them", he said

But he alleged that management had not followed procedures laid down in the agreement by not informing workers of its own disciplinary code

"This is the fifth time a worker has been fired without the union, committee being informed The committee warned management that this was creating tension" Mr

Works → Mason

Como 1974 - 1976

STAR. (147)

JOHANNESBURG WEDNESDAY NOVEMBER 27 1974

WORKS COMMITTEE / STRIKES

firm dismisses 82 strikers

KEW, Johannesburg, a order firm today dismissed 82 strikers, most them women, who anded the establish- t of a works commit-

H. von Mellenthin, aging director of Imex (Pty) Ltd, said almost entire Black staff had dismissed.

"This is a great pity," he said "Many innocent people have had to suffer because of a few dissidents We have to set an example and be firm"

A spokesman for the strikers said they came out on strike today because demands for the establishment of a works committee had been met with delaying tactics and two clerks, Mr Sipho Kubheka (21) and Mr Samuel Mowtanyaneng (21), were dismissed yesterday

One of the men was a representative of the workers in wage negotiations.

The strikers are demanding the two men should be reinstated and the labour negotiations should continue.

Officials from the Department of Labour had talks with the company's management today.

Black workers handed a petition to Mr von Mellenthin last Friday in which they called for a works committee meeting

Mr von Mellenthin said the terms of the petition were that a meeting was to be held within a week.

"The workers gave no reason for the strike today and we were legally entitled to fire them," he said "But we are prepared to consider the applications of any of the strikers who wish to reapply for their jobs"

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INDUSTRIAL RELATIONS
WORKERS ORGANISATION
UNION / WORKS COMMITTEES

147

~~(1) 134~~

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(2) 147

~~(3) 66~~

'Works panels not the answer'

22.1.75 STAR

WORKS & LIAISON COMMITTEES

Labour Reporter

Major British firms in South Africa believe the present alternatives to Black trade unionism — works and liaison committees — are "largely unacceptable."

That is the opinion of Mr Dave Jackson, national director of the Institute of Personnel Management, after a labour conference held in England last week by Christian Concern for Southern Africa.

The conference, attended by representatives of 22 leading British firms, felt that a solution to the question of Black labour relations should be threshed out in consultation with Blacks, Mr Jackson told a report-back meeting in Johannesburg yesterday. There was also a strong feeling that the Black educational system should be changed in anticipation of the removal of job ceilings.

NO PRESSURE

While there was not going to be any slackening of British Government interest in progress for Black workers, British firms were not prepared to press the South African Government to accept Black trade unions. Nor were they happy about advice to advance beyond legal limits They also resented undue pressure

"Positive action, in terms of the detente initiated in Pretoria, has taken the teeth out of a lot of overseas criticism," Mr Jackson said. "Future pressure must be more subtle and sensitive"

'IN TEARS'

The conference was told that Black freedom fighters were "in tears" over the way South Africa had snatched from them what they believed to be imminent victory before the recent shift towards detente.

But British businessmen expected effective Black majority rule in Rhodesia within two to three years. They thought the South African Government would be representative of all sections of the population within 10 to 15 years.

147

BETTER COMMUNICATION

The Minister of Labour, Mr M Viljoen, said on his return to Pretoria after a three-week visit to the Netherlands, France and Japan, that he would accelerate the development of works and liaison committees, a system which was intended to ensure good communication between Black workers and their employers.

Mr Viljoen said that while overseas he had investigated additional communication systems between employers and employees and had acquired new ideas which should promote the smooth working of the system in South Africa

"In their systems there are definitely facets which we could usefully introduce in our works and liaison committee system We already have 2 000 of these committees," said the Minister

In addition to the existing trade unions there were works committees in France, and in Holland there were councils elected by all the workers of certain undertakings As against this, the trade unions seldom represented more than 30 per cent of the workers

These additional communication systems now also existed in West Germany and in certain other European countries, while in both France and the Netherlands much attention was being given to their further development

South African Digest, February 7, 1975

SUN TIMES 9/3/75 (147)

NEW DEAL FOR BLACKS

7-3-75 5-7-35

Financial Reporter

MORE THAN 95 percent of employers in commerce and industry are getting together to give Black workers a better deal with the formation of the 10 member South African Employers Consultative Committee on Labour Affairs.

The committee has been told to draught a blueprint of the future status of Black workers at the wage negotiations table and on the factory floor — and to do it urgently.

Currently, Black workers fall into three categories.

★ Those covered by agreement drawn up in terms of the Wages Act and stipulated by Government negotiations.

★ Those covered by sophisticated industrial council agreements at national and regional levels.

★ Those paid in terms of the Chamber of Mines rules — mostly migratory labour.

But workers in all three categories have been involved in strikes or riots and employers believe most troubles are due to a combination of ignorance of rights, political agitation and lack of communication between the man on the shopfloor and the man in the managerial chair.

In seeking a solution to the problems, the newly-formed study committee is likely to concentrate on two formulas already published by major sectors of industry.

They are:

★ The Steel and Engineering Industries Federation of South Africa guidelines on job evaluation and the need to provide opportunities for promotion of Black skilled and semi-skilled workers.

★ The much revised Tongaat Sugar Group formula for the creation of liaison committees that are the next door neighbour to Black trade unions.

Heading the consultative committee is Mr. R. S. du Plessis, director of the Motor Industries Federation of South Africa. Other members are Mr. G. Holloway of the Federated Chamber of Industries, Mr Glyn Taylor of the South African Sugar Millers' Association and Mr. E. P. Drummond, director of Seifsa.

Those men form the basic study group which has to produce ideas for all industry and commerce, but the entire consultative organisation covers every employer association.

(1) 133
(2) 134
(3) 138
(4) 147

(147)

See also IND REL. - Workers Org - General

Pasop vir skape aanjaag met 'n Cadillac

(1) 134
(2) 138
(3) 147

Rapport 9/3/75

EEN van die troebelste terreine van Suid-Afrikaanse denke is dié van arbeidsorganisasie. In Suid-Afrika is die ewewig tussen arbeid en bestuur besig om te verskuif as gevolg van die toevoeging van derduisende swart werkers tot sy nywerhede. Hoe om hulle op beduidende — maar nie gevaarlike — wyse by die bedingingstruktuur in te sluit, is 'n vraag wat tot dusver meer voorstelle as oplossings opgelewer het.

Die terrein is emosioneel swaar belnai. Baie mense ken geen ander vakbondstelsel as die Britse nie, en die gedagte om daardie ongelukkige Britse voorbeeld hier toe te pas, laat hare orentstaan. Ook die moontlike politieke implikasies van swart vakbonde laat baie verskrik terugdeins.

In 'n gesprek met OTTO KRAUSE benader prof. Org Marais, direkteur van die Skool vir Bedryfsleiding aan Unisa, met insig en durf hierdie netelige saak. Hy vra onder meer groter inspraak in arbeidsonderhandelinge vir die hoogs geskoolde Swart werker.

VRAAG: Wat behoort ons uitgangspunt in hierdie hele vraagstuk van arbeidsbetrekkinge tussen swart en wit in Suid-Afrika te wees?

MARAIS Eerste ons moet aanvaar dat ons altyd 'n groot persentasie permanente swart werkers in al ons nywerhede gaan hê

Nietenstaande die ekonomiese ontwikkeling van die tuislande, sal die blanke ekonomie nie sonder hierdie mense kan klaarkom nie

Dit is die basiese feit waarvandaan ons moet redeneer

Tweede soos ons ekonomie verder en ons meer geïndustrialiseer raak, sal die werker eenvoudig 'n groter aandeel hê in die besluitneming wat hom beïnvloed en metterwyd sal hy dit kry

Die blanke werker van Suid-Afrika is reeds besig om daardie seggenskap te kry Die swart werker gaan onvermydelik volg

VRAAG: Leteken dit dan ook onvermydelik die volle erkenning van swart vakbonde in die Republiek?

MARAIS Vooraf wil ek net sê ek is baie allergies vir die woorde „swart vakbonde" Met die gebruik daarvan bring jy 'n buite-element ter sprake by die wisselwerking tussen bestuur en werker op die fabrieksvloer. Dit vertroebel net jou onderhandelingsmasjinerie. Daarmee kan jy ook 'n politieke element inbring, veral in die geval van laaggeskoolde werkers

Trekarbeid

Maar laat ons eers kyk na die feitelike situasie van swart werkers in ons land

Vir eers moet ons daarop let dat dit maar nog 'n taamlike klein persentasie swart werkers in ons nywerhede is wat belangstel in daardie soort wisselwerking tussen bestuur en arbeid

Die meeste van ons swart werkers is nog semi- en ongeskoolde manne, en hulle is nog vir 'n groot deel trekarbeiders

Dit is van groot belang dat ons tussen hierdie twee klasse arbeid onderskei.

In teenstelling met die klein groep gevestigde geskooldes, stel die groot massa slegs daarin belang om hul ekonomiese behoeftes te bevredig en 'n mate van sekerheid oor hul toekoms te kry

Hiervoor is die hoofverbiste kommunikasie, nie noodwendig onderhandeling met die base nie.

Vir praktiese doeleindes kan ons verder onderskei, tussen twee soorte arbeidsorganisasies.

Ons het aan die een kant die vakbonde wat namens 'n hele bedryf probeer beding, en die werkskomitees, wat binne een bepaalde maatskappy probeer beding

Aan die ander kant het ons die skakelkomitees, wat hulle moet toespits op kommunikasie tussen werker en bestuur om dieselfde tafel

Ons kan ons verder onderskei tussen vakbonde aan die een kant, en werkskomitees en skakelkomitees aan die ander

Die vakbond het by uitstek te doen met loon en werkpraktiese wat vir die hele bedryf geld, terwyl die werks- en skakelkomitees nou moet inpas by die personeelbeleid van 'n bepaalde maatskappy

Uit hierdie uiteensetting van funksies kan 'n mens insien dat 'n vakbond meer geskik is vir gevestigde en geskoolde werkers, die skakelkomitee vir die semi-geskoolde arbeid, en die werkkomitee het 'n funksie wat min of meer tussenin val.

VRAAG: In welke mate word dié situasie, soos u dit omskryf het, in Suid-Afrikase praktyk weerspieel?

MARAIS Die omstandighede is reeds so dat daar plek gemaak kan word vir al hierdie verskillende werkers organisasies. Ongelukkig is die meeste ondernemings taamlik verward oor wat hulle in verband met arbeidsorganisasie moet doen

As gevolg van die buitelandse druk wil 'n hele klomp maatskappye in Suid-Afrika nou skielik die modernste oorsese arbeidsorganisasie op die arme, oningelichte ongeskoolde werker kom toepas

Dit is asof hierdie maatskappye nou skape met 'n Cadillac wil aanjaag

En hulle praat asof die soort werker oornag koek wil hê, terwyl sy behoefte inderdaad net brood is Al wat hy vra is kommunikasie en nie om op hoe vlak te onderhandel nie Hy het ook nie hierdie onderhandelings-

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F.M. 14/3/75 (1) 147 (2) 150

(147)

BLACK LABOUR

Testing the law

How sharp are the teeth of Section 24 of the Bantu Labour Relations Regulations Act, which outlawed victimisation of workers for participation in works committee activities?

The two men sacked by the mail order firm, Imextra, last November have taken the matter to the Supreme Court, in what is regarded as an important test case Sipho Kubheka and Samuel Mohlanyeneng want their dismissals declared null and void; alternatively, that they be restored to their jobs pending a prosecution of Imextra for victimisation.

In contesting the motion, Imextra MD, Hubi von Mellenthin, stated that, essentially, the men were dismissed due to the reorganisation of the firm

Additionally, he spoke of secret reports on the labour force who were infiltrated by Securitas agents in April 1974, with Imextra management instructions to look out for theft.

These allege that, among other matters, Mohlanyaneng stole watches Von Mellenthin also implies dubious behaviour on Kubheka's part.

When questions of redundancy arose, states Von Mellenthin, workers' records of honesty were taken into account.

Both Kubheka and Mohlanyaneng have denied the Imextra claims, and both have invited criminal prosecution to test their validity or otherwise.

Kubheka's replying affidavit says the court is "asked to believe that with the applicants' record of incompetence, insolence, dishonesty, disobedience and disinterest in their work" they would have remained in Imextra's employ for several years — as both did.

Imextra denies that it was opposed to the formation of a works committee, and that it attempted to impede its creation through the changing of lunch and tea times for different sections of the work force, and through setting difficult times and dates for discussions of the matter. The works committee — established last November — is claimed to be working well.

Contesting this, an affidavit by Hazel Mofokeng, secretary of the Imextra works committee, states

"Since November 1974 new workers have been employed, but those who are dismissed under the cloak of being redundant have usually been . . . old workers, a high percentage of whom are members and alternates of the Works Committee."

These dismissals are alleged to take place without prior consultation with the Works Committee. The reason for the dismissal of one man is said to have been given by Von Mellenthin as theft — he was "stealing the time of the firm".

Kubheka and Mohlanyaneng's case rests on their assertion that Imextra never wanted a works committee in the first place, and that since their dismissal, which led to a strike, there has been a steady weeding out of Works Committee members as "redundant"

The case is postponed to May 6

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Hansard 7 Q Column 567-68

21/3/75

147

Bantu Labour Relations Regulation Act: Training of Bantu to administer committees

33 Mr G B D McINTOSH asked the Minister of Labour

Whether his Department is taking any steps to train Bantu persons in Natal to administer the committees established in terms of the Bantu Labour Relations Regulation Act; if so, what steps

The MINISTER OF LABOUR

Works committees, liaison committees and co-ordinating works committees function independently in individual establishments and are not subject to control by my Department. No steps have, therefore, been taken to train Bantu persons to administer these committees. The Bantu Labour officers have, however, been directed to maintain contact with these committees, to give the necessary guidance and to attend their meetings as far as practicable. These officers also assist with the establishment of works committees when requested to do so. In addition my Department has made available draft rules of procedure for guidance of committees.

Members of regional Bantu labour committees are appointed by me from amongst members of liaison committees, works committees and co-ordinating works committees and serve under the chairmanship of Bantu labour officers who provide the necessary guidance.

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Question Columns 742–744
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HANSARD 10 18/4/75

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National Industrial Council agreement for textile manufacturing industry

*22 Mr G B D McINTOSH asked the Minister of Labour,

(1) When is the current National Industrial Council agreement for the textile manufacturing industry in South Africa due to expire,

(2) whether negotiations for a new agreement are in progress, if not, why not, if so,

(3) what are the names of the persons who are negotiating the new agreement,

(4) whether representatives of the Central Bantu Labour Board are present at the negotiations,

(5) (a) what are the names of the persons representing the interests of liaison and works committees established in terms of the Bantu Labour Relations Regulation Act and (b) what is the status of the officials of his Department who represent Bantu workers

†The MINISTER OF LABOUR (Reply laid upon Table with leave of House)

(1) 26 July 1975

(2) Yes

(3) Industrial Council Agreements are negotiated by the parties thereto and not by individual persons The parties to this Industrial Council are the National Textile Manufacturers' Association and the Textile Workers' Industrial Union (South Africa) The representatives of the parties may differ from time to time The following representatives were present at the previous meetings of the Council at which negotiations for a new agreement took place A further meeting was held on 17 April 1975
Employers' Representatives Messrs V Dutts, R V Freakes, S Lurie, S R Penner, W Shutt, R A B Thorpe A P Whittingham
Employees' Representatives Mrs H Bolton, Messrs J Copelyn, F Munsami M Munsamy, P Philander Y S Reddy, G Sabe, S Schutte, W Warren I Williams, K Rampershad, J Vlotman

(4) Yes, but not members of the Board itself

(5) (a) Messrs D Dlamini, S R Mahima, F H Mkhungo and G Sibiya In addition to Messrs P B Mlambo and P Zulu, members of the Durban Regional Bantu Labour Committee, were present Bantu workers are often represented by the Central Bantu Labour Board

(b) In this case by Bantu Labour Officers appointed in terms of the Bantu Labour Relations Regulation Act, 1953

(1) ~~197~~
(2) 147
(3) ~~326~~

HANSARD 10

Q. Column 691

15/4/75

147

Labour. Works committees/liaison committees

*5 Dr A L BORAINE asked the Minister of Labour

How many (a) works committees and (b) liaison committees were functioning in each province at the end of 1974

†The MINISTER OF LABOUR

	(a)	(b)
Cape	61	298
Natal	45	376
Orange Free State	3	58
Transvaal	98	750

HANSARD 7 Q. 567-8

21 March 1975.

(147)

Bantu Labour Relations Regulation Act: Training of Bantu to administer committees

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Whether his Department is taking any steps to train Bantu persons in Natal to administer the committees established in terms of the Bantu Labour Relations Regulation Act, if so, what steps

†The MINISTER OF LABOUR

Works committees, liaison committees and co-ordinating works committees function independently in individual establishments and are not subject to control by my Department No steps have, therefore, been taken to train Bantu persons to administer these committees The Bantu labour officers have, however, been directed to maintain contact with these committees, to give the necessary guidance and to attend their meetings as far as practicable These officers also assist with the establishment of works committees when requested to do so In addition my Department has made available draft rules of procedure for guidance of committees

Members of regional Bantu labour committees are appointed by me from amongst members of liaison committees, works committees and co-ordinating works committees and serve under the chairmanship of Bantu labour officers who provide the necessary guidance

(147)

Daily Dispatch 23/4/75

Car workers strike over new wage grading system

EAST LONDON — More than 1 000 workers — almost the entire labour force of Car Distributors Assembly plant here, went on strike yesterday over a wage grading system introduced recently.

Trouble started at 7.30 a.m. when workers in the A plant, which assembles motor cars, did not enter the factory and demanded the scrapping of the new wage system whereby workers are graded and are paid accordingly.

The strike flared to other departments and by 10 a.m. almost all workers were on strike.

From interviews with workers it appeared the main complaint arose from the fact that the new wage structure did not take length of service into consideration and it appeared many workers with long service with the company stood to receive lower wages than workers with fewer years' service.

Police went to the factory in two vans and there were also plain clothes police in cars but there were no incidents and workers dispersed while members of the firm's liaison committee talked to the management for about three hours.

They returned at about 1.10 p.m. and told the workers the management had to follow the new system as it was used in the motor assembly trade throughout the country.

Dissatisfied with this, the workers left for their homes.

One worker who joined the firm last May said his wages had gone up from R27 to R42 a week but another man who worked in the same department with him had a rise of only R1,50 although he had been with the firm for more than three years.

Another worker gave an example of a spotter whose wages was R45 although he had been with the firm for only three months

"People who taught him how to do the work are actually getting far less than what he is being paid," one worker said.

One worker at the engine plant said they had asked a senior foreman on Monday to explain the new system to them and this had been done to the satisfaction of most workers. As a result, the engine plant only joined the strike after 10 a.m. yesterday.

There were men who claimed they had been with the firm for many years and had certificates as engine assemblers. They could not understand why people who were checkers were paid better than people doing the highly skilled work of assembling engines, the worker said.

The managing director of CDA, Mr Leo Borman, said all black workers had received a 15 per cent increase in July 1974 and a further ten per cent increase in mid-January, 1975.

"At the beginning of April all hourly-paid workers in the company were graded into 12 skilled grades and rates of pay were established for each grade. These rates would be reviewed on a regular basis. Most of the employees were well above these rates but the few who were not, were adjusted up to these levels.

"The principle of the grading system has for the last two months been discussed with the liaison committee for communication to the other workers," he said.

The liaison committee had requested that the large majority who did not receive adjustments because they were well above these rates, should also receive increases; and that the grading system should be scrapped and anniversary increases applied irrespective of job grades.

"The company advised the black liaison committee that this would be a retrograde step to revert back from the grading system and advised all workers to be back at work at 7.30 a.m. tomorrow," he said.

The lowest grade at CDA has a minimum starting rate of R23,40 per week.

This was the second strike in the factory in ten months. Last July 1 200 workers went on strike over pay and returned after a week when a general increase in all wages was offered — DDR.

R77,5-m more for 320 000 steel workers

STAR 23/4/75

Labour Reporter

Wage increases and additional benefits costing R77,5-million a year have been negotiated for the 320 000 hourly-paid workers in the steel and engineering industry.

The increases, which are subject to ratification by the Minister of Labour, are effective from June 2.

They range from an 8,6 percent (15c an hour) rise in basic pay for skilled artisans to 15,4 percent (6c an hour) for the lowest unskilled worker. They will raise the income of the unskilled Black worker to at least 45c an hour or R20,25 for a 45-hour week.

The industry's group life and provident fund will be converted into a pension fund with increased pensions, life cover and widows' and orphans' benefits. Employers and employees will each contribute 5 percent of pensionable income.

The wages increases do not necessarily apply to employees who joined the industry after September or who received increases since the end of that month.

The purpose is to provide relief to meet the increases in the consumer price index which has risen 10,3 percent since last June when the last agreement was settled, said Mr E P Drummond, director of the Steel and Engineering Industries Federation.

Mr Drummond disclosed that the new agreement was based on the first negotiations in which Black workers actively participated.

They were selected by the Central Bantu Labour Board, which also made representations on behalf of the industry's Black workers.

(1) 147
(2) 154
(3) 329

Judgment reserved in test case on axings

RDM 10/5/75

Labour Correspondent

JUDGMENT was reserved yesterday in the first test of the clause prohibiting victimisation of African workers who set up works or liaison committees to appear in South Africa's courts.

The case, heard by Mr Justice Botha in the Rand Supreme Court, was brought by two young clerks, Mr Sipho Kubheka and Mr Samuel Mohlanyaneng, against their former employer, Imextra (Pty).

The applicants allege they were dismissed by Imextra in November last year because they had led a move to establish a works committee in terms of the Bantu Labour Relations Regulation Act.

They are claiming a declaration that the dismissal is null and void, and a reinstatement order.

POLICY

Mr Deneys Williamson, SC, for Imextra, said the claim could not be brought in a civil court, but only as an adjunct to a criminal prosecution of the firm, or alternatively that it should be heard as a civil trial and not in the form of an application.

The application procedure does not allow for oral evidence or cross-examination.

Mr Ernest Wentzel, for the applicants, said a matter of fundamental public policy was involved.

The Act was designed to bring the idea of conciliation into the field of master and servant relationships. To do this it was necessary for the court to give protection to the weaker party.

(147)

RDM 8/5/75

Victimisation claimed

Labour Correspondent

THE first legal action under the new legislation which prohibits victimisation of African workers for involvement in statutory works and liaison committees opened in the Rand Supreme Court before Mr Justice Botha yesterday.

The case was brought by two clerks, Mr Sipho Khubheka and Mr Samuel Mohlanyaneng, against their former employer, Imextra Pty, a mail order firm.

They allege they were dismissed by Imextra last November because they had led a move to set up a works committee. They are claiming a declaration that the dismissal is null and void, and a reinstatement order.

Imextra alleges the men were dismissed for reasons unrelated to their works committee activities.

Mr Ernest Wentzel, for the applicants, said the papers before the court showed a "sharp and irreconcilable conflict of fact".

The applicants claimed the firm had delayed and frustrated their attempts to form a works committee by setting times for meetings on Saturdays or late on weekday evenings Imextra denied these allegations.

The case continues tomorrow.

Prog demands rights for employees to bargain

Daily Disp 25/4/76 (147)

CAPE TOWN — All workers should enjoy collective bargaining and negotiating rights, the Progressive Party spokesman on labour affairs, Dr A. L Boraine, MP, said yesterday

He said he had consistently advocated this but the Government had as consistently refused to provide for it

To move to this point, he suggested works committees should form the first step of employee representation

Liaison committees should be reconstituted as company councils where house agreements could be negotiated between an equal number of employer and employee representatives.

These committees and councils should be made compulsory in all companies with a minimum number of blacks on their payrolls

Legislation should provide for elected works committees to negotiate on an industry-wide basis either with industrial councils or employers' associations where there were no industrial councils, in which case agreements should have the same force of law as industrial council agreements

Provision should be made for full-time officials to organise industry works committees, and the committees should be financed by a levy on employers on a capital basis

Details of the conduct of these meetings should be included in the legislation and in the event of a dispute the procedure set out is the Industrial Conciliation Act should apply

Where Coloured and Asian workers were not organised they should have representations through this structure together with the black employees

Meanwhile in Pretoria early rumblings of the wage demand explosion forecast during the past few months by leading trade unionists were being heard.

Earlier this week 15 per cent increases were announced for workers in the iron, steel, engineering and metalurgical industry.

Yesterday the biggest of the seven Iscor trade unions — the Iron, Steel and Allied Workers Union — had preliminary wage discussions with management From May 1 the Transvaal's 70 000 building workers are to get increases.

Economists pointed out yesterday that the increases would be "ninety per cent inflationary" as they would be unaccompanied by increased output

They would help spin faster the vicious cycle of wages chasing prices — DDC

(147) Daily Dispatch 21/5/75

Works committee system failing

JOHANNESBURG — Evidence showed that in many companies the works committee system of African industrial representation was failing through lack of effort from management, the director of the National Development and Management Foundation, Mr P. W. Penzhorn, said here.

In an interview following the NDMF's first training symposium for members of African works and liaison committees Mr Penzhorn pointed to the common complaint of participants in the symposium that they were not getting support from management or suitable training.

"It is clear that we are not properly using the most elementary tool in industrial relations," Mr Penzhorn said. "With some exceptions, companies are either not interested in training committee members or are not able to do so. We get the impression that many would like to provide suitable training, but don't know how to do it."

Mr Penzhorn said there were now about 2 000 registered works and liaison committees, out of a possible total of some 30 000. Three years ago, before the new Bantu Labour Relations Regulation Act was passed, there were about 30.

"The committee system and trade unions are not mutually exclusive," he said. "Regardless of whether or not there will ultimately be trade unions — and the Minister of Labour has indicated clearly that he does not intend prohibiting these — the committees are the best method of communicating we have at the moment, and we should develop them." — DDC.

147

'Integrate unions' — ASSOCOM

STAR 21/5/75

Labour Reporter

The Association of Chambers of Commerce has become the first major employers' organisation to call for racially integrated trade unions.

Black trade unions can and have been formed although they are not formerly recognised under existing legislation, says ASSOCOM.

"To allow the situation to continue, presents a threat to industrial peace," says a statement issued in Johannesburg yesterday after ASSOCOM's half-yearly executive council meeting.

REQUIRED

"A reappraisal is urgently required of the provisions of the Industrial Conciliation Act — with a view to registering and controlling trade unions, irrespective of racial composition."

Observers say this is as firm a commitment as can be expected from an organisation which can gain nothing by embarrassing the Government and which does not want to prejudge the labour relations policy currently being formulated by South Africa's "supreme council" of employers, of which ASSOCOM is a member.

PERTURBED

Clarifying ASSOCOM's stand at a Press conference last night, Mr S O Goodwin, the executive chairman, said ASSOCOM was perturbed that Black trade unions were under no measure of control.

In addition, one employer might find himself dealing with several different trade unions.

ASSOCOM's statement follows the announcement by the National Union of Commercial and Allied Workers that it is about to help organise Black

Black labour: new loo

STAR 22/5/75

Labour Reporter

The Association of Chambers of Commerce has taken the debate on Black labour relations a big step forward.

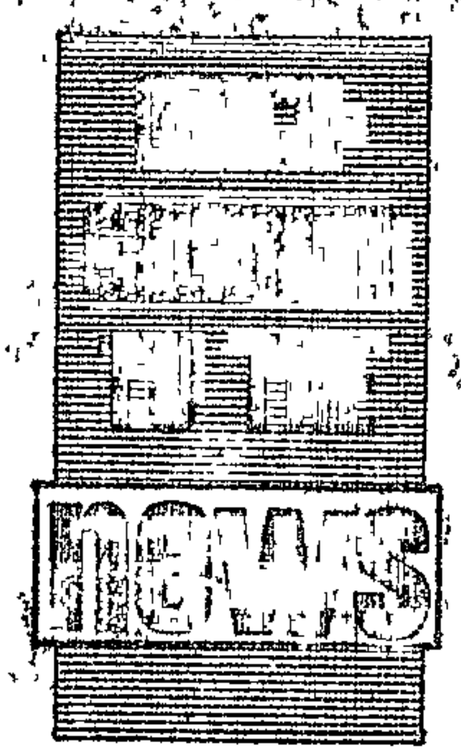
Most employers until now have backed the Government-advocated works and liaison committees.

Among the few exceptions were two large mining and industrial groups, which favoured Black trade unions, and the Transvaal clothing industry, which has a long tradition of Black unionism.

By calling for an urgent reappraisal of the Industrial Conciliation Act "with a view to registering and controlling trade unions, irrespective of racial composition," Assocom has.

- Opted in favour of full-fledged Black unions in preference to unregistered ones, which lack the controls inherent in the Industrial Conciliation Act, and
- Proposed racially integrated unions, and thus added a touch of pragmatism to the labour controversy.

Assocom made no mention of the "committee system" which has been considered the only alternative to Black trade unionism.



UNREST

Integrated trade unionism opens a new dimension. It puts the Black worker into the ranks of organised labour at large, thus providing probably the most satisfactory answer to the threat of labour unrest as well as the spectre of Black power.

In some industries, integrated trade unionism is out of the question. In the mining industry, for example, the militant White Mine Workers' Union represents strong White protectionism.

But that does not make integration unfeasible elsewhere. In the distributive trade, where Assocom represents the employers' interests, both existing unions — one White, the other representing Indian and Coloured workers — favour integration in principle.

In fact these unions were one mixed union until legal and practical considerations arising from segregationist labour legislation split them nine years ago.

"I would gladly support the reintroduction of a single union, open to Black workers, if the Industrial Conciliation Act were amended," says Mr Morris Kagan, a senior official representing both unions.

CONFUSION

More positive proof of the success of integrated trade unionism is the continued existence of about 40 registered "mixed" unions (representing White, Coloured and Indian members, but excluding Blacks) — intact survivors of th days when the estab lishment of integrate unions was not proh bited.

In view of this pro hibition, and with th interest of Black wo kers in mind, the tw Distributive unions ar now jointly organisin Black workers in th trade.

But the Black Swee interests of Black wo kers' Union is alread operating in the Tran vaal. There is nothin to prevent still mor Black trade union from being establishe

As a result organisc commerce will soon b dealing with at leas four different union representing perhap conflicting interests.

Assocom is worrie about the confusior But it is even mor concerned about th lack of control ove unregistered Black un ions.

147

FM. 30/5/75 (147)

IMEXTRA CASE

Distributing judgment

Trade unionists are concerned about the possible consequences of the Imextra judgment

The case involved two former Imextra employees who applied for a Court Order to have their dismissals last November declared null and void.

They claimed victimisation because of their participation in a works committee; the application was made in terms of Section 24 of the Bantu Labour Relations Regulations Act, and was regarded as a test case (*FM* March 14).

In essence, Mr Justice Botha rejected the application on the grounds that a civil court did not have the jurisdiction to hear it

"The applicants ought to have foreseen that a dispute of fact would develop which could not be resolved on affidavit," he added.

Adam Klein, general secretary of the Garment Workers' Union, says the judgment appears to affect all trade unions registered in terms of the Industrial Conciliation Act which, along with the Wage Act, has victimisation clauses.

He foresees "a new age of possible non-protection for worker representatives That could lead to considerable unrest, as the government machinery for such representation and communication could well break down A labour force frightened to elect articulate representatives will become restless"

This opinion, Klein maintains, is widespread among trade unionists in the wake of the judgment "The victimisation clauses must be applied in the best interests of the workers, and consequent industrial peace"

An appeal against the judgment is being considered, says Glenn Moss, administrative organiser of the Industrial Aid Society which has been heavily involved in raising funds for the case

He points out that if the judgment becomes a precedent, criminal charges will have to be laid against offending employers and it would be up to the Attorney General to decide whether or not to prosecute. "If the case simply pends," he adds, "the law is that a private prosecution can't be initiated And if the decision *is* to prosecute, it could be up to five months before the case reaches a court"

147

INDUSTRIAL RELATIONS COURSE

Sun Trib 1/6/75

Financial Reporter

A COURSE in industrial relations is to be included in the syllabus of the Black labour training school to be operated by the Natal Chamber of Industries at Pinetown, it was decided this week.

The course is aimed at Black workers who are elected to liaison and works committees and is designed to teach them their rights, duties and responsibilities to streamline the system of negotiations with managements.

Too often, say industrialists, liaison committee meetings fail to achieve anything, because the Black members do not really understand their roles and use the liaison committee as a venue for airing trivia, such as requests for a different type of lock on the washroom door.

Glass and Glassware Manufacturing Industry
Cable Manufacturing Industry
Iron, Steel, Engineering and Metallurgical Industry
Tea, Coffee and Chicory Industry
Road Passenger Transport Industry
Woodworking Industry
Printing and Newspaper Industry
Heavy Clay and Allied Products Industry
Commercial Motor Vehicle Building
Salt Refining
Cement Manufacturing Industry

Battery Manufacturing Industry
Rubber and Rubber Products Manufacturing Industry
Automobile Manufacturing Industry
Wool Combing Trade
Distribution of Motor Fuel
Condensed Milk and Other Milk Products Industry
Commercial Distributive Trade
Local Authority
Manufacture of Carbon Black
Clothing Industry
Biscuit Manufacturing Industry
Paint Manufacturing Industry
Poultry Industry
Electrical Manufacturing Industry
Watch Patrol Services
Liquor Trade
Mineral Water Manufacturing Industry
Metal Containers and Allied Products Industry
Milling Industry
Food Industry
Swimming Pool Installation
Meat Trade
Cinematograph and Theatre industry
Leather Industry
Chemical Industry
Stonecrushing Industry
Building Industry

King William's Town:

Baking and Confectionery Industry
Leather Industry
Iron, Steel, Engineering and Metallurgical Industry
Liquor Trade
Milling Industry
Commercial Distributive Trade
Sweetmaking Industry

East London

Fruit and Vegatable Canning Industry
Motor Industry
Wool Trade
Printing and Newspaper Industry
Distribution of Motor Fuel
Milling Industry
Cement Products Industry
Stevedoring Trade
Manufacture of Flooring Material
Carpet Manufacturing Industry
Coffee, Tea and Chicory Industry
Textile Industry
Manufacture of Ladies' Stockings
Road Passenger Transport Industry
Iron, Steel, Engineering and Metallurgical Industry
Baking and Confectionery Industry
Metal Containers and Allied Products Industry
Brewing Industry
Clothing Industry
Automobile Manufacturing Industry
Rubber and Rubber Products Manufacturing Industry
Leather Industry
Liquor and Catering Trade
Scrap Iron Dealing
Hospital Services
Waste Paper Recovery
Stonecrushing Industry
Fishing Industry
Ceramics Industry
Furniture Manufacturing Industry
Coffin Manufacturing Industry
Motor Transport Undertaking (Goods)
Chemical Industry
Local Authority
Commercial Distributive Trade

Butterworth:

Textile and Plastics Industry
Match Manufacturing Industry
Manufacture of Surgical Equipment

13. General comment

12. Should there be more or fewer tests; Essays and tutorial exercises?

Have you found staff and tutors. Comment

HANSARD 17 Q. 1109 - 1112
6 June 1975

PS 23.9.1975

147

Works/liaison committees in Cape Province

331 Dr A L BORAINE asked the Minister of Labour

(1) How many (a) works and (b) liaison committees are functioning in Cape Town, Port Elizabeth-Uitenhage, King William's Town, East London and Butterworth, respectively;

(2) in respect of what undertakings in each of these centres are such committees functioning.

The MINISTER OF LABOUR

(1) (a)

Cape Town	31
Port Elizabeth/Uitenhage	1
King William's Town	1
East London	11
Butterworth	Nil

(b)

Cape Town	76
Port Elizabeth/Uitenhage	103
King William's Town	7
East London	93
Butterworth	3

(2) Cape Town

Road Passenger Transport Industry
Insurance Business
Banking
Rubber and Rubber Products Manufacturing Industry
Iron, Steel, Engineering and Metallurgical Industry
Mineral Water Manufacturing Industry
Commercial Distributive Trade
Stevedoring Trade
Jewellery and Precious Metal Industry
Bedding Manufacturing Industry
Cement Products Industry
Motor Industry
Watch Patrol Services
Printing and Newspaper Industry
Chemical Industry
Baking and Confectionery Industry
Heavy Clay and Allied Products Industry
Salt Refining
Poultry Industry
Cement Manufacturing Industry
Sweetmaking Industry
Plywood Industry
Milling Industry
Industry for the Manufacture of Soap
Food Industry
Oil Refining
Fruit and Vegetable Canning Industry
Metal Containers and Allied Products Industry
Stonecrushing Industry
Yeast Manufacturing Industry
Fishing Industry
Dairy Trade
Local Authority
Clothing Industry
Ship Repair and Maintenance Industry
Furniture Manufacturing Industry
Building Industry

Port Elizabeth/Uitenhage:

Pulp and Paper Manufacturing Industry

(147)

Minister gets challenge on SA labour

RDM 7/7/75

By CLIVE EMDON
Labour Correspondent

THE Minister of Labour's comparisons between works and liaison committees in South Africa with those in Western Europe and elsewhere were completely misleading, Mr Bobby Godsell, an industrial relations officer and member of the Progressive Party executive, said at the weekend.

Taking the examples of West Germany and Zambia, Mr Godsell said such committees in those countries were compulsory and not voluntary, as they were in South Africa.

Unlike South Africa, in both those countries substantial powers and facilities were guaranteed to worker committees.

Also in those countries works committees were seen as an extension to trade union rights, while in South Africa they were seen as a replacement of those rights.

ADDRESS

In his address to a labour symposium on Black labour held by the Young Progressives, Mr Godsell said there were 2 000 works and liaison committees in an estimated 30 000 business undertakings in South Africa.

This provided for African worker representation in about 6 per cent of them in the two years that legislation had provided this facility.

Looking at the successful operation of work councils, especially in West Germany, Mr Godsell said it was possible to predict that:

- Works committees in the South African system would not win the trust and support of Black workers as long as they were used as an alternative to trade union rights.
- They would only make a positive contribution to industrial peace if they were made compulsory bodies and guaranteed powers and facilities to carry out their functions.

The Minister of Labour, Mr Marais Viljoen had often defended the works and liaison committee system for Blacks in South Africa by comparing them with worker committee systems overseas, particularly in West Germany. These comparisons were "highly misleading", Mr Godsell said.

In West Germany works councils composed only of properly elected worker representatives must exist in every establishment employing more than five workers.

Works councils were entitled to full-time organisers and to meet in company time.

They must operate within a collective agreement negotiated by the trade unions and employer organisations in the relevant industry and region.

The trade unions had the right to carry on legitimate activities in plants, to nominate on a preferential basis candidates to works councils and to attend works council meetings if invited by 25 per cent of the members.

Thus there existed a complementary relationship between works councils and trade unions

(147)

Mercury Correspondent 7/7/75

JOHANNESBURG—In a renewed call for Black trade-union recognition, the Young Progs have appealed to managements to develop constructive relations and not to defer the inevitable.

Following a seminar attended by Black and White union leaders at the weekend, the Young Progs say that real industrial peace will be achieved only "when decision - making agencies of our economy are genuinely shared at all levels by workers and employers."

They called on the Government to give official recognition to Black trade unions and to allow them proper participation in the wage - determining machinery as for other races

They called on managements to recognise Black unions, stressing that these unions are not illegal, and it was necessary to develop constructive relations with them

Further, they called on the Government to make works councils compulsory for workers of all races and to give these councils specific and meaningful powers.

Until this is done, they said, management in industry should help to develop meaningful in-plant worker representation — with rights to information, consultation and joint decision making in areas where worker interests are affected.

The motion was proposed by the Southern Transvaal chairman, Miss Ann Bernstein, who said employers could do much within the law to better industrial relations.

Mr Bobby Godsell, industrial relations official and member of the Progessive Party executive, said the Minister of Labour's comparison between works and liaison committees in South Africa with those in Western Europe and elsewhere "are highly misleading."

He said that in some countries, works committees were seen as an extension to trade-union rights, while in South Africa they are seen as a replacement of these rights.

Reef factory sacks strikers

RDM 19/6/75

Labour Correspondent

THE 320 African workers who went on strike in Germiston on Tuesday have been fired.

The workers, the entire African staff of the Superocla concrete and asbestos company's Germiston factory, were protesting against the treatment they were given at the factory, and against their wages.

After spending the whole of Tuesday at the factory gates, the workers agreed to return to work yesterday morning, and to elect spokesmen to negotiate with management.

Yesterday, however, the strike continued. The workers refused to start work until their spokesmen reported back after meeting management, and management refused to hold this meeting until the workers were back at work.

After consultations by telephone with lawyers, police, and government departments, the company's area manager, Mr R. E. Pearson, announced to the workers that they had all been dismissed. The workers cheered loudly, and dispersed shortly afterwards.

The workers have been told to collect their pay today.

"We expect many of them to ask for their jobs back," Mr Pearson told the Rand Daily Mail. "We will re-engage those we feel are the sort of people we want."

Mr Pearson said the statutory works committee in the factory had been entirely ignored in the strike. The works committee members had participated in the strike, but completely different people had been elected as spokesmen during the strike.

Mr Pearson said a large majority of the strikers had been forced to join the strike by intimidation.

Workers on the scene yesterday alleged that senior factory officials used abusive language and racial insults towards them.

They claimed that employees were being sacked at the rate of 10 a week, and said they were demanding an increase in the minimum wage from 40c to 60c an hour.

Mr Pearson denied that the factory was dismissing 10 people a week. Many employees were going of their own accord, he said, often because they had found better jobs or for other practical reasons.

"A total turnover of 10 a week in a factory our size is not exceptional," he said.

The factory had recently been taken over by Superocla, Mr Pearson said. "We have had a lot of difficulty imposing discipline."

A pragmatic [redacted]

STAR 19/[redacted]

SIEGFRIED HANNIG

Businessmen and industrialists have never been renowned for lofty idealism. Why, then, should organised commerce and industry speak out in favour of trade union rights for Black workers?

The Association of Chambers of Commerce and the Federated Chamber of Industries have now taken this step, albeit with different emphasis

The urgency which both attached to their pleas makes it clear they are motivated by serious concern despite the relative calm of their Black workforce.

South Africa's first alarming spate of Black labour unrest was early in 1973, so it is evident these organisa rive at siong ra

Never sions startling of L emphasi months ment's unionis kers

Work mittees of

Deaths

[illegible] — Percival Joseph, passed away peacefully June 18 1973. There is a long and winding road along which each must go. It leads beyond the hills of time, into the sunset glow. Life goes on, we know it must, but in God's hands we place our trust, and when our time on earth is done, we'll meet again with those we love Deeply mourned by his loving daughter, Hazel.

[illegible]SE — Percival Joseph, passed away peacefully June 18 1973. How little we knew that morning, the sorrow the day would bring, the call was sudden, the shock severe, to part with one we loved so dear. We were not there at the hour of parting, to [illegible]

Funeral Notices

HALPACHE — The funeral of Elizabeth Halpache, late of the Old People's Home, Woburn-ave, Benoni will leave St Dunstan's Church, Woburn-ave, Benoni, tomorrow, Friday, after a service commencing at 1 pm and proceed to the Boksburg Cemetery.
DOVES & KLOPPERS, Benoni. Tel 54-0026

HAMBURG — The funeral of James Hamburg, late of 5 Commercial-rd, Fordsburg, will leave Doves Carstens Funeral Chapel, 52 Central-rd, Fordsburg on Sat June 21, after a service commencing at 12 30 pm and proceed to the Newclare Cemetery. Friends kindly accept

BOXER — [illegible] Bridgingham [illegible] Brown [illegible] Sandy [illegible] 45-7750.

COCKATIEL [illegible] void on [illegible] edufeel [illegible]

DACHSHUND [illegible] Mitch. Last seen [illegible] Lower [illegible] treasured [illegible]

GOLD chain [illegible] Bank, San [illegible] quate [illegible] 21-2551.

GOLD Bulova [illegible] wide strap [illegible] Cost. Black [illegible] Please Tel [illegible] Reward.

GOLD bracelet [illegible] Bramley or [illegible] ward Ben [illegible] 40-1328.

ITALIAN passp [illegible] 45-2480.

LOST vinic [illegible] tonville. Fri

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See also 136

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RECOGNITION FOR BLACK UNIONS CALL

Mercury Correspondent 19/6/75

PRETORIA—The S.A. Federated Chamber of Industries yesterday said Black trade unions must be recognised.

Mr. Dan Benade, FCI president, in a declaration on the maintenance of industrial peace in South Africa, said the FCI had reached a consensus on the maintenance of sound industrial relations in the Republic.

The statement, he said, had been presented to the Minister of Labour, Mr. Marais Viljoen.

In it, Mr. Benade said the FCI was convinced that orderly development towards meaningful participation by all workers in all industrial relations would contribute significantly to the continuance of industrial peace.

In the settlement of disputes and in the negotiation of working conditions, current legislation did not allow sufficient meaningful direct participation and representation by Black employees.

"This has become a cause of discontent among Black workers and, in the interests of maintaining industrial peace as well as a satisfied, well motivated and productive Black labour force, it warrants serious attention," he said.

While the Bantu Labour Relations Regulation Act of 1973 created opportunities for Blacks by providing new channels of communication between employees and employers, the system was inadequate.

Most negotiations conducted under the Act were not afforded statutory recognition. Nor did it give Black workers any collective bargaining machinery in the broadly accepted sense of the term.

These shortcomings "require urgent attention."

Black workers are showing a growing interest in trade unionism.

But it would not benefit industry to give Black trade unions premature recognition or to obstruct their development, provided the union leaders and members manifest attitudes and objectives not inimical to the national interest.

"The FCI feels that, with the growing demand by Blacks for meaningful and direct participation and representation in the negotiation of wages and working conditions, it will become inevitable that the Government give them recognition, if necessary by legislative action.

"Any steps in this direction should, however, take account of the ability of Black workers to organise themselves within a framework of the responsibilities inherent in such representation in the negotiation process.

"In this spirit, the FCI recommends that employers should recognise these desires of their Black workers," said Mr. Benade.

The FCI supports the Government's appeal to all industrialists to provide liaison and works committees in the sincere belief that it was in the national interest to develop the collective awareness of the Black worker in industry.

But their proceedings should be conducted in full consultation with the affected Black workers and with total involvement by top management.

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Black unions are inevitable

STAR 19/6/75

It is not often that a powerful and widely representative employers' association puts public pressure on a government to increase both the scope and the influence of the trade union movement. Yet this is precisely what the Federated Chamber of Industries has just done.

The FCI has written to the Minister of Labour, Mr Marais Viljoen, calling for an urgent review of the present "inadequate" system of Black labour relations. This system does not allow "meaningful participation and representation" by Blacks in the settlement of disputes and the negotiation of employment conditions. It does not afford statutory recognition to most negotiations and is provoking serious discontent among Black workers.

In short, the FCI wants the Government to pave the way for the statutory recognition of Black trade unions and for the orderly integration of Blacks into the otherwise enlightened South African industrial conciliation machine. A classic example of enlightened self-interest on the part of an organisation which would know better than any other exactly what the interests of industry really are.

Faced now with almost identical demands from both the employees (including a large slice of the recognised trade union movement) and the employers, is it possible that the Government can still be short-sighted enough to resist the inevitable?

Black role in trade unions 'inevitable'

RDM 19/6/75

BLACK involvement in trade unions was inevitable, and industry and the Government had to make certain this development took place in an orderly manner, the South African Federated Chamber of Industries said yesterday.

The chamber, "representing the widest section of employer interests in the manufacturing sector in the Republic, has reached a consensus on the policy question of the maintenance of sound industrial relations," a statement issued in Pretoria said.

The policy statement had been presented to the Minister of Labour, Mr Marais Viljoen, and further discussion would be held with him on implementation of the policy.

The chamber is convinced that a policy of orderly development towards meaningful participation by all workers in all aspects of industrial relations would contribute significantly to the continuance of industrial peace in South Africa," it said.

While basic industrial legislation regulating working conditions, wage and service conditions and settlement of disputes had "contributed materially to the remarkable history of industrial peace" in South Africa, the chamber recognised that present legislation did not allow sufficient meaningful direct participation and representation by Black employees in settlement of disputes and negotiation of working conditions.

"This deficiency has become a cause of discontent and warrants attention."

While the Bantu Labour Relations Act of 1973, setting up works and liaison committees, had created new opportunities for Blacks, the system was inadequate in that the majority of negotiations were not afforded statutory recognition.

"The chamber feels that with the growing demand by Blacks for meaningful and direct participation and representation in the negotiation of wages and working conditions, it will become inevitable that the Government give recognition to it, if necessary by legislative action.

"Any steps taken in this direction should, however, take account of the ability of Black workers to organise themselves within a framework of the responsibilities in the negotiation process" the chamber said.

The Chamber supported the Government's appeal to all industrialists to take advantage of the opportunities provided for the esablishment of liaison and works committees in the "sincere belief that it is in the national interest to develop the collective self-awareness of the Black worker in industry."

The establishment and conduct of these committees should, however, be conducted in full consultation with the affected Black workers and with total involvement of top management, the chamber emphasised.

The chamber was convinced some employers and many employees were not properly motivated or informed about the effective operation of works and liaison committees and that this lay at the root of much of their alleged ineffectiveness.

It recommended an "intense and positive programme of education" for employers and employees. —Sapa.

STAR 18/6/75

Labour Reporter

The Federated Chamber of Industries has called on the Minister of Labour, Mr Viljoen, to give urgent and serious attention to the "inadequate" system of Black labour relations.

A statement by the FCI's president, Mr D V Benade, presented to Mr Viljoen and released for publication today, makes it clear that no obstacles should be placed in the way of an orderly development of Black trade unionism.

INADEQUATE

The FCI was convinced that a policy of orderly development towards "meaningful participation by all workers in all aspects of industrial relations" would contribute significantly towards continued industrial peace," the statement said.

The FCI made the following points:

- "Present legislation does not allow sufficient meaningful participation and representation by Black employees" in settlement of disputes and negotiation of employment conditions.
- The present system was inadequate because the majority of negotiations conducted under it were not afforded statutory recognition and it did not provide Black workers with collective bargaining machinery "in the broadly accepted sense."
- The deficiency had become a cause of discontent among Black workers and warranted serious attention.

NO OBSTACLES

The statement said Black unions should not be given premature recognition — nor should obstacles be placed in the way of their development, provided the leaders and members of the unions concerned manifested attitudes and objectives "not inimical to the national interest."

It called on employers to take note of their Black workers and supported the Government's appeal for the establishment of liaison and works committees which would prepare workers for involvement in collective bargaining.

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E MAIL 1/8/75

F.M.

BLACK WORKERS

Improving committees

Minister Marais Viljoen's plans to introduce legislation during the next Session upgrading the functions of works and liaison committees will hopefully fill some of the gaps in the legislation

But what remains to be seen is whether moves to make committee agreements legally binding will really improve the position of African workers

What is clear at this stage is that the bureaucratic jumble of labour laws is to be markedly expanded

Questions abound

- Will the legislation extend effective collective bargaining powers to the committees?
- If so, how will wage agreements be co-ordinated within a particular industry or branches of the same company, or on a regional or national basis, thus making for uniformity? (Committees can presently only operate on an individual plant basis),
- Who will finance the expanded operation of the committees? If it is to be the individual companies, how will the workers be convinced that the committees effectively represent their interests as opposed to those of the companies?
- Where there are Industrial Council agreements (between management and registered trade unions) covering the industry concerned, how will these be modified to incorporate decisions made at committee level?
- Through what procedures are the "binding wage agreements" to be made practically enforceable?

The existing 2 000-plus works and liaison committees (and it is estimated that only 6% of the country's businesses have them) are mainly used for airing minor grievances and providing a loose communication network between workers and management

The most useful improvement Viljoen can make within the framework of the existing committee system would be to insist that in plant wage rates are always negotiated between management and the committees

The fact remains however, that there can be no significant change until full trade union rights (registered and operational under the terms of the Industrial Conciliation Act) are granted to the majority of SA's workers

Law for Black workers rejected

STAR 23/2/76

Labour Reporter

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

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

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

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

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

CONSERVATIVE

- The 60 000-strong ultra-conservative Co-ordinating Council of Trade Unions has rejected the entire legislation in a strongly worded memorandum, according to reliable information

It claims the legislation opens the road to Black trade union [illegible] equality between Black and White

- The less conservative [illegible] of Labour has also questioned the principle of industrial committees

Although the confederation's general [illegible] Mr Wallie Grobler said previously that proposal looked like progress, ultra-conservatives regard the confederation's official comment on the legislation [illegible]

Minister's pledge on Black labour

Cape Times 4/8/75

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174
176
150A
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THE Government will not stand in the way of changes in traditional work patterns which will allow Blacks to move into higher-paid jobs, says Mr Marais Viljoen, Minister of Labour.

Opening the annual national convention of the Institute of Personnel Management in Cape Town today Mr Viljoen said, however, that the Government was not prepared to force workers in White parts of the country to make concessions in respect of traditional work patterns if they felt this would undermine their job security.

He said changes would be permitted only if they came about in an orderly fashion and with the concurrence of the trade unions and did not cause an 'undermining of our social structure.'

Referring to the need for training to improve productivity, Mr Viljoen said one of the most important facets of training was learning to communicate at all levels. Workers should know exactly what was expected of them. Good communications reduced tension and made better productivity possible.

A recent survey by the University of the Orange Free State had shown that communications systems could be improved in 97,4 percent of South African firms.

It was the Government's aim that all workers, regardless of race, should enjoy rising standards of living. Increased labour costs without corresponding increases in productivity, however, were causing much of the wage-push inflation plaguing many Western countries.

The convention continues until Wednesday.

(147)

Black wage pacts to be binding

STAR 5/8/75

John Patten,
Political Correspondent

Wage agreements between employers and Black works and liaison committees are to be made legally binding next year, with far-reaching implications for more than 500 000 Black workers.

The Department of Labour has been instructed by the Minister, Mr Uijoen, to revise and improve existing industrial bargaining machinery for Blacks and has announced that legislation will be introduced next year to "round off" the system.

Under legislation introduced two years ago, 2 113 works and liaison committees have already been set up, covering 587 000 Black workers.

ENFORCEABLE

In terms of the proposed new legislation wage agreements will become legally enforceable in the case of these workers where the agreements have been negotiated with such commit-

See also WAGE REGULATION - bank Labour Rel Act.

(147)

Wage agreements to be binding

STAR 6/8/76

Labour Reporter

An enthusiastic welcome from organised labour has greeted the news that the Minister of Labour intends making wage agreements binding between employers and their workers and liaison committees next year.

"That is one of the fundamental principles put to the Minister in representations made by us recently," said a spokesman for the Federated Chamber of Industries.

Dr Hennie Reynders, director of the FCI, was not available and the spokesman could not elaborate.

A personnel manager, Mr R V Dick Sutton of South African Breweries, commented: "We think it's a very good idea, essential in fact. Employers should start working towards this principle now, without waiting for legislation."

(See Page 1 for details of the new concept in labour relations.)

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Daily Dispatch 7/8/78

State switch on black trade unions?

JOHANNESBURG — A major switch in Government policy which will provide for a form of black "in-company" trade unionism had been predicted by the general secretary of the Trade Union Council of South Africa, Mr Arthur Grobbelaar.

"My information is that company unions will be allowed which will negotiate directly with individual employers," Mr Grobbelaar said.

The Minister of Labour, Mr Marais Viljoen, gave a hint of this when he told the South African Institute of Personnel Management conference in Cape Town this week that legislation will be introduced in the next session to give legal force to wage agreements reached through the works and liaison committee system.

Mr Grobbelaar said that Mr Viljoen was to "have another bash at trying to make the unworkable work.

"We are to have amendments to [illegible]ments for an unacceptable measure.

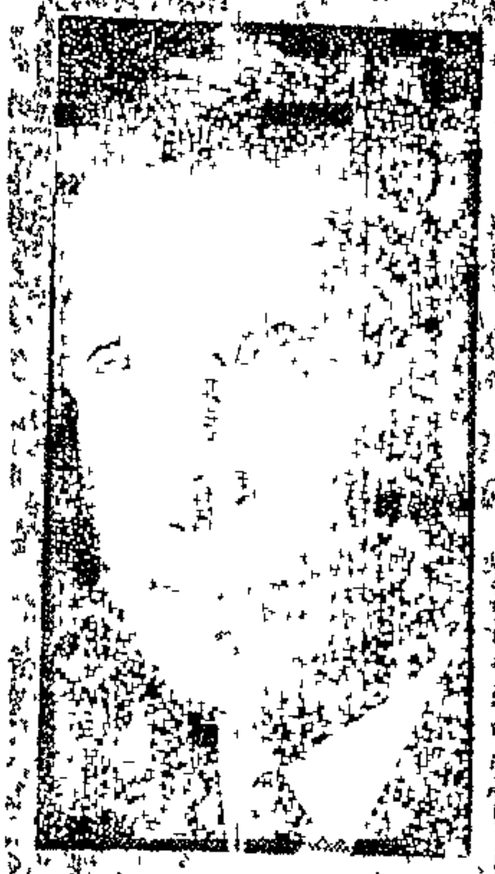
"This time the minister will seek to provide some form of industry-wide works committees as distinct from the company committee, but they will be flexible enough for company-type unions to come into being.

"These, I am informed, will be allowed to negotiate directly with their employers.

"This is an advance on the present inadequate system but it will still fall far short of adequate black worker representation."

Mr Grobbelaar said the minister was to be congratulated for echoing previous statements by the Prime Minister, Mr Vorster, that the Government would not stand in the way of black job advancement which was acceptable to white trade unions.

"The minister should be encouraging the unions to accept black advancement but his announcement that he will not oppose this is at least a step forward," Mr Grobbelaar said. — DDC.



MR GROBBELAAR

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Bakery staff stop work

ARGUS 12/8/76

MANAGEMENT and staff [illegible] Bakery in the Tower were [illegible] to discuss a labour dispute which halted production for more than two hours last [illegible].

[illegible] production supervisor said the stoppage was called in support of a longstanding demand. [illegible] general manager of the firm said [illegible].

The [illegible] and [illegible] the [illegible]. A [illegible] man said the [illegible] attended to [illegible] that [illegible] demand [illegible].

NET WAGES

[illegible] the dispute [illegible] net wages [illegible] and [illegible] the [illegible] a [illegible].

[illegible] the workers [illegible] production was resumed [illegible].

A spokesman for the Food [illegible] Union said the [illegible] probably a consequence of [illegible] the bakery but [illegible] the staff [illegible].

In December [illegible] had called for a [illegible] complete [illegible] them must the [illegible] Conciliation [illegible] agreement of [illegible] week. The management had not [illegible] formation of this committee by secret ballot.

In the absence of trade union rights for Black workers, one large employer is implementing a new idea. The Star's Labour Reporter, SIEGFRIED HANNIG, sketches the outline of the new concept which is bound to find favour among other employers.

One of South Africa's most diversified industrial and commercial employers—the South African Breweries group — has gone a long way towards establishing a new concept in Black labour relations.

While falling short of trade unionism, it embodies the essential principle of bargaining power for workers

In its ultimate form, SAB's idea seeks to grant all Black South African workers full negotiating rights with recourse to higher authority.

In labour parlance the new concept might be called a company union, but SAB is hesitant to attach a label to a system which it regards as an interim solution to a major problem

SAB shares the common belief among employers that the climate which gave rise to the 1973 strikes in Natal has yet to be eliminated and that its elimination is a matter of urgency

Like many employers, SAB is aware of efforts by Black trade unions to organise Black workers in its employ.

Like many employers SAB is not prepared to encourage Black trade unionism yet But unlike most employers, SAB has set about establishing truly meaningful labour relations machinery.

The theory behind the group's efforts is, even if the Government were to give Black workers full trade union rights tomorrow — which seems inconceivable — it would take a long time before labour peace was ensured

"The majority of White, Coloured and Indian workers who have full trade union privileges are not members of trade unions," said Mr R V "Dick" Sutton, the group's personnel manager.

"And who says that all trade unions are fully effective all the time?" he asks

"That is why we have decided to take the initiative in instituting meaningful dialogue within the framework of current labour legislation."

By "meaningful dialogue" Mr Sutton understands more than perfunctory communication He wants it to include problem solving and full-fledged negotiating powers.

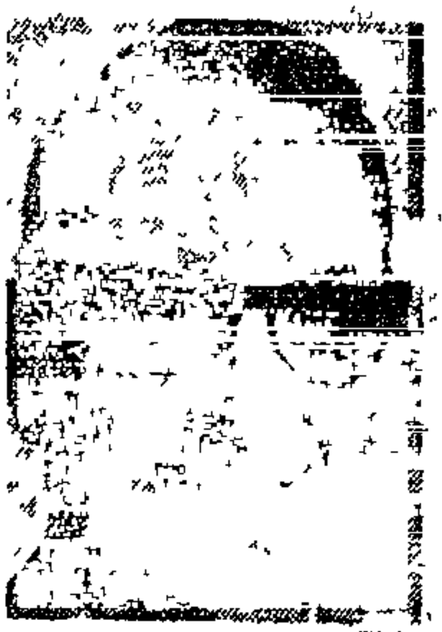
Bluffing

"An employer who attempts to approach his workers with half-hearted communications is only bluffing himself," said Mr Sutton

"Unless workers have the right to negotiate conditions of employment — working hours, leave, wages and fringe benefits — the major causes of labour unrest are likely to remain unresolved until it is too late"

Therefore, Mr Sutton has broadened the Government's substitute for trade unionism, the works and liaison committee system

Workers in a specific plant elect works committees. These, in turn, elect representatives to a liaison committee on which both workers and management are represented.



MR R V "DICK" SUTTON

It is at the liaison committee level where problems are being solved and negotiations take place.

Management representatives on this body are of a seniority which permits them to take final decisions there and then. And workers' representatives are a true cross-section of the Black staff.

"In some cases we have had to bring in interpreters to ensure that workers' representatives are not prejudiced by language problems," Mr Sutton pointed out

Training

Both sides of the liaison committee receive identical training in their task, including how to prepare and present their case and how to negotiate. It takes about two weeks'

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(147) Star 6/8/75

THE ARGUS, WEDNESDAY, AUGUST 13 1975

POLICE and dog handlers arrived at Diens Bakery in Cape Town early today when about 100 workers were involved in a work stoppage. The men left about 10.15 am after about 15 workers had been arrested.

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Bakery strike: 19 arrested

Cape Times 14/8/75

NINETEEN Black workers at Duens Bakery in Woodstock were arrested yesterday and four were dismissed from their jobs on Tuesday after strikes involving about half the firm's production staff.

The workers who were arrested will appear in the Cape Town Magistrate's Court tomorrow on charges under the Bantu Labour Regulations Act.

According to a statement to the Cape Times by the bakery's general manager, Mr J Geyser, the sole reason for the strike was a dispute over the method of electing a works committee.

Representation was made by the management by some of the workers for the formation of a works committee and various days were set aside to enable all Black staff to make nominations and vote. During a period of three months only one single vote was cast.

The reason for not voting was that workers wanted voting to be a show of hands rather than by the more accepted method of secret ballot.

After consultation with the Department of Labour it was decided to reject the "show of hands" method as it could lead to pressure being brought to bear on uninterested or timid workers, the statement said.

Dispute at city bakery: 15 held

The Argus Crime Reporter 13/8/75

ABOUT 15 African workers were arrested early today on charges of taking part in an illegal strike at Duens Bakery in Woodstock, Cape Town.

A police [illegible] said the [illegible] decided to appear in the Cape Town Magistrate's Court on Friday [illegible].

A dispute began at Duens last week when the workers wanted to elect a workers' committee. The management agreed, but the workers wanted to elect the committee members by show of hands and not by ballot as required by [illegible] Department of Labour.

[illegible] and members of the Security Police had arrived. "About 20 to 25 Coloured workers [illegible] told the workers that he had given them enough time and asked those who did not want to work to step forward. About 15 stepped forward and were arrested.

There were no incidents and no one was hurt.

Union wants to take action

2/8/75

Mercury Reporter

PIETERMARITZBURG.

TRADE union officials are considering taking legal action to have a Goldkist farm worker reinstated after talks last several hours between the hastily formed works committee of Labour Department officials and the Ashburton Chicken Farms management failed here yesterday.

About 85 Black skilled workers downed tools early yesterday in protest against Goldkist's dismissal of Mr. Mpiyakhe Ghaza on Wednesday and because the firm's management refused to meet worker's representatives.

The workers allege that Mr. Ghaza, an electrician, was sacked because he had tried to organise a works committee.

After Mr. Ghaza was fired an elected group of workers tried to see the manager, but they were told to go back to work.

The workers allege that Goldkist's management also refused to call the Labour Department in to mediate.

The workers were told they would be given an opportunity to form a works committee, but when nothing had been done by yesterday, 85 of the company's 250 Black workers downed tools.

Mr. Edgar Ward, the union organiser, said last night he would be meeting the union's attorneys at the weekend to discuss legal action against the firm.

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Black may sit on Labour Board says Viljoen

D Dispatch 3/9/75

(1) ~~134~~
(2) ~~138~~
(3) ~~145~~
(4) 147

PRETORIA — Legislation would be introduced at the next session of Parliament which would provide for the appointment of a black to the Central Bantu Labour Board, the Minister of Labour, Mr M Viljoen, told the Prime Minister's Economic Advisory Council here yesterday

This, and other amendments to the regulation of Bantu Labour Relations Act, he said, would ensure that the black man would be able to make a more meaningful contribution in the determination of his service conditions

From discussions with representatives of industry and the trade unions he had gained the impression that the proposed amendments had in the main been favourably received, the minister said.

On the question of black trade unions, the minister said the policy was that although they were not prohibited, the government would not recognise black trade unions because it was convinced that the system instituted by the 1973 legislation after the labour unrest, was operating in the best interests of black workers

"It is noticable how the black workers themselves have accepted the committee system as being in their best interests," he said

"A certain influential employer, under pressure from his overseas principals, recently conducted a ballot to ascertain whether his workers preferred a liaison committee or a trade union Only 31 workers out of 1 060 or three per cent voted in favour of a trade union

"This example proves to a large degree that the clamour for black trade unions does not originate from the black worker himself"

The advantage of the liaison committees, consisting of an equal number of workers and employers, was that these committees brought employers and their black workers into direct contact with one another

The system eliminated misunderstandings flowing from lac kof proper communication and a lack of appreciation of one another's problems.

These liaison committees have been an immediate success. Barely a year after the amendment to the Act by which the system was instituted, the University of the Orange Free State conducted a survey covering 326 leading employers who had established liaison committees

The most important shortcomings in the Act on which the Department of Labour had been able to lay finger as a result of close examination over the past two years were that the agreements between employers and black workers did not enjoy the force of law, that there was no provision in the Act whereby employers and black workers in particular industrial areas could reach an agreement that would be applicable to all other workers and, that the black man's voice was not always heard clearly enough in the course of negotiation of service conditions

To overcome these problems, he was contemplating the introduction of legislation next session of Parliament which would give the black worker a more meaningful say in the negotiation of his service conditions

The proposed legislation would also remedy the other shortcomings that had come to light In the industrial areas where work and liaison committees could prove that they were representative of tees which would be able with authority to speak on behalf of the industry concerned

Subject to the approval of the Central Bantu Labour Board he would give his approval for such a committee

The proposed industrial committees would consist of black representatives chosen from works and liaison committees It was essential that members of industrial committees be elected by the black themselves because experience had shown that the black man had no confidence in people nominated by others to take care of their interests.

Agreements reached between industrial committees and employers would be submitted to him through the Central Labour Board for approval and promulgation in the Government Gazette.

The effect of promulgation of an agreement would be to make it binding on all workers and employers in the industry and in the area so as to ensure that employers who were prepared to make sacrifices to improve the lot of their black workers would not be detrimentally affected by unfair competition on the part of unscrupulous competitors

Employers who were signatories to such agreements would, however, be required to prove that they were representative of employers of the area before such agreements were made applicable to their competitors

The Department of Labour would be responsible for the effective application of such agreements In cases where industrial committees and employers were unable to reach agreement the matter would, in terms of existing legislation, be referred to the wage board for arbitration. — SAPA.

The Star
Wednesday September 3 1975

Blacks must speak for Blacks

THE Minister of Labour's latest announcement on proposed improvements to the industrial relations machinery affecting Black workers is to be welcomed. But why appoint only one Black to the Central Bantu Labour Board?

Examine the case: the announcement is at least further evidence that the Government has accepted the vital importance of improved channels of communication between White employers and their millions of Black workers. It has accepted that the Blacks themselves must play a decisive role in negotiating wage and working conditions

Mr Viljoen told the Prime Minister's Economic Advisory Council that the Bantu Labour Relations Regulation Act would be amended next year to provide for a Black representative on the Central Bantu Labour Board (an organisation with a key advisory role to play in the Black industrial conciliation machine) and for the creation of workers committees which would be able to speak for all the Black workers in a particular industry — whether that industry is organised into an industrial council or not. And, once an agreement is reached between the Black workers' representatives and the employers, the Minister will have the power to enforce that agreement on all employers in the industry or sector involved

This will make the Government's industrial conciliation machine for Blacks more effective, although not as effective as it would have been had the Government allowed recognised Black trade unions on the same basis as those representing White, Brown and Indian workers.

Why not make a majority, if not all of the board's members, Black? After all one of their major functions is to advise the Minister on matters affecting the interests of Black workers—and who knows Black workers' interests better than Blacks?

Should the Minister do this, he will make his own system much more effective than it already is and he will give Black workers much greater confidence in the men who are charged with representing their interests.

(1) 134
(2) 138
(3) 145
(4) 147
(5) 325

Viljoen has new wage plan

RDM 3/9/75

(1) 154
(2) 130
(3) 145
(4) 147
(5) 225

By CLIVE EMDON
Labour Correspondent

THE Minister of Labour, Mr Marais Viljoen, yesterday told the Prime Minister's Economic Advisory Council that he was thinking of establishing elected industrial committees of Black workers to negotiate wage agreements for each industry.

He came out strongly against recognising African trade unions and said industrial committees would consist of workers chosen from works and liaison committees in various industries.

Agreements reached by these committees and employers would be submitted to him through the Central Bantu Labour Board for approval and promulgation in the Government Gazette

He said the effect of promulgation of an agreement would be to make it binding on all workers and employers in the industry and in the area.

This would be done "so as to ensure that employers who are prepared to make sacrifices to improve the lot of their Black workers won't be detrimentally affected by unfair competition on the part of unscrupulous competitors."

Employers who were signatories to such agreements would, however, be required to prove they were representatives of employers in the area, before the agreements were made applicable to their competitors.

The Department of Labour would be responsible for applying these agreements, the Minister said.

In cases where industrial committees and employers were unable to reach agreement, the matter would, in terms of existing legislation, be referred to the Wage Board for arbitration.

The Minister also said that legislation would be introduced at the next session of Parliament which, among other things, would provide for the appointment of a Black man to the Central Labour Board. This would ensure, he said, that the Black man would be able to make a more meaningful contribution to determining his service conditions.

'Change system' warning

Black union warning

7/2/76 RDM

By CLIVE EMDON
Labour Correspondent

IN A warning to the Minister of Labour, Mr Adam Klein, general secretary of the Garment Workers Union, has said works and liaison committees on their own are powerless to negotiate competently for Black workers

He says the inexperienced Black workers sitting on those committees dependent on management for their jobs - face highly qualified and skilled management representatives

The outcome of their negotiations would inevitably be detrimental to Black workers and would lead to a loss in faith in elected representatives on the committees, frustration and consequent industrial unrest

In a memorandum to the Minister opposing amendments to the Bantu Labour Relations Regulations Act, Mr Klein says:

- International experience has shown that the security for industrial peace can be achieved only if works and liaison committees are linked to independent trade unions, not when they act in isolation,
- Full-time trade union officers, who have the time, training and expertise and are not dependent on management, are needed to help works and liaison committees and balance management - labour negotiations,
- The time is opportune for a commission of inquiry into legislation covering Black workers

Mr Klein's union of 9 000 members of Whites, Coloureds and Indians operates on a parallel level to the National Union of Clothing Workers, which has a membership of 23 000 Africans

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Sup Dog 1976 calendar (Trist, Draper Ltd, Bristol); George Pierre/Sygma Photographs No 2562 Nude and Semi-nude Women (George Pierre/Sygma); Omnia Press Photographs of Nude and Semi-nude Women (Omnia Press)

Posters: Immorality, Life Sentence, Home is where the heart is, Soldiers of Fortune (all unknown).

De Stad behoort de Nacht (John Rechy)—i.e. translation in Dutch of original title "City of Night" which was previously found to be undesirable, Eve Today—Book Two (Playboy Press, Chicago); More Euro Girls (New English Library Ltd, Holborn, London); Motown Spares and Equipment 1976 calendar (printed in England); Jesus Christ Superstar/Gramophon Record (EMI Records)

A Schedule B notice says that the following, besides being undesirable under Section 47 (2) of the Publications Act, also come under section 9 (1) and every edition is declared undesirable These are

Eve Today — Book Two (Playboy Press Chicago), More Euro Girls (New English Library Ltd, London), Jesus Christ Superstar / Gramophone Record (EMI Records) — Sapa

149

Hansard 3 col 146 10/2/76

Bantu Labour Relations Regulation Act

The MINISTER OF LABOUR replied to Question *11, by Dr. A L Boraine

Question:

(1) Whether his Department has encountered any difficulties in regard to the meaning and application of the term "an establishment" in section 7A of the Bantu Labour Relations Regulation Act, if so, what (a) is the nature of the difficulties and (b) steps have been taken to remove them

(2) whether any directive has been issued in regard to the interpretation of the term, if so, what directive,

(3) whether any instructions have been given in regard to the establishment of liaison as against works committees, if so, (a) what instructions and (b) (i) to whom, (ii) when and (iii) for what reasons were the instructions given

†Reply:

(1), (2) and (3) No

S. African banned

17/2/76 Mercury Correspondent

JOHANNESBURG — An international trade union federation due to host union leaders from African countries at a seminar in Germany, has barred Mr. Adam Klein, general secretary of the Garment Workers' Union, because he is a White South African.

Mr. Klein was due to attend the seminar with four Black trade unionists from South Africa, Mr Tom Mashinini, Miss June Rose Nala, Mr Sam Lekeoa and Mr. Guria Pucklee.

(1) 135

(2) 148

New labour pla

STAR 6/8/75

a 'problem solve

training to prepare the average worker.

"When he sits at the negotiating table, he is free to raise any subject of concern to the workers who elected him," Mr Sutton said.

"An impartial chairman, usually a personnel officer, presides and records the minutes of the meeting. He also ensures that all matters raised at one meeting are cleared up by the next."

Mr Sutton emphasised that there had to be give and take on both sides.

"I can assure you that our management does not always have everything its own way. If it did the committee would not serve its purpose," he said.

Time off

An important feature of SAB's concept is that workers are given time off to allow their representatives to assess worker opinion and to report back

"We encourage such meetings, but we do not impose them because our motives might be suspect," Mr Sutton points out

What happens when there is a deadlock, when neither side is prepared to yield?

"In that event the committee has recourse to the regional council established under the Government's committee legislation, or to the Central Bantu Labour Board," Mr Sutton says

Up to that stage the system can function within the framework of current legislation, but it leaves serious shortfalls

- The system remains entirely dependent on the goodwill of individual employers
- It does not provide for outside enforcement of agreements reached by liaison committees.

Blueprint

One way of remedying this would be along the lines of a blueprint drafted by SAB and the Tongaat sugar company

They have proposed that:

- Works and liaison committees be made mandatory for all undertakings with 200 or more Black workers
- Regional co-ordinating committees of Black workers should be formed by representatives of the various liaison committees.
- These regional workers' bodies should nominate representatives to meet an equal number of employer representatives, thus forming a regional labour council.
- Regional labour councils should have the power to approve agreements reached by liaison committees and to make them binding They should also investigate cases of alleged victimisation of workers' representatives And they should negotiate basic service conditions for specific industries in their area.
- Finally the Central Bantu Labour Board should act as overall administrator of the system and should provide mediation in disputes.

Mr Sutton sees this blueprint as an extension of existing labour legislation and as a close parallel to the industrial council system under which re-

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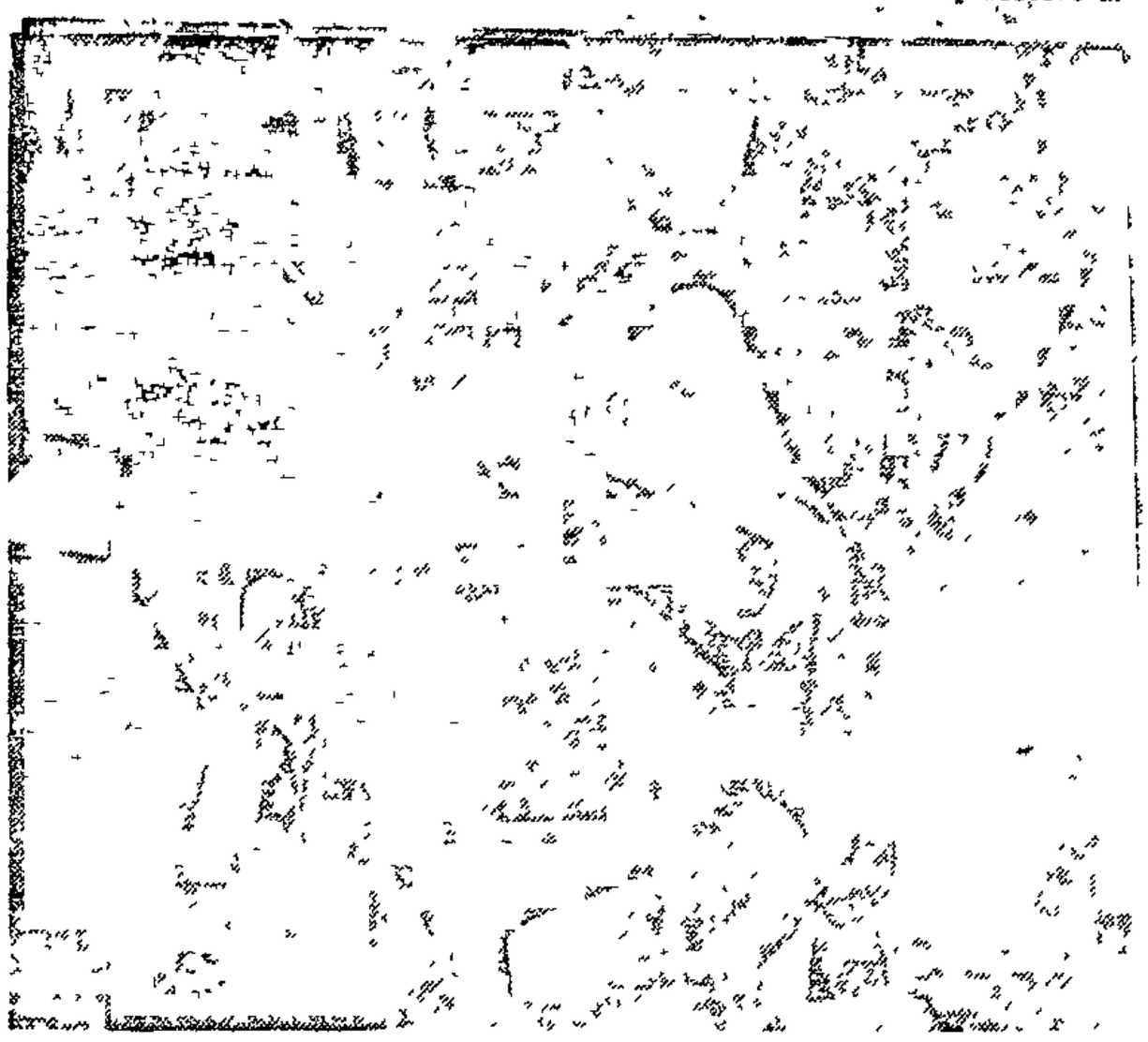

"Unless workers have the right to negotiate conditions of employment - hours, leave, wages and fringe benefits — the major causes of labour likely to remain . . ."

Viljoen's formula

FM 5/9/75

147

Good news from the labour front This week Minister of Labour Marais Viljoen revealed a determined commitment to involve Blacks in the wage bargaining process This must be welcomed

The bad news is that he reaffirmed his stand against Black trade unionism. For this reason the actual measures he outlined may be likened to a spot of oil for an outmoded machine

The Bantu Labour Relations Regulation Act will be amended to provide:

- The appointment of one Black man to the Central Bantu Labour Board. The Board advises the Minister on Black labour matters, and has hitherto been all-White with a chairman and members appointed by the Minister because of their competence "to represent the interests of the employees"

The new move could lead to more direct representation of those interests But why only *one* Black man? And who will he be? Black unionists are adopting a wait-and-see attitude before commenting

- A remedy for "other shortcomings" which have "come to light" Like the fact that agreements between employers and Black works and liaison committees are without much force in law; that individually negotiated agreements are not binding on employers of Blacks on an industry-wide basis, and that the Black man's voice has not been clearly enough heard in negotiations on service conditions.

Accordingly Viljoen plans the establishment of industrial committees of Blacks elected by the works and liaison committees in various plants in an industry. These will represent employees' interests in industry-wide negotiations with employers.

Agreements will be submitted to him through the Central Bantu Labour Board and, when promulgated in the *Government Gazette*, will be binding on all workers and employees in the area and industry covered by the agreement

Disputes will be referred to the Wage Board for arbitration The new methods of obtaining binding agreements appear designed to stem the tide of Black unionisation. Viljoen said this week it was noticeable how Black workers "have accepted the (works/liaison) committee system as being in their best interests", and claimed — somewhat surprisingly — that 30% of the Black labour force (excluding gold and coal miners) were represented by committees. The newly-instituted committee system is a "remarkable achievement", which Black workers want. Or so Viljoen would have us believe.

All Blacks? In a paper issued by the Urban Training Project, Skakes Sikhakhane, general secretary of the Sweet, Food and Allied Workers' Union, cites one occasion when workers involved in a wage dispute "broke out in applause when told that their firm had agreed to put no obstacle in the way of the formation of a union"

So it could well be that the committee system is "wanted" only in the sense that it is the only one many employers wish to deal with

The Federated Chamber of Industries cautiously takes a middle view — as usual Jack Holloway, chairman of the FCI's Labour Affairs Committee, notes "This is very much in line with our kind of thinking We acknowledge the forces that are at work for Black unionisation The Minister's intentions are a positive step aimed at giving Blacks a more meaningful say in wage matters"

Viljoen's proposed legislation could nevertheless turn out to be just another step on the road to recognition of full trade union rights for Blacks

The Star Monday September 8 1975

(4) 135
(4) 66
(5) 147

Black union denial

BACK GROUND TO THE NEWS

Labour Reporter

A labour leader made it clear today that employees of Metal Box in Durban have not rejected trade union rights in favour of a liaison committee.

Mr Arthur Grobbelaar, general secretary of TUCSA, was commenting on a statement by the Minister of Labour, Mr Viljoen.

Adressing the Prime Minister's Economic Advisory Council last week, Mr Viljoen said it was noticeable how Black workers had accepted the "committee system" as being in their best interest.

BALLOT

"A certain influential employer, under pressure from his overseas principals, recently conducted a ballot to ascertain whether his workers preferred a liaison committee or a trade union," the Minister said.

"You may be surprised that only 31 workers out of 1 060 voted in favour of a union."

Mr Grobbelaar said there was little doubt that Mr Viljoen referred to a referendum conducted at Metal Box in Durban recently.

"Because of conflicting interests, workers rejected membership of a specific union," Mr Grobbelaar said. "What they did not realise was that the result of the ballot would be misinterpreted as a vote against trade unionism.

NO COMMENT

"If another ballot were to be conducted on the simple issue of trade union rights or the alternative of the committee system, the outcome would be the exact reverse."

Mr Flemming Heilmann, managing director of Metal Box, said he could not comment on conclusions that might have been drawn by Mr Viljoen.

"What the workers rejected was a proposal for a union totally representative of all workers, regardless of race," he said.

In May, leaders of the Black Metal and Allied Workers' Union and of the Coloured and Indian SA Tin Workers' Union called on their members to vote against a proposal to join the SA Boilermakers' Society.

The Boilermakers' Society had become involved in a plan to establish a nonracial union organisation in Metal Box factories throughout South Africa.

The ballot was held only in Durban Mr Heilmann said no further referenda or other initiatives were planned.

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(2) ~~168~~

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(4) 147

STAR 16/9/75

Bid for Black trade union turned down

Staff Reporter

The West Rand Administration Board has vetoed moves by its Black clerical staff to form a trade union. The proposals for a union came from senior staff.

The board, in turning down the proposals, recommended staff liaison committees at its township administrative offices

A spokesman for the six-man delegation which made representations to the board said the committees had been operating for some time.

The spokesman said these existed "only in name." They had no powers and operated under White supervision.

The council's Black staff planned to operate on the same basis as White trade unions

THEIR TARGET

"The board's decision will not submerge our will to fight for our rights," the spokesman said.

"The union was not meant to disrupt work, but to make strong suggestions on how work could be improved"

The spokesman refused to be identified for fear of reprisals.

The union's objectives would have been to fight for better working conditions, equal pay for equal work, and improved and regular contact between the board and the staff.

A spokesman for the board declined to comment on the vetos.

Major plan for Black workers

ARGUS 18/9/75

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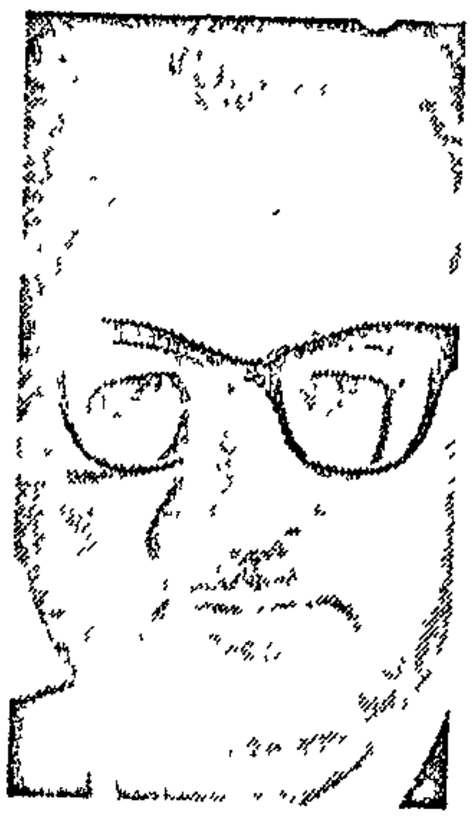
(8) ~~329~~

The Argus Correspondent

PRETORIA — The Minister of Labour, Mr M. Viljoen, today announced Government plans for Black 'industrial committees' which will have direct bargaining powers with employers.

The Minister's disclosures today are a major development in the Government's policy towards collective bargaining rights for Black workers. His speech today spelt out the new machinery envisaged, expanding considerably on the hint of new legislation he gave in July.

Though Mr Viljoen was at pains to say the Government's refusal to recognise Black trade unions remained in force, it is clear that the 'Industrial committees' will give a virtually equivalent industry-wide bargaining instrument to Black workers.



Mr M. Viljoen

Mr Viljoen made his announcement while opening the congress of the co-ordinating Council of South African Trade Unions in Pretoria

He disclosed:

- Legislation would be introduced in the next parliamentary session with a view to establishing industrial committees 'which can speak with authority for the particular industries for which they are set up'
- Such committees could be established in industries and areas where works and liaison committees represented Black workers,
- The central Bantu Labour Board would be informed when the Minister had given approval to the establishment of such a committee
- The industrial committees would consist of Black representatives from the ranks of the works and liaison committees,
- In the case of unorganised industry, the industrial committees (in consultation with the Central Bantu Labour Board) could negotiate directly with employers and conclude agreements with them.
- The agreements would be laid before the Minister via the Central Bantu Labour Board and Ministerial approval of them — followed by publication in the Government Gazette — would give them the necessary force of law.
- The agreements would be made binding on all other employers and workers in the particular industry and area to ensure that employers party to the agreements were not harmed by unreasonable competition.
- The Department of Labour would be responsible for the application of such agreements.

In the case of industries where industrial councils existed, industrial committees could be set up just as in the case of unorganised industry, but no negotiations outside the industrial council could take place because the council was the only body with legal powers to conclude agreements in its sphere of jurisdiction.

147

TUCSA talks on inflation to be secret

ARGUS 19/9/75

SOUTH AFRICA'S workers will be kept in the dark about the most vital issue of the moment during the annual conference of South Africa's largest labour organisation here next week.

'Our stand in the fight against inflation will be debated in full at next week's conference,' Mr Arthur Grobbelaar, general secretary of the 210 000-strong Trade Union Council of South Africa, said today.

'But we shall have to close the doors to the Press while this issue is debated,' he said

'TUCSA hopes to be in a position to publicise its recommendations on wage restraint soon after the conference — probably early next month

'All we can say at this stage is that some degree of sacrifice will be expected of South African workers.'

Mr Grobbelaar added that it was impossible to reduce the rate of inflation to controllable levels without sacrifices by workers, private enterprise and the Government

It is believed TUCSA's recommendations to trade unions on the extent of wage restraint expected from them under the collective programme of action against inflation hinge on clarification of Government policy.

According to a reliable source, an announcement on this is expected to be made by the Minister of Economic Affairs, Mr Heunis, at the end of this month.

RESTRAINT

A major unanswered question is what wage restraint is to be imposed on unorganised Black workers whose wages are generally on or below poverty levels.

At the moment Blacks in the Government sector seem destined to go without pay increases for another six months, like their White colleagues.

Asked about TUCSA's attitude towards wage restraint for Blacks, Mr Grobbelaar said 'TUCSA strongly contends that the poorer sections of the community cannot be expected to make sacrifices in the fight against inflation'

More than 200 delegates, representing most of TUCSA's 63 member unions, are expected to attend the week-long conference which starts on Monday.

Two unregistered Black trade unions will be represented by fully accredited Black delegates They are among three Black unions which became members of TUCSA after the decision at last year's conference to reopen the door to Black membership.

Anti-union policy alleged

THE Government is trying to break down the trade union movement by introducing works committees through the back door, a trade unionist claimed yesterday.

Certain Cape Town employers were now encouraging Coloured workers — who enjoy trade union rights — to form works committees in preference to a trade union, warned Miss Christine du Preez, a secretary of the National Union of Cigarette and Tobacco Workers

'There is nothing on this earth that can take the place of free trade union movement,' she told the Federation of Leather Trade Unions.

Miss du Preez was pursuing a point made in the federation's presidential speech by Mr L. W. Allen.

Mr Allen said the committee system might be 'a long-term Government policy to create individual factory unions'

At its annual meeting yesterday the federation admitted to its ranks several unregistered Black trade unions representing about 2 000 Black workers.

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(4) 147

ARGUS 22/1/75

(147)

New SA Black labour policy lauded

THE first vice president of the multiracial Trade Union Council of South Africa, Mr E. van Tonder, has welcomed the Government's new Black labour policy but voiced several reservations.

'One cannot but see the new labour policy as a distinct recognition of the Black man's rights to negotiate his own conditions of service,' he said at the opening of TUCSA's 21st annual conference here today.

'Because the system does constitute an improvement, we believe the Black workers should co-operate.'

Mr van Tonder was commenting on proposed legislation designed to provide negotiating machinery for Blacks at company and industrial level with means of making agreements binding.

TUCSA maintained there could be no substitute for full democratic trade unionism, he said.

MISGIVINGS

'While conceding that works committees could, under our peculiar circumstances, serve a useful purpose, the council continues to have its misgivings about the system as an alternative to trade unions.'

Mr van Tonder posed the following questions:

- Why had organised labour not even been invited to observe the proceedings which led to employer recommendations on labour relations machinery?
- Would Black workers be expected to pay for the administration of a system that was not of their own choice?
- Would the new system interfere with the existing industrial council system?
- How would the representativeness of the proposed Black industrial committees be tested to comply with the standards laid down for trade unions?
- Why were employers [illegible]

Law for Black workers rejected

STAR 23/2/76

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Labour Reporter

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

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

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

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

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

CONSERVATIVE

● The 60 000-strong ultra-conservative Co-ordinating Council of Trade Unions has rejected the entire legislation in a strongly worded memorandum, according to reliable information.

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

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

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

Law for Black workers rejected

STAR 23/2/76

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

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2. 147

Minister is 'wrong' says Scheepers

Mercury 24/11/75

Mercury Correspondent

PRETORIA — The Minister of Labour, Mr. Marais Viljoen, was wrong when he claimed the Works and Liaison Committee system was the main reason for the decrease in the number of man hours lost through strikes this year, Senator Anna Scheepers, president of the Garment Workers' Union, said yesterday.

She claimed if the Minister was in touch with the labour situation in South Africa he would know that the major reason was the fear among Africans of losing their jobs if they went on strike, especially at a time when considerable economic slack had developed

"The Minister must not use the man hour loss as a measure of the depth of industrial peace in this country There is grave and widespread discontent among Black workers, especially with the refusal of the Government to grant them full trade union rights."

Mr. Viljoen addressing the Federated Chamber of Industries banquet in Durban last week said in 1973 — the year the Works Committee legislation was introduced 1,3 m man hours were lost in Black strikes

Last week the total Last year the total up to the end of September this year only 86 000 hours had been lost

Senator Scheepers said there had been a number of recent strikes in the garment industry which had never been reported because swift Union action had brought about swift settlements

She warned that the Works Committee system could never work. It would merely camouflage growing labour discontent which would eventually surface in industrial unrest.

Labour goodwill 'not enough'

STAR 26/11/75

1 147

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Labour Reporter

South Africa cannot rely on goodwill alone for its Black labour relations, according to the personnel manager of a leading industrial and commercial group, Mr R V Sutton

The number of works and liaison committees for Black workers introduced voluntarily was not adequate to meet the needs, Mr Sutton told a labour relations seminar of the National Development and Management Foundation in Johannesburg today

In preference to compulsion to raise the numbers of committees, he proposed a "device of regional agreements for specific trades which would be applicable to everyone."

Such agreements on wages and working conditions would be concluded through a regional labour council composed of employers and workers in undertakings where committees existed

The representativeness required of such bodies should not be too stringent, Mr Sutton said

In that way organisations would be encouraged to form committees for their workers in order to qualify for participation on the regional councils

The existence of an agreement on wages and working conditions in the individual enterprise could be made a condition of membership of the regional councils, and such agreements might be approved by the councils.

Black workers 'need more say in business'

STAR 26/11/75

1 (147)
2 134

Labour Reporter

Honesty and sincerity with one's Black workers are essential for the survival of one's organisation, according to a leading personnel manager, Mr J D G van Heerden

Black workers would have to be trained in negotiating. They would have to receive explanations about finances and they would have to be drawn into the firm's planning process, he said

"Management will have to accept that policy decisions are going to need the consent of the workers if a happy and effective workforce is to be maintained"

Mr van Heerden was speaking at a Johannesburg seminar on labour relations, arranged by the National Development and Management Foundation

The introduction of the committee system of representation for Black workers stemmed from "incompetent management insofar as the worker is concerned," Mr van Heerden said

Where properly introduced, the system had reduced absenteeism and improved productivity through communication.

But the committee system had also highlighted ineffective management and led to Blacks, in some cases, having a more effective channel of communication with management than Whites

SIMILAR SYSTEM

Because of that, Whites had even requested that a similar system be introduced for their benefit, Mr van Heerden said

According to one school of thought, the present system could evolve into a "total, all-employee representative body."

Much original thinking would be required to cope with the labour situation in future owing to South Africa's heterogenous labour force

"The present systems may well expand into a body of integrated, economically active persons, irrespective of race or creed," Mr van Heerden suggested

A last word on Black labour

STAR 26/11/75

147

Labour Reporter

To bargain on the disappearance of the committee system of representation for Black workers now that the Minister of Labour is leaving his office is "building on sand."

The Minister, Mr Viljoen, said this today in his last official appearance with the portfolio.

Mr Viljoen was addressing a labour relations seminar arranged by the National Development and Management Foundation in Johannesburg in the light of the Government's latest proposals on Black labour relations.

The question was how to improve the system whose soundness had been shown by experience over the past two years, the Minister said.

KEY ASPECTS

Key aspects were the attitude of employers and the need to train Black workers in the arts of debate and negotiations.

If they were not trained in negotiation the system would not work properly, Mr Viljoen said.

It was beyond the means of the State to train thousands of committee members. Employees had to take that responsibility.

Mr Viljoen said there were 2 276 committees representing 608 000 Black workers, or 24 percent of the Black labour force, in existence.

By comparison, 637 000 workers, or 30 percent of the economically active White, Coloured and Indian population, belonged to trade unions.

Liaison group for Black employees

147

STAR 23/9/A

The West Rand Administration Board is to set up 18 liaison committees as communication machinery for its 8 000 Black employees

This was announced in a newsletter circulated to all the board's Black employees

At the same time the board's director of administration, Mr A H Stander, denied the West Rand board had rejected trade unions for its Black workers.

"Reports that a six-man delegation from the township administrative offices approached the board about trade unions are devoid of truth," he said

"Even if the board received such representations it is not in a position either to accept or reject them They would have to approach the Department of Labour about it"

Mr Stander said the liaison committees will represent the board's Black employees from Randburg to Westonaria.

"The constitution of the committees, which will be set up in the main according to job designation, allows for a preponderance of elected representatives," he said

"The board's chief director and the chairman will then meet periodically with a co-ordinating committee elected from the liaison commitees."

Employees will be able to discuss anything from working conditions and salaries to personal problems through the committees, Mr Stander said

147

Call for Black union rights

Star 27/4/75

Own Correspondent

CAPE TOWN — If the Government wants to keep Black trade unions out of politics, it must take politics out of the labour arena, the 210 000-strong Trade Union Council of South Africa was told here today.

In refusing Blacks trade union rights, the Government was appeasing the verkrampte element, Mr Morris Kagan, vice president of the National Union of Distributive Workers, said in an impassioned call for such rights

This attitude represented pure politics Could Black trade unions therefore be blamed for interesting themselves in politics, Mr Kagan asked.

He appealed to the Prime Minister to take a good look at the policies of the Minister of Labour and to apply his own verligte policies instead.

ANSWERABLE

On the Minister of Labour's recent announcement of extensions to the works and liaison committee system of labour relations for Blacks, Mr Kagan said only people answerable to and employed by workers could do justice to the workers

How could the uneducated and unsophisticated full-time workers bargain with employers who held all the advantagees, he asked? The weak could be misled if they negotiated with the strong

NEGOTIATIONS

More than 100 years ago workers in Europe decided to "beat the bosses at their own game" by getting full-time officials free of the fear of losing their jobs and able to study all the problems thrown their way in negotiations

This could not possibly happen under the system envisaged for Black workers in South Africa.

The Government claimed Black workers were not ripe for trade unionism.

"I say there are Black trade unions in the hall today who could teach some of the White unions how to administer trade

60 fired in hours dispute

(147)

(2) 147

Mercury Reporter 15/10/75

PIETERMARITZBURG — At least [illegible] men out of a total work force of 80 at Conac Engineering were dismissed yesterday after talks on overtime broke down.

Members of the works committee said the workers had for some years been working ten and three quarter hours a day for six days a week — and some times seven days a week.

The men were not paid overtime, he said.

Yet the factory was still in full production, the manager of Conac Engineering, Mr. E. Ege, said yesterday.

Because of the overtime issue the works committee had made representations to the management but these were dismissed, a committee member said. The men had then said they would not be working on Saturday, October 11.

When they arrived at work yesterday they were given the choice of work on the usual terms or they could resign.

The works committee went to the Department of Labour and asked them to arbitrate.

Without being given the opportunity to state their case the labour inspector told the men. "I haven't got time to talk," a committee member said.

The inspector then drove to Conac and talked to the fired workers.

Mercury 16/10/75

147

AGITATORS GET BLAME

Mercury Reporter

PIETERMARITZBURG — The dispute at Conac Engineering continued yesterday with a statement by management that the refusal to work overtime by 64 men had been caused by "agitators."

The 64 men arrived at 7 a.m. yesterday and sat peacefully for several hours outside the factory gates. They moved off to a meeting in town when police and Special Branch men with cameras arrived during the morning.

The managing director, Mr. E. Ege, said that it was not true that the men had not been paid for overtime.

The men involved in the dispute had been paid overtime rates and had worked ten hours a day with a knock - off time of 4 p.m. on Fridays.

The plant was also closed on one Saturday in the month to allow time off.

"The entire incident has been caused by agitators," he said.

"On Tuesday I addressed the entire African labour force of 147 and explained to them that the company had worked overtime for the past eight years. Everyone had been paid for this extra work."

Mr. Ege said he had a number of meetings with the workers' liaison committee to explain the position and to ask them to be reasonable but without success.

"The men presented us with an ultimatum. They decided they no longer wanted to do overtime and failed to arrive last Saturday, said Mr. Ege.

"I have always been fair. Workers who could not do an overtime shift for some good reason were excused. On top of that we pay the men 10 percent more than is laid down by the industrial council."

Yesterday the liaison committee claimed that the men were not given the opportunity to remain on at Conac if they did not want to work overtime. A member of the committee said they intended taking their case to the Department of Labour for arbitration.

147

ENGINEERING FIRM DISPUTE PROBED

Mercury 17/10/75 (1) 150 (2) 133 (3) 147 (4) 189

Mercury Reporter

PIETERMARITZBURG — An urgent special meeting of the executive committee of Pietermaritzburg's Chamber of Industries was held here on Wednesday to investigate the situation at Conac Engineering which resulted in 64 of the firm's Black workers being fired.

The meeting was attended by Mr. E. Ege, Conac's managing director, who is a member of the executive committee, and an unnamed invited representative of a Bishopstowe engineering firm "who was also expecting some trouble," according to a spokesman for the chamber.

In a statement, issued yesterday, members of the executive said they had been "disturbed" by Press reports of unrest at Conac and "had investigated the facts of the situation."

Mr. Ege told the meeting the worker representatives of the liaison committee brought up the question last week of overtime working and they expressed the fear that workers believed that they could be dismissed for failing to work overtime.

They suggested the practice of regular overtime should be abandoned.

It has been the regular practice at Conac's to work Saturday mornings and an hour overtime every normal day, according to the statement.

Mr. Ege said that on Tuesday he addressed the men outside the works and explained the company policy on overtime — particularly in relation to the custom of regular overtime working and payment of enhanced rates.

He told the meeting that 64 men had chosen not to continue in employment under these conditions.

F.M. 24/10/75

PAY NEGOTIATIONS

Who said what?

(147)

Government last week provided an interesting example of its idea of industrial conciliation for African workers. The opportunity came with the meeting of the National Industrial Council (IC) for the Motor Industry in Port Elizabeth. The much-vaunted Bantu Labour Relations Regulation Act allows regional Bantu Labour Committees, if they wish, to designate members of works and liaison committees to accompany them to IC meetings.

The Regional Bantu Labour Committee of the Western Cape represented African workers at the IC meeting in a remarkable way: two members of a works committee, representing barely 20 African workers in a tyre retreading company in Cape Town, were told out of the blue by their managers on Monday last week that they had to go to the Labour Department the following day. They were not told why

The following day they met the Chief Inspector of Labour, the Bantu Labour Officer (both Whites) and two African officials.

The first business on the agenda was a promise that they would each receive R5 from Pretoria by cheque for attending the meeting and they had to sign a form for this purpose.

Then they were told of the IC meeting that week in PE. Their task was to make recommendations for all unskilled workers in the Western Cape in the motor industry. Taking the Labour Department at its word, they thereupon recommended to the officials a minimum wage of R25 a week — the basic wage they had negotiated in their own factory. But the officials told them to represent the whole Western Cape and not just their company. However, they stood firm at R25. The officials thereupon proceeded to make a written recommendation of R22 a week for unskilled labour in the Western Cape No mention was made anywhere of the R25 recommended by the only two workers consulted.

- The *FM* read the above report to the Bantu Labour Officer, in Cape Town, who flatly denied that the two works committee members had suggested R25. The workers still maintain, however, they did recommend R25.

ARGUS 28/10/75

(1 ~~134~~) (147)

(2 ~~137~~)

(3 147)

(4 ~~326~~)

(5 ~~328 A~~)

(6 ~~329~~)

The Argus Correspondent

PRETORIA.—The Government has published draft legislation aimed at increasing the collective bargaining power of more than one million Black workers.

The legislation, providing for the establishment of 'industry committees', will enable Black workers to negotiate legally binding agreements with employers on an industry-wide basis.

Although Black trade unions will still not be officially recognised, the industry committees will bear a strong resemblance to registered trade unions in the scope of their activities.

The committees, however, are envisaged to operate mainly on a regional basis, and all members of the committees would be required to be employees in the industry concerned.

Details of the draft Bill, the Bantu Labour Relations Regulation Bill, were issued at a two-hour Press conference in Pretoria yesterday and posted to 200 employer and employee organisations throughout the country for study and comment.

Until December 2

The Secretary for Labour, Mr B. G. Lindeque, announced that these organisations and the public would have until December 2 to submit representations to the department on the contents of the draft bill.

It was the intention of the Minister, Mr Marais Viljoen, that the proposed legislation should be introduced during the next session of Parliament.

Previous to yesterday's Press conference, Mr Viljoen himself announced details of the proposed legislation, which made considerable impact in employer circles when published recently.

Committees

Mr Lindeque said the effect of the legislation could also be to produce a considerable increase in the number of works and liaison committees already established in terms of 1973 amending legislation.

There are already 1 969 liaison committees representing 549 000 Black workers and 279 works committees representing 64 000 Black workers in existence. Industry committees will be drawn from the membership of works and liaison committees.

The Bill when it becomes law will have a threefold effect. It will give Black workers increased influence and say

Blacks to get bigger say

Mercury 28/10/75.

147

PRETORIA.—A draft Bill aimed at giving Black workers a more meaningful say in determining their own wages and service conditions was published by the Department of Labour here yesterday.

The Bill, which proposes the formation of Black industry committees on a regional basis, provides for agreements reached with employers in areas where there is no industrial council to be made legally binding.

The lengthy amendment to the Bantu Labour Relations Regulation Act of 1953 has been posted to more than 200 employer and trade union organisations, regional committees of the Bantu Labour Board and other interested parties.

The Department of Labour has asked for comment and suggestions to be sent to them by December 2, after which a final draft will be drawn up to be introduced during the parliamentary session next year.

"The draft Bill endeavours to give a bigger say to Black workers in determining their conditions of service," the Secretary for Labour, Mr. B. G. Lindeque, told a Press conference here.

"Their voice will be heard right to the top. These people are getting a progressively greater say," Mr. Lindeque said.

The proposed legislation follows a statement by the Minister of Labour, Mr. Marais Viljoen, that the major shortcomings of the present law were that agreements with Black workers did not have the force of law, that there was no provision for regional agreements in an industry, and that the Black man's voice was not always sufficiently heard in negotiations about his service conditions.

The industry committees would be formed from Black members of works and liaison committees — which operates only in a particular company or organisation — and would then speak and negotiate on behalf of Black employees in that industry in that region

Mr. Lindeque described this provision as a prospective new dispensation for Black workers Members would be elected for a three - year term and would have to be representative of employees in that industry — (Sapa.)

(147)

More muscle for African workers

RDM 28/10/75 (1) ~~137~~ (3) 147 (2) ~~135~~ (4) ~~326~~

By PATRICK LAURENCE

AFRICAN workers in industry and commerce will be empowered to negotiate binding wage agreement on behalf of thousands of fellow workers in terms of a draft Bill drawn up by the Department of Labour

Details of the draft Bill —to amend the Bantu Labour Relations Regulation Act—were released in Pretoria yesterday by the Secretary for Labour, Mr B G Lindeque

The Bill would greatly expand the existing system of works and liaison committees.

One of its key provisions provides for the establishment of industry committees in a particular area and for a particular trade Industry committee members will be elected by Africans in existing works and liaison committees

One of the innovations in the idea is that it will enable industry committees to speak for many more workers than do the present works or liaison committees

Unlike work or liaison committees, industry committees will be able to negotiate on behalf of workers in several plants or factories—and, according to Central Bantu Labour Board chairman Mr H W Tindale, their agreements can be given the "force of law in the said industries and area"

But the proposal has two major provisos

● The Minister of Labour must approve a request to establish an industry committee and be satisfied it is representative of the workers concerned

● Industry committees will not be permitted to negotiate agreements in trades and areas where there is an industrial council under the Industrial Conciliation Act

But in those areas and trades the draft Bill provides for compulsory representation of industry committees on industrial councils when matters concerning African workers are debated

Although industry committee delegates will not have the vote, they will be able to participate in deliberations

According to Labour Department officials, between 500 000 and 750 000 African workers do not fall under industrial council agreements — against 500 000 who do

Asked what was the difference between the proposed industry committees and trade unions, Mr Lindeque declined to comment

But it later transpired that all members of industry committees will have to be fulltime workers — in contrast to trade unions which can and do employ fulltime professional trade unionists

The draft Bill will extend the present protection of works and liaison committee members against employer victimisation to industry committee members

Another key feature of the draft Bill is its elimination of clauses restricting membership of the Central Bantu Labour Board to Whites and restriction of the position of Labour Officer under the Act to Whites

FM 31/10/75

147

A race against time

Government's new Labour Bill extends the works and liaison committee system. But many African workers reject the system and are stepping up demands for trade union rights

Black trade unions or works and liaison committees? It's becoming a race against time. As the Department of Labour this week released a Bill to amend the Bantu Labour Relations Regulation Act and extend the committee system, Black workers in Durban again rejected the committees and launched a campaign for the recognition of unions.

The draft Bill has been posted to employer groups registered (but not African) unions, and regional Bantu labour committees inviting them to comment and suggest further changes by December 2. Its main features:

- The chairman and members of the Central Bantu Labour Board (CBLB, a body within the Department charged with looking after the interests of African workers) and Bantu Labour Officers and assistants need no longer be White.
- Instead of having a separate liaison committee in each of his establishments in a particular area, an employer may now set up one liaison committee for all his establishments in that area.
- Liaison committees are now specifically empowered to negotiate with employees about employment conditions. Previously they could only

Financial Mail October 31 1975

Marais Viljoen and Hugh Tindale . . are their plans acceptable to Black workers?

'recommend" Some employers have in the past refused to allow liaison committees to talk about pay, but at a Press conference this week Secretary for Labour Ben Lindeque confirmed that liaison committees are entitled to negotiate wages,

- An establishment may now have both a liaison and a works committee Previously the one excluded the other, but Lindeque says a number of influential employers want both One suggestion is that a works committee (which may consist only of workers) could now communicate its wishes to management via a liaison committee (at least half of whose members must be elected by the workers, the remainder being appointed by management), and
- Most important, the Bill introduces a new kind of committee for Black workers the industry committee and thus extends the committee system from a single establishment to an industry wide basis

Industry committees

This change was foreshadowed by Labour Minister Marais Viljoen a year ago Works and liaison committee members in any trade and area may now ask the Minister for the establishment of an industry committee In a trade and area where there is no industrial council registered for the particular trade, an industry committee may enter into an agreement about wages and other employment conditions with an employer group The agreement may then be declared binding by the Minister on all employees and employers in that trade and area

Where there is an industrial council, industry committees do not have the right to enter into such agreements. Instead, the CBLB will designate committee members to attend meetings of the industrial council and participate (but not vote) in its deliberations

Thus, for example, an industry committee in the commercial distributive trade in Johannesburg could negotiate a wage agreement with the employers, since there is no industrial council But in the steel and engineering industry, where there is an industrial council, an industry committee would not have the right to negotiate separately with the employers but would be able to take part in the council's proceedings

The Bill thus ensures that industry committees will not in any way constitute a threat to the sacred cows of industrial relations in SA, the industrial councils

- The Bill also prohibits employers from stopping workers participation in the committee system, and binds them to give committee members "every reasonable facility" to perform their committee duties

One major defect in the Act, which has been pointed out before but which the Bill — evidently through intention rather than oversight — does not remedy, is the requirement that all committee members must be employees in the industries concerned Just how effective a role will they be able to play? Wage negotiation is a complex business employers will come to the bargaining table armed with facts and figures, but when will industry committee members get the chance to study economic conditions, CoL projections, the cost and profit structure of the industry in question, and the thousand and-one other things they need to know to bargain effectively? The answer is that in practice they won't

They will therefore be dependent on the secretarial and professional assistance of the Department of Labour. Alternatively, they could — as a number of works and liaison committees do — get help from one of the unregistered African trade unions

Lindeque stresses that the Bill is not necessarily the "final answer We cannot be sure what will happen in the future" On one interpretation the Bill is a step in a direction which might one day lead to the recognition of African unions But on another it is an attempt to undermine the growing African union movement through an alternative system

The position of African unions is as anomolous as ever "They are not recognised," confirms Lindeque, "but they are not forbidden either" Government's attitude to them is reminiscent of the US's pretence for so long that the People's Republic of China did not exist

Significantly, while the Labour Department is asking trade unions which cater for White, Coloured and Indian workers for their views on the draft Bill, it is not consulting the two dozen or so African unions

Tremendous success

According to Lindeque, the committee system has been a "tremendous success" There are now 1 969 liaison and 279 works committees in operation, in establishments with a total of 613 000 African workers Hugh Tindale, chairman of the CBLB, pays tribute to the "magnificent part" of some employer organisations in propagating the committee system

There is indeed no doubt that many employers — though certainly not all of them — are taken with the committee system Whether it has the support of any significant number of African workers is much more doubtful

The Labour Department cites a study last year by the University of the Orange Free State as furnishing proof of the value of the committee system Significantly, however, the university's report showed that the initiative for the establishment of liaison committees came from management in nine cases out of 10 and from workers in only one case out of 10 Though the report declared liaison committees satisfactory, it canvassed only management's views, not those of workers

There is thus very little real evidence that the committees have any degree of support among Black workers Indeed, there is considerable evidence to the contrary The *FM* attended a meeting of 150 Black workers, shop stewards, and trade union officials in Durban at the weekend, where a campaign was launched to collect 100 000 signatures in townships and factories on a petition calling for the recognition of Black unions

"We must show very clearly that we do not want works and liaison committees," declared one speaker Said

another "We are here because we are exploited in the land of our forefathers We are hungry and we must engage in purposeful action"

Said a Pinetown worker, summing up the mood of cool determination at the meeting "Our struggle is for our rights as workers We are not fighting the government, we are only fighting for our rights Whites, Coloureds, and Indians fought very bitterly for their trade union rights"

Added a man from Howick "I was once a soldier and I am prepared to fight and even die for this country"

A worker from Pietermaritzburg declared I told my employers quite courageously that I am a member of a trade union Some of the workers started shivering when I said this One day the employer brought a Labour Department official to say that there are no African trade unions in SA But I told him You are a White man I know what I want from a union It is none of your business"

SA's Black unions — despite all the obstacles they have to surmount — now claim a membership of 60 000, against 40 000 a year ago Government and employers are ill advised to ignore this growing movement

The new draft Bill will no doubt strengthen the works and liaison committee system But in the final analysis the test of the system's success is going to be whether it has widespread worker support And that is very much open to doubt

4. Are you satisfied with your present tutor? Yes/no
Comment

5. (a) What in your opinion should the aim of tutorials be

(b) Do you feel these goals were achieved during the year?

1 150
2 197
3 138
4 147

FM 14/11/75

NATAL LABOUR

Communications gap

Industry won something of a Pyrrhic victory this week with the return to work of the majority of Blacks who went on a two-week strike at Natal Cotton & Woollen Mills (NCWM). The mill closed when workers alleged a number of men had been unjustly dismissed, and they demanded the firing of the mill's personnel officer, the source of their complaints, before they would return.

Workers claim that last Friday one of their spokesmen was given a management undertaking that all strikers would be re-employed if they returned to work. Moreover, they claim, those left out in the cold include anyone who was a workers' spokesman, including all but one of 15 African liaison committee members and some National Union of Textile Workers' (Indian) shop stewards.

MD Victor Daitz, on the other hand, denies there was any firm undertaking to re employ all. They had to re-apply. In the event, he says, about 100-120 were not re-engaged because NCWM had been busy hiring new workers during the strike. Those newcomers were now being trained.

He denied victimisation of workers' spokesmen, pointing out that of three shop stewards one had resigned, one had not been taken back, and the third was re employed — and "he was the most vociferous of them all".

RDM 19/11/75

Strike drop a boost for work groups

1. 150
2. 134
3. 147
4. 325
5. 329

Political Correspondent

The Minister of Labour, Mr Viljoen, has disclosed a dramatic drop in the number of man-hours lost through strikes by Black workers since the introduction of works and liaison committees two years ago.

He told the Natal Chamber of Industries at a banquet in Durban last night it was "a real waste of time" to bargain on the disappearance of the works committee system.

What would happen instead in the future was that the system would be altered from time to time when the need for changes arose. This was why a draft Bill had just been distributed designed to improve the present system by giving agreements reached between employers and Black workers the force of law among other things.

Mr Viljoen said that in 1973 — the time when works committee legislation was introduced — 1,3-million man-hours had been lost in Black strikes

Last year the number had dropped to 653 000 and up to the end of September this year, only 86 000 man-hours had been lost in this way.

BETTER NOW

"I mention these figures to show to what extent the Act has contributed to remove misunderstandings and false impressions and to establish a basis through which better human relations can be brought about on the labour front," he said.

Regardless of the progress made since the Act was amended, Mr Viljoen said he was eager that more employers should use the committee system, because it could only contribute to a more satisfied labour force and to happier employer-worker relations.

The Minister applauded some employers for their positive attitude. One of the largest organisations, he said, had established a special section to assist its members in the formation of liaison committees.

1. ~~134~~
2 ~~138~~
3 147
4 ~~150~~

APPEAL FOR LABOUR LINK WITH BLACKS

ARGUS 21/11/75

The Argus Correspondent

DURBAN. — Experience had shown that South African workers have failed to avail themselves of the opportunity to establish the committees provided for in the Bantu Labour Relations Act of 1953, according to Mr Marais Viljoen, the Minister of Labour.

Mr Viljoen was speaking on communication between workers and employers at the annual banquet of the Natal Chamber of Industries in Durban.

'As Black employees predominate in your industrial sphere as well as in most sectors of our general economy, it speaks for itself that we should devote special attention to the creation of such effective channels of communication with our Black workers that they can rightly feel that proper attention is being paid to their needs,' he said.

Mr Viljoen mentioned the 1973 Natal strikes and said that at the time — after the 53 Act had been in existence for 20 years — less than 200 workers' committees had existed.

Mr Marais Viljoen

AMENDED

'It was realised at the time that something had to be done . . . the Act was accordingly amended to provide, among other things, for the establishment of proper channels of communication between employers and their Black employees,' he said.

'Provision was then made for the establishment of liaison committees consisting of an equal number of representatives of workers and employers'

Mr Viljoen said: 'In support of this I wish to mention that up to the present no less than 2 273 liaison and works committees have been established since the Act was amended during 1973.'

He pointed out that there had been 246 strikes involving Black workers (a loss of a total of 1 300 000 man-hours) in 1973, whereas this number had dwindled to 189 (653 000 man-hours) in 1974, and 71 (88 000 man-hours) during the first nine months of this year.

Of the 435 strikes which had occurred during 1973 and 1974, only 35 had taken place in establishments in which committees had been established.

Mr Viljoen said that his department had just distributed a Draft Bill 'designed to improve the present system in several ways — the most important being to give agreements reached between employers and their Black workers the force of law.'

'Our special immediate priority as industrialists, he said, 'is to increase the skills and productivity of our labour now so as to be prepared for the next upturn in the economy.

'If we do not, we shall see inflation in South Africa as we have never seen it before.'

EMPLOYMENT HISTORY

7. Please list all jobs held for a period up to

Firm	Place	Type

6. Has the above person(s) helped to solve your

(1) Ye
(2) No
(3) St
(4) Do
(5) No

5. Whom do you take your problems to?

Workers say no to works committees

17/3/76 RDM

By CLIVE EMDON
Labour Correspondent

EIGHTY per cent of the African workers at Heinemann Electric (SA), Elandsfontein near Germiston, have rejected Government backed liaison and works committees saying they want their trade union to represent them.

This is the first time a large majority of workers in one factory have rejected the committee system.

The 480 workers belong to the 1 500-member Transvaal branch of the Metal and Allied Workers Union which has not been recognised by the Heinemann management

The rejection of the company's liaison committee came in the form of a petition to management signed by the 480 workers

"We, the workers of Heinemann Electric, wish to state that we are members of the Metal and Allied Workers Union (Tvl) and that we reject liaison and works committees. We want the union to represent us and not a liaison or works committee."

The petition was handed to the company's managing director, Mr W E. Wilckens, by three union organisers at a meeting on February 20.

The union claims the petition was preceded and followed by numerous attempts by the company to get its African workers to accept a liason committee. The union claims.

- The liason committee became defunct in early February,
- The management tried to hold an election for a panel of new worker representatives; but only 27 out of 606 voted.
- On February 19 factory foremen tried to persuade workers to vote in a new election for a liason committee, and this time all the workers boycotted it, and
- Workers were asked to vote in a new "Heinemann Workers and Management Committee" — a liason committee in any other terms.

Various spokesmen for the Steel and Engineering Industries Federation (SEIFSA) have tried unsuccessfully to persuade workers to adopt a liason committee . . . and so it has gone on.

Yesterday the Heinemann management tried to conduct a new ballot — this time an either, or. Either the "Heinemann Workers and Management Committee" or a works committee. Only three people voted in the ballot.

Heinemann's management has made it clear it has no objections to its workers being members of the union or union men sitting on in company committees. But it will have nothing to do with the union

One of the problems the company seems to be facing is finding a representative group of workers that think its way.

(1) 150
(2) 138
(3) In Relat. - Workers' Org - Works Committees

NATS WILL GIVE WORKS COMMITTEES TEETH

By DICK USHER

SUN. TRIB. 28/3/76

THE GOVERNMENT will go ahead with legislation to give the Works Committee system teeth in spite of opposition from Right and Left.

A Bill which it said last year was designed to improve the present works committee system in several ways.

The plans were attacked by TUCSA as inadequate while the Afrikaanse Handelsinstituut later claimed it would provide a fertile breeding ground for Communism.

Trade unionists have been suggesting the Bill was delayed because the Government was reconsidering but the Secretary for Labour said this week the delay was because the Cabinet reshuffle brought in a new minister.

The Secretary, Mr B. Lindeque, said the Bill is being studied by the minister and will probably be introduced later this session.

Union Conflict

Mr Arthur Grobbelaar, general secretary of TUCSA, condemned the legislation as "inadequate and dangerous."

Strikes threat

GROBBELAAR WARNS ON BILL

"There is no doubt it will create conflict between trade unions and Africans especially on the Industrial Council level," he said.

Labour unrest

"It is also inadequate because it does not provide adequate negotiating machinery for Blacks.

"The Government is wasting time seeking an alternative to trade unions for Africans instead of working out how to bring Blacks into the movement.

"It would be more worthwhile to argue about the nature of trade unionism for Blacks, rather than continue arguing about the introduction of some alternative, inferior legislation," said Mr Grobbelaar.

Figures released by the Public Prosecutor's office in Durban show a rapid increase in strike prosecutions. Labour experts say South Africa could face greater labour unrest than 1973's year of strikes.

Another explosion

With the Black/White wage gap still increasing, transport increases almost certain and inflation still rampant, they warn that the labour situation is ripe for another explosion.

Mr Grobbelaar says the real increases gained after January 1973 have been eaten away by inflation, while statistics show that Black wages have been virtually frozen in recent months.

Dr Gideon Jacobs, UP labour spokesman, warned that Black people are becoming more and more concerned about discrimination.

"Events to the north have made a deep impression on them, and they are always the worst hit by rising costs.

"Transport cost increases often appear as a flashpoint. You can get by with a little less of some things, but you cannot get a little less transport. You have to get to work," he said.

(2) 147 (1) 74

Negotiation and Communication with African Employees through the Committee System

The Programme

National issues

The aims and purposes of the Bantu Labour Relations Regulations Act 48 of 1953 (as amended by Act 70 of 1973).

Putting Works/Liaison Committee into their proper perspective

African attitude barriers to sound Industrial Relations

Guide-lines for establishing Committees

- Education of the African work-force
- Negotiations for a Constitution
- Nominations and elections
- Training of White Management and Supervision
- Training of Committee Members

Organisation for effectiveness

- Period of office
- Organisation for meetings — where, when and how often
- Middle-Management involvement in Industrial Relations
- Committment to a relationship of trust
- Feedback to employees by both Management and Members of the Committee

Date and Time

Wednesday, 14th April, 1976. 8.30 a m. to 5.00 p.m

Venue

Heerengracht Hotel, Cape Town

Fees

IPM Members: R40 per delegate
Non-Members R50 per delegate
(Fees include Teas and Luncheon)

An enrolment form is enclosed for completion Please enrol early. We anticipate a heavy demand for this event and it may be necessary to limit registration so as to ensure effective delegation participation and discussion during the programme.

Enquiries

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Mr G R Oliver
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46 Biccard Street
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Braamfontein, 2017
Telephone 724-6374

NOTE: Enrolment Fees cannot be refunded if cancellation received after 7th April.

(1) 138
(2) 147

Job bars will be eased

John Patten, Political Correspondent

CAPE TOWN — The Minister of Labour, Mr S P Botha, indicated in Cape Town today that he is willing to grant exemption from job reservation measures in cases where they would cause possible disruption in commerce and industry.

But he made it clear that job reservation would continue to be applied "as in the past, with the necessary discrimination"

The Minister was speaking at the meeting of the executive committee of the South African Federated Chamber of Industries, to introduce the chamber's discussions on labour relations

Mr Botha said again the Government would not recognise Black trade unions but he urged in

Government would not recognise Black trade unions, but he urged industrialists to give special attention to ensuring "ready and effective means of dealing with problems concerning Black workers."

He pointed out that 55 percent of workers in the manufacturing industry were Blacks "I cannot over emphasise the necessity for you to take a positive attitude to acquainting yourselves with the problems of Black workers and taking appropriate action to resolve them, where justified," he said

Employers should encourage their supervisory staff where necessary to take courses in African languages.

TAKEN STEPS

He noted also that employers' organisations and private undertakings had taken steps to devise simplified methods of achieving better communication with Black workers

All constructive steps in this direction were to be commended

Dealing with the establishment of works and liaison committees, the Minister said many employers had still not taken positive action to establish committees

"The present bargaining system between employers and workers in South Africa had stood the test of time, in amending existing legislation every thing possible had to be done to avoid errors which might jeopardise this system," he said

(149)

Hansard 16
19/5/76

Bantu works committees/liaison committees/ co-ordinating works committees

(950) Dr A L BORAINE asked the Minister of Labour 1037

How many (a) Bantu works committees, (b) liaison committees and (c) co-ordinating works committees were registered in terms of the Bantu Labour Relations Regulations Act as at 31 December 1975

The MINISTER OF LABOUR

(a) 287

(b) 2 042

(c) 5

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2. PLANNING THE PRESENTATION.

2.1 Constructing your plan:

Two methods for planning your talk:

VERTICAL PLAN and HORIZONTAL PLAN

2.1.1 The Vertical Plan

1) Take a sheet of paper. Think about your subject. Jot down 20 to 30 words associated with it.

2) Working on a 5 minute talk, ring the three words you think are the most important on your list.

3) What do these words say to you? What specifically do you want your audience to think and do at the end of your talk? Now, write the aim of your talk in one short sentence.

4) Write your aim at the top of a clean sheet of paper.

The Body

5) Leave about six lines for the introduction. Write your three main points down leaving a few lines in between each.

6) Go through your list of ideas again. Underline those points that support your three main points.

7) Write two sub points under each main point.

8) At this stage you should refer to books, interview specialists, check figures and statistics, find quotations, apt examples or demonstrations.
Your talk should be an expression of your own ideas on the subject, backed by outside opinion.

Senate Hansard 10

Q cols. 67-68

19/5/76

149

Bantu liaison and works committees

*2 Senator B R BAMFORD asked the Minister of Labour

(1) Whether any difficulties have been experienced in regard to the definition of "establishment" in respect of the constitution of Bantu liaison and works committees, if so, (a) what difficulties and (b) how have they been resolved,

(2) whether any legal opinion has been sought in this regard, if so, what was the purport of the opinion received,

(3) whether the employees of the Cape Peninsula Bantu Affairs Administration Board have indicated that they are in favour of the establishment of a liaison or a works committee,

(4) why has a committee not been constituted for the employees of the Board

†The MINISTER OF POSTS AND TELECOMMUNICATIONS (for the Minister of Labour)

(1) (a) and (b) Yes, but only recently and not in regard to the constitution of liaison or works committees but in regard to the interpretation to be placed on the expression "establishment" in the absence of a definition thereof in the Bantu Labour Relations Regulation Act, 1953 My Department's interpretation of the expression has always been that it relates to the place of employment and not necessarily to the employer. The Act has specifically been designed to facilitate communication and negotiation at factory or plant level—*vide* sections 7 and 7A of the Act.

(2) No

(3) The available information indicates that the employees concerned favour a works committee.

(4) A committee has not been constituted for the employees because they insist on the establishment of one works committee in respect of the employer's whole undertaking instead of separate committees for the different establishments in the undertaking

(1) 320

(2) 147

Questions in the House

No works committee constituted

Cape Times 20/5/76

Political Correspondent

THE SENATE.—A works committee for employees of the Peninsula Bantu Affairs Administration Board has not yet been constituted because agreement has not been reached on the details of the committee.

This emerged yesterday in a reply by the Minister of Labour, Mr S P Botha, to a question put by Senator Brian Bamford

Mr Botha revealed that available information indicated that the employees favoured a works committee.

However, the committee had not been constituted because the employees insisted on the establishment of one committee for the employer's whole undertaking instead of separate committees for different undertakings.

Mr Botha admitted that there had been recent difficulties regarding the interpretation of "establishment" since it was not defined in the Bantu Labour Relations Regulations Act

"My department's interpretation of the expression has always been that it relates to the place of employment and not necessarily to the employer," he added.

(49) DA

Hansard 20
19/6/76

African representatives on industrial 1262
councils

Anc

1055. Mr. G. S. [illegible] asked the Minister of Labour:

[illegible] cen- [illegible] n- tatives of the country [illegible] ap- pointed [illegible] as repre- sentatives [illegible], (a) to which industrial councils and (b) when was this representation commenced in each case.

The MINISTER OF LABOUR:

No. Section 21(5) of the Industrial Conciliation Act, 1956 (Act 23 of 1956) provides that no Bantu shall be employed as a representative of the employees on an industrial council or as an alternate to such a representative.

However, in terms of section [illegible]2) of the Bantu Labour Relations Regulation Act, 1953, the chairman and members of regional Bantu labour committees or members co-opted to such committees in terms of section [illegible](4) of the Act, may be designated by the Central Bantu Labour Board to attend industrial council meetings to represent the Bantu employees in the particular industry.

Since the coming into operation of the Bantu Labour Relations Regulation Amendment Act, 1973 (Act [illegible] of 1973) it has been general practice to designate members or co-opted members of regional committees [illegible] such committees to attend industrial council meetings at which conditions of employment pertaining to Bantu workers were to be considered. [illegible] that the members of regional committees are, in view of the provisions of section 7(2A) of the Act, appointed from among Bantu members of liaison and works committees. Unfortunately no records have been kept of the industrial council meetings which were attended by such designated members as well as the dates on which these meetings were held.

Has the venue for your presentation been decided? If so:

Will you be playing at home or

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(d) Will everyone be able to see? Is there a dais or platform? Is there enough room for the proper positioning of one or more projection screens?

(e) Will everyone be able to hear? Will you need to use a microphone? Is there a public address system already installed? Will there be any distracting noises and can these be silenced during your presentation?

(f) Can the room be darkened easily? Are there sufficient power supplies for any projected visuals or recorded sound?

Visuals

(a) What equipment will you have at your disposal? Will there be an experienced projectionist available?

(b) Are there any suitable visuals or other aids (e.g. films, videotapes, sound tapes, slides, etc.) already available?

(c) What facilities are there for obtaining or making others you may need?

Budget

Has a budget already been prepared? If so, how much money has been allowed for:

10/12/76

The Star (149)

The next best thing to all-race trade union

● In coming years the growing power of black labour could exercise a crucial influence on South African politics. Two areas within the labour field are particularly vital — bargaining powers for black workers and training facilities to produce more skilled workers. The Star's Labour Reporter, SIEGFRIED HANNIG, examines the latest thinking on bargaining powers and the failure of employers to take advantage of the training facilities that are available.

Widespread opposition to black bargaining power through the "committee system" could well be bypassed with the introduction of multiracial committees for all workers

Influential industrialists are investigating this possibility — and some integrated committees for workers of all races are already in existence according to authoritative sources

The move follows the shelving of the proposed amendment to the Bantu Labour Relations Regulation Act which was to have built real bargaining power into the committee system and given it credibility

Trade unionists of all political persuasions foresaw problems particularly regarding the proposed rights of committee representatives to attend industrial council negotiations between employers and trade unions

These objections could be overcome if the committees represented all workers instead of only blacks, it is argued

Advocates of total worker representation in company committees see this as

● The only means of giving the black worker the bargaining power required to resolve industrial conflict in the absence of trade union rights

● A constructive force for racial harmony in the working place which is the prime area of racial contact in a divided South Africa

Power

● A joint problem-solving mechanism based in the company rather than the industry or trade and therefore concentrating on "joint problem solving" rather than conflict between employer and worker interests

● A system which already has a solid foundation in that more than 600 000 black workers were represented by works and liaison committees during the past year

● A system which can be extended to all workers, including the black migrant workers who make up well over half of the black workforce and who can never be organised into trade

lation to integrate it with existing labour legislation, to raise it beyond company level and to give it the power of legally binding agreements on wages and working conditions

Legislation is also necessary to reduce to a minimum the threat of victimisation If worker representatives are afraid to speak up for fear of being regarded as troublemakers, the whole system falls flat, it is argued

The new system would also necessitate ample opportunity for workers to consult each other in private and to formulate demands among themselves This is not provided for in the existing liaison committees which represent workers and employers jointly

The system is riddled with pitfalls Its opponents claim it can never eliminate altogether the worker's natural fear of victimisation which is the prime reason for the existence of independent trade unions

The system is also attacked on the ground that it is essential for worker representatives to have expert guidance which only the trade unions can provide

Fund

How can unsophisticated workers negotiate with the experts whom the employers hire?

Some of these and other questions to which answers may or may not be found will determine the effectiveness of the system

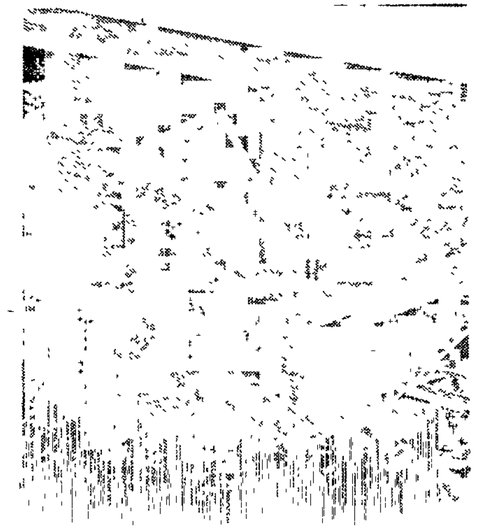
Trade unionists have

faces with trade union rights could be seen as an attempt to undermine trade unionism

However, the trade unions represent less than 30 percent of white coloured and Indian

the membership of the multiracial Trade Union Council of South Africa as well as that of the white Confederation of Labour.

It sufficient support can be mustered in employer [illegible] Africa may



Building themselves a brighter future: two blacks (right) with their trowels are easing the skilled labour shortage at a Johannesburg building site.

Training—A spurned opportunity

Instead of merely clamouring for reforms, employers should take more advantage of the "astonishing incentives" provided for them to improve the black man's earning capacity.

That is the appeal by Mr G J M Coetzee, the Bantu Education director in charge of industrial training.

Repaid

He announced that five more industrial-training centres for black schoolchildren would be started early next year, bringing the total to 13.

"It is an indictment against employers that the eight centres built and equipped by the State for their black training needs do not warrant expansion," he said.

He pointed out that the State reimbursed to employers 98 percent of the basic cost of approved in-service training schemes for blacks

Mr Coetzee paid tribute to employers and employer organisations who had availed themselves of this "astonishing opportunity." While the response was encouraging, it was small in relation to the country's requirements.

"Certainly it does not measure up to the concern recently expressed by leaders of industry and commerce for improvements in black living conditions," he said

About 250 companies so far had introduced training schemes approved by his department — 110 more than last year when 55 591 black workers were trained under approved schemes.

These included courses at the eight public training centres as well as shopfloor courses within specific companies.

Mr Coetzee said hopes were high that more use would be made of public centres with the introduction of levies on employers to raise the running costs He announced that so far the governing councils of four of the eight public centres had applied for such levies.

Cost

He said the five centres to be built for schoolchildren soon would cost an estimated R2-million and were planned for Dobsonville, Kwa Thema, Tembisa, Guguletu and Atteridgeville.

The building cost of the centres — which are constructed to allow room for plenty of expansion in future — is R300 000 each.

Another R100 000 goes into equipment which includes some of the finest machinery available.

Every centre has three classrooms and seven workshops.

Industrial Relations - Workers' Org - Workers' Liaison Ctte (149)

TOESPRAAK DEUR SY EDELE S.P. BOTHA, L.V., MINISTER VAN ARBEID, GELEWER TYDENS 'N BYEENKOMS VAN TRUSTEES VAN DIE NASIONALE ONTWIKKELING- EN BESTUURSTIGTING VAN SUID-AFRIKA IN JOHANNESBURG OP 10 NOVEMBER 1976 OM 10h30

Meneer die Voorsitter en ander aanwesiges. Dit doen my besondere genoeë om vanoggend saam met u hier te verkeer en met u gedagtes te wissel.

Na my meegedeel is, is die sentrale gedagte wat u bespreking vandag ten grondslag lê "Arbeidsverhoudinge en die Swart werker" en dat u in besonder my siening oor daardie onderwerp wil verneem en verlang dat ek u oor die jongste verwikkelinge in daardie verband moet inlig.

Soos u bewus is, word arbeidsverhoudinge vir sover die Swart werker betref deur die Wet op die Reëling van Bantoe-arbeidsverhoudinge gereguleer. 'n Vooruitskouing wat hierdie onderwerp betref moet eerstens gegrond wees op die ervaring en die prestasies wat tot hede behaal is en op die gebreke, indien enige, wat in die praktyk teengekom is en tweedens realisties waarneem wat die ontwikkelingstendense en behoeftes by die arbeidsgemeenskap is.

Good labour relations depend on effective and acceptable means of communication between employers and their employees. This principle was recognised in the Bantu Labour (Settlement of Disputes) Act of 1953 which made provision for Black workers to meet with their employers with a view to discussing matters of mutual interest in the hope that such a procedure would assist in removing causes of friction that could possibly blow up into major disputes leading to strikes or other forms of labour unrest. I am referring to the system of works committees which was provided for in the 1953 Act. Neither the Black workers nor their employers availed themselves of the opportunity to set up works committees with the result that the objectives of the Act were not satisfied to the extent envisaged by the legislator. This lack of interest on the part of employers and their employees was no doubt responsible to some extent for

the labour unrest which occurred in the early part of 1973.

In order to provide more effective communication channels between employers and their Black workers and to ensure the more meaningful participation by Black workers in matters affecting their interests, the Act was amended in substance during 1973. Not only were the functions of works committees expanded but provision was also made for a forum of joint consultation by the introduction of a new form of communication, namely, liaison committees on which both management and Black workers could be represented.

These amendments were introduced mainly on the assumption that employers and their workers would realise that effective communication is basic to the efficiency of any undertaking and that whereas good relations bring good results, conversely, poor relations produce poor results.

A justifiable question which can be raised is this: Does the committee system as presently embodied in the Act really serve a useful purpose and does it fulfil any meaningful function?

As is to be expected in the early stages of a system of joint consultation between Black workers and their employers, it is largely the petty aspects of daily life in the work situation that came up for discussion at committee meetings because it was, and still is in some cases, a new experience for the Black workers to meet around a table to discuss solutions to their problems. I may also add that it was, and still is, a new experience for some employers to do so.

But indications are that this phase is passing and that the committees are increasingly getting to grips with more serious and meaningful matters. At the same time the Black workers, because of experience gained on committees, are beginning to appreciate the importance of various factors common to trade and industry such as the art of higher productivity through the use of more efficient methods; the question of safety and the great loss of time and production due to industrial accidents which can be reduced

by co-operation between workers and management; the creation of good human relations and the raising of morale and various other aspects which are of vital importance to the successful running of a well-disciplined undertaking - that is apart from the very useful role which is being played by committees with a view to solving personnel problems and difficulties.

The introduction of liaison committees met with an immediate response. Proof of this is the fact that the Department of Labour to date has been advised of the establishment of more than 2 300 liaison committees representing 625 723 workers. Together with the 301 works committees they represent jointly nearly 700 000 Black workers which comprise approximately 37,4% of our total Black labour force excluding those employed by the State, Gold and coal mines, private households and agriculture. Conversely it is interesting to note that 29,7% of the White workers and 31,4% of the Coloured and Asiatic work force in the country are members of trade unions. Bearing in mind that officially recognised trade unions have existed in the Republic for many decades, the fact that 37,4% of our Black employees who are subject to the Act are represented by committees after only three years of the effective operation of the committee system, constitutes a remarkable achievement.

I have presented you with some background information in order to show that definite and positive results have been obtained. But this does not mean that the system we are employing at the moment is the final answer and that it cannot be improved. With this in mind I am taking a critical look at the particular legislation. With a view not to disrupting the firm basis which has been laid or destroying the positive results which have been achieved, great care has to be exercised to ensure that whatever is ultimately written into the Act will not detract from or jeopardise the established system. Anything that is done must strengthen and improve present machinery in a manner which will ensure sustained labour peace.

As possible amendments to the Act are still under discussion I regret that I am unable at this stage to furnish you with any definite information in this regard.

I may just add that one should be careful not to do anything too hastily just for the sake of change. The existing measures must be given fair opportunity to prove their effectiveness or otherwise, and care must be exercised to avoid ill-considered action at this stage because of harmful effects on our interracial relations.

However, I am considering amendments to the Act, within the framework of Government policy, in the interests of improved relationships between employers and their Black workers.

Daar het die jongste tyd weer stemme uit verskeie oorde opgegaan wat die erkenning van Bantoevakbonde en die herroeping van die werkreservering maatreëls bepleit. Wat dit aanbetref wil ek my volmondig aansluit by die Agbare Eerste Minister se onlangse verklaring dat die Regering nie van voorneme is om die arbeidsbeleid drasties of sonder behoorlike oorleg te wysig nie. Eerder moet gesoek word na sinvolle aanpassing by ontwikkelende behoeftes.

Die Regering het nog altyd 'n ope oor gehad vir konstruktiewe voorstelle, maar waar daar geagiteer word vir die erkenning van Swart vakbonde wil ek nou onomwonde verklaar dat daar nie van die bestaande beleid wat die nie-erkenning van sodanige vakbonde betref, afgewyk sal word nie. Ons moet eerder 'n bevredigende stelsel vir ons eie Suid-Afrikaanse omstandighede soek waardeur werkgewer en werknemer met begrip van mekaar se behoeftes kan onderhandel. Die praktyk het in die jongste tyd bewys dat ons 'n sisteem het wat suksesvol ontwikkel kan word. Dat dit so is word benadruk deur die feit dat al meer Blanke en Gekleurde werkers, wat oor vakbondregte beskik, by werkgewers daarop aandring om ook aan die skakelkomiteestelsel deel te hê. Selfs hierdie mense begin die waarde insien

om as gelykes met bestuur te beraadslaag oor aangeleenthede van onderlinge belang. Dit is nie moeilik te begryp nie aangesien die stelsel 'n baie meer intieme en direkte skakeling tussen 'n werkgewer en sy werknemers daarstel.

Wat werkreservering betref moet eerstens onderskei word tussen statutêre werkreservering soos deur my Departement toegepas en tradisionele werkreservering waaroor my Departement geen beheer het nie. Sover dit statutêre werkreservering betref moet daarop gewys word dat slegs, nognet 2,3% van die land se ekonomies bedrywige werkerskorps potensieel daardeur geraak word. Statutêre werkreservering kan derhalwe nie enige noemenswaardige invloed op die beroepsmobiliteit van Swart werkers uitoefen nie. Waar werk egter vir Blankes of Gekleurdes gereserveer is en daardie persone nie in voldoende getalle beskikbaar is nie, word vrystelling ten opsigte van die indiensneming van Swart werkers geredelik verleen. Afskaffing van werkreservering is as arbeidsbeleid en veral vir die Blanke onaanvaarbaar en sal tot ernstige arbeidsonrus lei. Daar is ook by herhaling verklaar dat werkreservering nie onbuigsaam moet wees of tot ontwrigting moet lei nie maar dat dit by omstandighede aanpasbaar moet wees. Die Departement hou voortdurend die situasie dop en waar dit blyk dat persone van die ras vir wie werk gereserveer is, nie meer in voldoende getalle beskikbaar is nie, aarsel hy nie om vrystelling te verleen of om by sy Minister aan te beveel dat verdere ondersoeke deur die Nywerheidshof na die betrokke bedryf onderneem word nie. Wat tradisionele werkreservering betref het die Regering by meer as een geleentheid die versekering aan die Blankes gegee dat daar nie van hulle verwag sal word om tradisionele werkkringe aan anderrassiges prys te gee indien sodanige prysgawe hul eie belange nadelig sou raak nie. Desnieteenstaande word meer en meer werkverrigtings aan Swartes prysgegee. Dit bewys my stelling asook die buigsaamheid van Regeringsbeleid in die betrokke verband.

Dit sal na my mening onverstandig wees om halsoorkop 'n ommekeer in die amptelike arbeidsbeleid, of die gevestigde arbeidspatroon, aangebring moet word.

So 'n optrede kan slegs tot grootskaalse arbeidsonrus aanleiding gee wat in niemand se belang is nie.

Ten slotte wil ek graag op u organisasie 'n beroep doen om, wanneer u in die openbaar uitlatings maak wat met amptelike beleid verband hou, nie verwagtinge by werkers te skep wat uit die aard van die saak en vanweë die toepassing van sodanige beleid nie nagekom kan word nie. Sodanige toedrag van sake kan slegs frustrasie in die hand werk, wat in sy uiterste vorm moontlik tot arbeidsonrus aanleiding kan gee.

L.W.

Vir vrystelling om 17h00 op Woensdag, 10 November 1976

UITGEREIK DEUR DIE DEPARTEMENT VAN INLIGTING OP VERSOEK VAN DIE MINISTERIE VAN ARBEID

PRETORIA 10 NOVEMBER 1976

The sharp cultural differences in South Africa's multi-racial work force make the task of forging good labour relations extremely difficult. It is not possible to overcome these difficulties in a few short years. This is a long term task. But, in the words of Reginald Hanafey, head of the Bantu Labour Unit of the Steel and Engineering Industries Federation of South Africa, "Management must take stock of the position in order to identify what can be done in the short and medium terms and start immediate training in the areas that demand special attention, such as joint consultation and communication. Supervisory management in particular must be given training in these areas."

Labour Relations

147

-the responsibility of Management

Hanafey recently told the South African Institute of Supervisory Management that the supervisor plays a critical role because, "he is the interface between top management and the work force For this reason, it is important to view the supervisor's role from two angles — as the higher levels of management see it and as his working group sees it

"The supervisor has the responsibility of carrying out senior management's policies, procedures and directives He has to get things done through the employees in his charge At the same time, his subordinates see him as the part of the management team that really counts Their productivity, efficiency and attitude to the organisation depends on his own competence as a manager In order to achieve this competence, it is **not enough** for him to have basic job knowledge and qualifications, and an understanding of the tasks assigned him and the objectives of his own department "

According to Hanafey, a supervisor should **also know** how his company is structured, what its overall policies and procedures are, the functions of other departments, what communication systems are in operation, the provisions of basic industrial legislation applicable in his field of operation and the contribution which his own department makes to the organisation as a whole He must understand his own place in the organisation structure and the position he occupies in the chain of command, what responsibilities and authority he has and to whom he is accountable A good supervisor will have the qualities of leadership inherent in achieving company objectives on the one hand and building a team and developing individuals on the other Good human relations, as a means of getting things done through people, play a vital role in his job

In the last thirty years, industry and commerce have been hard pressed to meet the demands for trained manpower in the skilled and semi-skilled categories and the Black man has begun to emerge as a candidate for higher categories of work This has brought about a closer relationship between more and more Blacks and shopfloor management "But," says Hanafey, "it is doubtful whether this area of management has been able to match its growing responsibilities in the field of industrial relations with a corresponding increase in its knowledge and understanding of the Black worker

"Not only are there cultural differences between the races, but the Black society itself cannot be classified as one homogeneous cultural group Within their ranks strong tribal affiliations still remain Add to this the language barrier in all its complexity, and the laws controlling the movement and employment of Black workers, and the need to establish good industrial relations becomes even more critical "

Joint consultation

Communication is a key factor in industrial relations Joint consultation between management and worker representatives aims to bring about mutual understanding and satisfaction in respect of management's policies and directives and their impact on employees Through trade union membership, White, Coloured and Asian workers have an established platform for consultation and negotiation with employer interests on a national or regional basis in industries operating under the industrial council system Alternative provisions have been made for consultation between Black workers and employers through the Bantu Labour Relations Regulation Amendment Act No 70 of 1973 and its proposed amendments

The **whole** of the management team needs a greater knowledge and appreciation of this and other legislation concerning the Black worker — both within the company and outside Particular attention should be paid to the legislation which controls the Black man's movements, residence, employment and social benefits Employers' organisations can give considerable information on this and government departments and agencies can also be of assistance

Once the necessary information has been passed on to supervisory and other levels of management, it is management's responsibility to keep abreast of legislative change and update the rest of its management team This will ensure

that the supervisor is able to fulfil his role effectively

The Bantu Labour Relations Regulation Amendment Act is, of course, a key factor in the field of management and Black employee relations But, says Hanafey, "The Act will not do the job for you Management should, on its own initiative, gear itself to the requirements of the Act and organise and train its people accordingly "

Provision has been made in the Act for joint consultation between Black workers and employers through the operation of liaison and works committees Liaison committees are established jointly by an employer and his Black employees, while a works committee may be established solely on the initiative of the Black employees and can meet without the participation of any employer interests

Matters discussed by the committees generally affect the needs of the work force as a whole on the one hand and the requirements of management on the other.

Perhaps the most vital factors in ensuring that the committee system works properly are

- proper establishment of committees
- training of management, workers and, in particular, committee members in industrial relations and the part that the committee system can play in promoting good management/employee relations

"It is top management's responsibility to ensure that these factors receive close attention on an ongoing basis," says Hanafey

Where the committee system is not used effectively, relations between employer and employee will deteriorate The quality of work will drop and there will be low productivity In addition, discipline will be poor, there will be low morale, increased absenteeism, poor time-keeping, high labour turnover and less loyalty If this happens, the liaison committee's purpose and function will be discredited along with management's integrity and there will be little chance of re-establishing it along the right lines Workers will then opt for the establishment of their own works committee and the opportunity for harmonious and democratic dialogue at plant level will be lost (See box for case studies of problems arising from the ineffective use of the committee system)

The liaison committee is a good platform for employee/employer dialogue provided that its establishment has common acclaim, its constitution is objective, its members are trained to play their role effectively and the spoken word is clearly understood by all who attend meetings However, according to Hanafey, "Many committees preoccupy themselves with matters of a trivial nature, mainly because of an inappropriate constitution, the lack of training of both management and workers and the language problem There is a great need for the Black man's language to be used at meetings and this calls for an **effective** interpreter There have been many cases of labour unrest when, after analysis, it was found that, although management dutifully communicated certain facts to its Black workers through an interpreter, they understood something quite different from what management had intended to convey "

In order to bring about a greater understanding of matters discussed among Black committee members, they must receive instruction in company structure, business acumen, industrial legislation as it affects the Black worker, committee procedure and the different roles of line and committee communication

Hanafey reports that, "In companies who have embarked upon such training, the results are most gratifying It is noticable that, in cases where requests cannot be met, the situation has been acceptable because the parties have been able to appreciate the logic of the decision It's the old story — keep people in the dark and your motives and actions will not gain the acceptance they may deserve The goal should be the attainment of mutual confidence and this can only be achieved through an enlightened approach."

Line communication

Line communication is intended to flow up and down the chain of command for the purpose of getting the job done in a disciplined and predictable way on a day-to-day basis It depends for its effectiveness on sound structuring of the organisation and clear cut policy and procedure statements

No matter how good the network of communication appears to be on the surface, many weak points will be highlighted through a faulty organisational structure that results in an illogical chain of command or through lack of understanding by the work force of the procedure and purpose of line communication Ineffective shopfloor management is responsible for many problems because of the language barrier, poor literacy, lack of understanding of cultural differences or faulty human relations

Hanafey stresses, "There are many pitfalls to good line communication The way to avoid these is by good management selection and training So often the supervisor is promoted merely because he is a good operator and without any regard to his eligibility for management or his preparation for it A 'rule of thumb' approach and the consequent inefficiencies and confrontations that will follow is to be expected from those who are placed in this position Senior management needs to remind itself constantly of the duty it has of developing its supervisory management effectively instead of throwing it into the 'deep end' on a sink-or-swim basis "

Training

Training in industrial relations must start at the induction stage In Hanafey's words, "Management must ensure that the content of induction training programmes includes those aspects of industrial relations which are relevant to the responsibilities of different job levels

"In the case of supervisory management, a sound knowledge of applicable industrial legislation is a prerequisite The supervisor must also have an understanding of the cultural differences of the various race groups in addition to the necessary job knowledge, company knowledge and leadership ability "

The supervisor usually finds little difficulty in identifying problem areas concerned with physical production These factors are tangible and observable, and he focuses most of his attention on this area of responsibility The intangibles which include human relations, worker motivation and development, generally receive far less attention Hanafey says, "This condition persists to a certain degree even in the case of well-selected and trained supervisors, particularly in respect of the management of Black workers, owing to the lack of emphasis placed on industrial relations in many training programmes.

"Good industrial relations must be practised on the job — not only in the committee room When a consultative committee is preoccupied with petty complaints from the shopfloor, it is a sure sign that industrial relations on the job are poor If this pattern continues, it is also a sign that management is ineffective in taking corrective action "

Induction training programmes for the new Black employee should not merely include such basic necessities as telling him what the pay arrangements are and how the canteen facilities apply They should also include

- total in-company orientation in respect of organisation and communication systems, rules and regulations, fringe benefit schemes
- orientation of the worker in the business environment
- orientation of the worker in the social environment, particularly in respect of Black migrant workers while they are temporary residents in the urban areas
- giving workers a basic understanding of legislative procedures applicable to them
- instruction in cultural awareness in respect of all race groups

"Without proper induction and orientation, the workers will often misinterpret the motives of management and conflict will result There is no substitute for controlled, disciplined and objective training if good employee/employer relations are to be generated," states Hanafey

The induction training of the other race groups should be structured along similar lines In the case of induction train-

Committee Case Studies

Employee unrest often results from deteriorating industrial relations caused by a 'blocked' committee system
According to Seifsa's Reginald Hanafey, the reasons for failure fall into two main areas bad communication and poor human relations.

Case 1

Liaison committee meetings had become routine and mundane The level of participation of elected Black representatives was very low A request was made for consultation — to identify in what way the function of the committee could be improved Some of the Black members made the following statement

"A certain manager is always in the chair at our meetings He is not a particularly senior manager but he chairs the meetings in a bureaucratic way by stifling discussion and ruling certain suggestions and complaints as out of order As a result, matters we are asked to raise by the work force are not even discussed and the workers are losing confidence in us We are being accused by our colleagues of being a bunch of company stooges "

It is evident that a high degree of frustration existed among the Blacks concerned As senior management had stood aloof from the business of the committee, the Blacks regarded the system merely as a mechanism for neutralising their representations Senior management could have avoided the situation if a chairman with the right image, seniority and capabilities had been appointed in the first place and the committee system had been backed by the effective training of all concerned

Some weakness in the company's line communication was also exposed because certain matters which were being blocked at committee level, on the grounds that they should be dealt with by the line supervisors concerned, were not receiving attention in this quarter either

Correcting the problems involved restructuring the company's communication and industrial relations training programmes

Case 2

In assessing the reasons why elected members of a certain liaison committee 'seemed to have lost interest', even though they were encouraged at meetings to raise matters for discussion and also to ask for special meetings to be called, the following statement was made by Black members

"We are often accused by our supervisors of wasting production time by attending meetings which in their opinion serve no good purpose We are branded as trouble-makers if we persist in our efforts to represent matters on behalf of our people and victimisation often results "

Legislation provides for the protection of committee members against victimisation But if members are victimised, this can be disguised and is sometimes not easy to prove Consequently, Blacks feel that it is not worth pressing for recognition These circumstances have, on occasion, been responsible for illegal strike action

Supervisory management must see the committee system as a necessary contribution to the preservation of good industrial relations on the shopfloor and thus as a help to the company's operations and not a hindrance Proper training and development of the supervisor in the field of industrial relations would ensure his co-operation

Top management has the continuing responsibility of ensuring that its managers, supervisors and employees all understand the communication function, and in particular, the purpose and function of committees

Case 3

The following statement was made by an elected member of a lisison committee

"Although the conditions of service for Black workers in my company are good, the chairman of our committee discourages discussion on our living conditions in the town ships and the poor bus and other services New migrant workers particularly are disillusioned as these inadequacies and difficulties are not mentioned at the time of their recruitment Although we have tried to make the point, the chairman fails to understand that these matters vitally affect the company's work situation and result in poor time keeping, absenteeism and low productivity "

After further discussion, it was found that the complaint was mainly in respect of abnormal working hours such as overtime and shift work The transport system was inadequate and Blacks feared for their safety in making their way to the hostel which was located more than a mile from the bus terminus Their only recourse was to hire taxis at very high after-hour tariffs

The supervisor is frequently more aware of these problems than senior management and he should make every effort to help resolve them by seeing that they receive attention in the right quarter He should refer the matter to the personnel officer or manager concerned and keep track of what action is being taken At the same time he must keep the Black supervisor in the picture In these circumstances, the matter need not have been referred to the liaison committee but, if it were, the supervisor's interest and efforts would have been recorded

Case 4

Another typical statement heard from an elected liaison committee member

"As elected members on the committee we do not have an effective means of reporting back to those we represent We are not allowed to do this during working hours To do it effectively outside the company, or outside working hours, is impractical Feedback to and from the work force is consequently not good and the committee's image, and the part we play, suffers "

This is a very real problem Most companies who have recognised it, arrange for regular meetings between the elected committee members, senior Black supervisors, the White supervisor and a few nominees from the workers for each department, on specified days during working hours Communication then flows both ways If there is nothing to report or discuss, the meeting adjourns immediately One advantage of this system of joint consultation is that it makes line supervisors a part of the liaison function At the same time, it gives them the opportunity to filter out matters which fall strictly within the scope of line authority Where this happens, care must be taken to record the matter that has been raised and give it the necessary attention This process of consultation serves to strengthen the communication system in an organisation by directing questions, requests and complaints through the correct channel, and more important, it enhances management's image

ing for the more senior levels of personnel, the programme should be in a great deal more depth

Post induction training should re-emphasise appropriate aspects of industrial and human relations which were outlined at the induction stage Changes in operating conditions should also be communicated at this stage

Black supervisors

A great deal can be achieved by supervisors in promoting good relations among their Black work force, even without specialist training, by working effectively through **Black supervisors** who have leadership and supervisory ability According to Hanafey, many Blacks occupying these positions in the manufacturing industry lack these qualities by virtue of faulty promotion from the ranks In many instances of labour unrest when their authority is put to the test they are found wanting," he says "They are often viewed by their subordinates as the puppets of White management who have been put there merely as an unnecessary extension of the communication function Whenever there is something important to say or someone has to be reprimanded or sacked, the White supervisors deal with the situation themselves

"The answer to a great many of our problems in the field of industrial relations lies in the effective use of the Black supervisor Consider the advantages of the effective management of Blacks by **properly selected and trained** Black supervisors The problems of language and culture appreciation would be minimised The Black supervisor would be identified as an essential member of the company's management team and this would present an image of integrated management/employee interests – surely a sound basis for good relations

"I appeal to all White supervisors to make better use of Black supervisors Delegate more responsibility to them, and, where good supervisory ability is confirmed, raise their level of authority accordingly Encourage regular consultation with them by arranging regular meetings rather than relying on spasmodic contact only when problems arise Brief your Black supervisors accurately when you have something important to communicate and take care that your brief is clearly understood Monitor the resulting action to assess the effectiveness of the communication process Don't directly countermand the instructions they have given the work force, except of course in a real emergency Get the Black supervisors to countermand their own instructions Steer questions, requests and complaints from the workers through their own supervisors and see to it that the replies are channelled back through them Encourage Black supervisors to get into the habit of communicating instructions to their whole team whenever possible and not to a chosen few, thereafter relying on the efficiency of the 'grapevine'

"These points offer a remedy that you, the manager, have the **power** to apply provided that you have the **will** and the **conviction** to do so The time for action is **now!**"

According to Hanafey, top management has the responsibility and the power to expose pitfalls in the field of industrial relations and to provide sound company organisation, administration and control He says, "It requires commitment to ensure that good industrial relations within the organisation is promoted and maintained The process of good management in the training, development and motivation of the employees is, of course, costly But how much greater is the cost of low productivity, labour turnover, absenteeism and lost time through labour unrest which could result from poor industrial relations?

"Companies invest a great deal of money in the physical maintenance of plant and equipment Why not invest an equal amount in the maintenance of the work force to ensure the efficiency of its labour input?

"If management demonstrates the ability to maintain objective and meaningful dialogue with its workers, it can have confidence in the fact that a broad base has been established for maintaining good industrial relations This, in itself, is a worthwhile investment for the future " □

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Die komiteestelsel

Is dit ń toereikende bedingingsinstrument?

Dié vraag vereis 'n omskrywing van kollektiewe bedinging en 'n beskrywing van die bedingingsproses. Die doel van kollektiewe bedinging is om 'n wedersyds aanvaarbare ooreenkoms of stel reels tussen die twee partye – in hierdie geval bestuur en arbeid – te breik. Die meganisme van verteenwoordiging moet aangewend word om die proses van be bereiking van die ooreenkoms te vergemaklik – nie alle bestuurders of werkers kan daaraan deelneem nie. Omdat die twee partye verteenwoordig word moet daar oorweging geskenk word aan die kwessie van hoe verteenwoordigend die beamptes is en watter meganisme van verantwoording daar bestaan.

Die sosioloog, Robert Dubin, redeneer dat kollektiewe bedinging die grootste sosiale uitvindsel is, aangesien sosiale wanorde in arbeid/bestuursverhoudings voorkom en omdat dit sosiale verandering sistematiseer Die bestuur het kontinuiteit met sy verlede nodig, beheer oor sowel die rigting as die mate van verandering in die hede en ook die uitskakeling van onsekerheid in die toekoms, d w s hy moet met betreklike sekerheid voorspellings kan maak Kollektiewe bedinging vergemaklik die bereiking van hierdie doelwitte

Deur kollektiewe bedinging word industriele botsing geinstitusionaliseer, d w s daar word op selfbeperkende grense ooreengekom om ondermynende wanorde te voorkom, en mag word op berade, eerder as op arbitrêre wyse, uitgeoefen

Bowendien word stabiliteit vir 'n sekere tydperk verseker totdat die moontlikheid van toelaatbare wanorde (gedurende die tydperk wanneer daar oor 'n nuwe ooreenkoms onderhandel word) weer gemanifesteer kan word

Kollektiewe bedingingsproses

Wat is die herkenbare stadiums in die proses van die bereiking van 'n wedersydse ooreenkoms om voorsiening te maak vir die feit dat die partye deur beamptes verteenwoordig word en om te verseker dat hulle teenoor hulle onderskeie partye verantwoordelik is?

Die werkerparty neem die inisiatief Deur 'n mandaat wat van die lede verkry is, is die verkose uitvoerende komitee in staat om bepaalde eise te formuleer om loonsverhogings, verbeterde werktoestande en prosedures om verhoudings te reguleer

Die werkgewersvereniging moet ook sy lede raadpleeg om vas te stel wat hulle reaksie op hierdie eise is Alles is nou gereed vir die twee partye om mekaar te ontmoet en met die werklike onderhandelinge te begin Die proses van die omlyning van die noodsaaklike prioriteite in die eise en teenvoorstelle, asook die identifisering van die gebiede waar toegegee kan word, vind agter geslote deure plaas

Die proses van onderhandeling tussen verteenwoordigers van die twee partye kan maande duur Teen hierdie tyd sou verteenwoordigers die gebiede waar ooreenkoms moontlik is, bepaal het, en 'n kompromis word getref Maar die verteenwoordigers kan nie hulle partye verbind nie Daarom moet die volgende stadium aangevoor word

Die verteenwoordigers van albei partye doen verslag aan hulle lede, verduidelik die aard van die kompromis en vra dat hulle dit moet aanvaar Dit is 'n uiters belangrike stadium van die hele proses Dit is die tydstip wanneer die potensiele wanorde van bestuurs/arbeidsverhoudings vir 'n bepaalde tydperk geinstitusionaliseer kan word 'Interne' bedinging vind binne die organisasie plaas

Kleiner of groter wysigings van die voorgestelde ooreenkoms, na gelang van die reaksie van die onderskeie partye se lede, word weer na die onderhandelingspanne terugverwys en hulle sal weer probeer om agter geslote deure ooreenkoms te bereik

Die ooreenkoms, wat die goedkeuring en derhalwe die verbintenis van albei partye het, kan dan deur die verteenwoordigers onderteken word Stabiliteit is verseker en die gedragsnorme wat uit hierdie gesamentlike regulasie voortvloei, word opgestel 'n Ooreenkoms dek gewoonlik twee soorte norme daardie norme wat die prosedure vir die handhawing van die ooreenkoms en vir die skikking van geskille beheer en, tweedens, die norme wat bepaal wat die loon vir die verskillende kategoriee moet wees, asook die algemene diensvoorwaardes en welsynsvoordele wat van toepassing is

Kenmerke van bedinging

Diegene wat al aan die kollektiewe bedingingsproses deelgeneem het, sal die stadium onthou wanneer die nodigheid vir 'skikking' 'n belangrike oorweging word As die tyd kort word, word kompromisse gemaak en 'n 'moontlikheid'-heelplan voorgestel Die heelplan wat aanvaar word weerspieel die 'gee en neem' van onderhandeling Die werkers is bereid om 'n kleiner verhoging te aanvaar as wat hulle geeis het, mits die bestuur tot een of ander verbeterde voordeel of diensvoorwaarde instem Die kompromisstadium gooi die soeklig op sekere kenmerke van kollektiewe bedinging

- botsende belange tussen die partye Dit is onrealisties om te ontken dat arbeid en bestuur verskillende doelwitte het wedersydse afhanklikheid en 'n begeerte om 'n oplossing te vind – nog die werkers se verteenwoordigers kan 'n alternatief vir mekaar se behoeftes vind Die werkgewer kan nie 'n paar duisend werkers vervang nie – die werkers se verteenwoordigers kan nie ander werk vir 'n paar duisend lede kry nie In elk geval het hulle nie 'n mandaat om dit te doen nie Die meerderheid van die lede wil vir hulle werkgewer bly werk
- die korttermyn-aard van die ooreenkoms Sekere verwagtings is nie bewaarheid nie en bly voortbestaan as mikpunte wat weer tydens toekomstige onderhandeling ter sprake sal kom En tog is dit presies hierdie kenmerk wat stabiliteit en orde verseker vir die betrokke tydperk (sê 2 jaar) en ook verseker dat die lede van albei partye die voorwaardes sal nakom, mits hulle voel dat die bedinging regverdig was
- erkenning van die mag van die onderskeie partye Skikking is verkieslik bo nywerheidswanorde

Vereistes van bedinging

Weliswaar lê die ooreenkoms beperkings op die bestuur se vryheid van handeling. Sekere veronderstelde prerogatiewe word ingekort en die invloed van die werkers op beslissings

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Die betrokke omsendbrief stel dit duidelik dat hierdie gapings nie dadelik gesluit kan word nie Die vakbond wil geleidelike verbetering teweegbring

Dit is hierdie begrip van geleidelikheid en die kompromis wat nodig is om dit binne die perke van ekonomiese moontlikheid te hou, wat dit noodsaaklik maak dat bedinging met die meegaande voorvereiste van kollektiewe aanvaarding, geinstitusionaliseer moet word Dit is iets wat die komiteestruktuur nie kan doen nie — dit kan nie die groeiende verwagtinge van groot loonsverhogings en verbeterde werkvoorwaardes, asook welsynvoordele, aan bande lê nie

Funksie van die komiteestruktuur

Miskien vanwee die druk van die groeiende verwagtings, word daar al hoe meer in bestuurskringe gepraat van die begrip van die gemeenskaplike doelwit van arbeid en bestuur Òf die botsende belange van arbeid en bestuur word erken, òf daar word aangevoer dat hulle met progressiewe bestuursbeleid nie hoef te bestaan nie As die botsing erken word en kollektiewe ooreenkomste aangegaan word, hoe kan die gemeenskaplike doelwit deur albei partye aanvaar word en by hulle gesamentlike programme ingesluit word?

Die kollektiewe ooreenkoms wat die hele nywerheid dek kan 'n goeie oplossing verskaf vir die probleem van hoe om die rykdom wat geproduseer word, te versprei ooreenkomstig die siening van die verskillende partye, en veral van die vakbondparty Maar dit is nie 'n oplossing vir die vraagstuk van goeie nywerheidsverhoudingsgebruike en produktiwiteitsverbetering wat nodig is om die verhoogde lone en beter werkvoorwaardes moontlik te maak nie Dit is waar die komiteestruktuur, mits daar aanvaar word dat dit nie (hoofsaaklik) 'n onderhandelingsliggaam is nie, kan help, en 'n taak het

Deur die komiteestruktuur kan die werkers se deelname verkry word Kollektiewe ooreenkomste kan vereis dat die produktiwiteit verhoog moet word, maar kan nie bepaal in watter mate dit moet geskied nie Deur gesindhede te verbeter, kan die komiteestruktuur 'n klimaat skep wat beter verhoudings by die werk teweeg sal bring — en dus ook produktiwiteit sal verhoog

Die komiteestelsel begin werk nadat die ooreenkoms onderteken is Hoewel hy binne die perke van die ooreenkoms moet werk, verleen die komitee betekenis aan die inhoud daarvan Die komitee werk in die verband van werkplaasverhoudinge en tradisies wat opgebou is, en kan 'n gesamentlike oplossing vir bepaalde en interne probleme vind Om dit doeltreffend te doen, is dit nodig dat die bestuur en die werkersverteenwoordigers moet weet dat die toedelende aspek van die bedinging — vir 'n tydperk, altans — afgehandel is, en dat die afrondingsaspek van die bestuurs/werkersverhouding nou aangepak kan word Dit is nie te sê dat die komitee, as 'n ontmoetingsterrein tussen arbeid en die bestuur, nie kan onderhandel nie, maar dit moet eerder 'n neweproduk as sy enigste taak wees

So kan die ooreenkoms vir 'n stukwerkstelsel voorsiening maak, maar nie die besonderhede daarvan bepaal nie Die komitee kan die stukwerkstelsel aan die werk sit, met aanvaarbare perke en prosedures

'n Ander voorbeeld is die instelling van wedersyds aanvaarbare griewe- en tugprosedures Die kollektiewe ooreenkoms sal van die behoefte aan sulke prosedures melding maak en sekere riglyne verskaf Dit is die komiteestelsel wat dit binne die bepaalde arbeidsklimaat van 'n bepaalde maatskappy in die werk stel Op hierdie manier aanvaar die werkers die nodigheid vir dissipline sonder veel weerstand, en die bestuur beskou nie die hantering van griewe as 'n bedreiging nie

Hoewel produktiwiteitsverbetering hoofsaaklik 'n bestuurstaak is, vereis dit gewilligheid van die kant van die arbeiders Die komiteestelsel, as 'n tasbare middel om bestuursbesluite te beinvloed, kan die nodige samewerking verkry Die aspekte waarmee dit kan help, wissel van die vasstelling

van die onderliggende redes, en oplossing vir, hoe afwesigheidsyfers en arbeidsomset, tot werker/voormanverhoudings, tot instemming oor die omskrywing van nuwe werkkategoriee en billike tariewe wat nie deur die ooreenkoms gedek word nie, tot die verkryging van die aanvaarding van oortydwerk, tot die verandering van werkure om 'n bepaalde fabriek te pas, en ander aangeleenthede soos vervoerprobleme, beskermingsklere, veiligheidsvoorsorgmaatreels, asook welsynsvoordele en die administrasie daarvan

Struktureel is die komitee 'n orgaan van die maatskappy wat die belange van die hele arbeidsmag moet verteenwoordig Dit is waarom alle werkers die geleentheid moet hê om aan die verkiesing van verteenwoordigers deel te neem en daar geen lidmaatskapsklousule in die komitee se grondwet moet wees nie Komiteebesluite moet die behoefte en belange van die arbeidsmag weerspieel, maar in terme van die welsyn van die maatskappy Die indruk moet nie geskep word dat die komitee met die vakbond meeding nie Daarom moet die vakbond kandidate vir komiteeverkiesings kan benoem Die bestuur se samewerking in hierdie opsig sal verseker dat diè twee verteenwoordigende liggame mekaar komplimenteer

Die oorgangstydperk

Nywerheidsverhoudings in Suid-Afrika is besig om deur 'n oorgangstydperk te gaan Variasies kan voorkom waar komiteeverteenwoordigers gevra word om te beding Maar die proses sal nie geinstitusionaliseer word om vrede vir 'n bepaalde tydperk te verseker nie Dit sal 'n ooreenkoms sonder beperkings wees, omdat daar geen gevaar bestaan dat 'n verhouding verbreek kan word nie Dit is 'n voorvereiste vir 'n onafhanklike vakbondbeampte om 'n verhouding met 'n maatskappy te handhaaf — hy moet immers aan sy lede 'n diens lewer Maar die komiteeverteenwoordiger het 'n ander verhouding, syne is 'n dienskontrak

Die skoen knyp die bestuur van twee kante Hy moet die samewerking vra van 'n verteenwoordiger wat van hom afhanklik is en wat geen strukturele verpligting het om vir sy dade by die arbeidsmag verantwoording te doen nie Dit sal nie lank wees nie voordat die komiteeverteenwoordigers leer watter sanksies hulle kan toepas Wanneer die bestuur hulle samewerking vra om, sê, afwesigheid te verminder, die kwaliteit van die werk te verbeter, instemming vir oortydwerk te verkry, word 'n mate van mag waarvoor hulle nie verantwoording hoef te doen nie, aan komiteeverteenwoordigers gegee en hulle kan dus dreig om hierdie samewerking te onttrek

Die feit dat daar 'n oorgangstydperk is, toon 'n behoefte aan beleid Sonder duidelike bestuursdoelwitte wat in die nywerheidsverhoudingsbeleid vervat is, kan juis dié probleme wat in die Britse stelsel bestaan, geskep word

'n Soort leierskap is nou besig om in die komiteestelsel voor die dag te kom, wat bewus is van 'n mate van mag, maar wat in 'n ontoereikende struktuur moet werk Hulle sal probeer om hulle bevoorregte posisie te behou Die bestuurswese sluit al hoe meer die komiteeverteenwoordigers by sy magstruktuur in Soos een komiteevoorsitter gesê het "Ons sou nie graag vakbonde op die toneel sien verskyn nie" Maar die 'ons' beteken die komitee en nie die werkers nie Deur net die komiteestelsel te ondersteun, is die bestuur dus besig om die 'verdeel en regeer' -tegniek in die ontluikende leiersklas toe te pas Dit beteken wel dat die sogenaamde 'nuisance value' van die vakbonde op die korttermyn vermy word Maar dit is nie 'n grondslag vir gesonde nywerheidsverhoudings nie As die komplimentêre aard van die komitee en die vakbond nie van die begin af duidelik gemaak word nie, word probleme in ons stelsel van nywerheidsverhoudings ingebou

- Komiteeverteenwoordigers sal hulle posisie misbruik om sanksies teen die bestuur toe te pas, sonder dat hulle daarvoor verantwoording moet doen of verantwoordelikheid hoef te bewys
- Komiteeverteenwoordigers sal die vakbond as opposisie beskou en daar sal verwarring onder die werkers wees, daarom sal die idee van 'n gemeenskaplike doelwit vir die bestuur en die werkers nie bewaarheid word nie

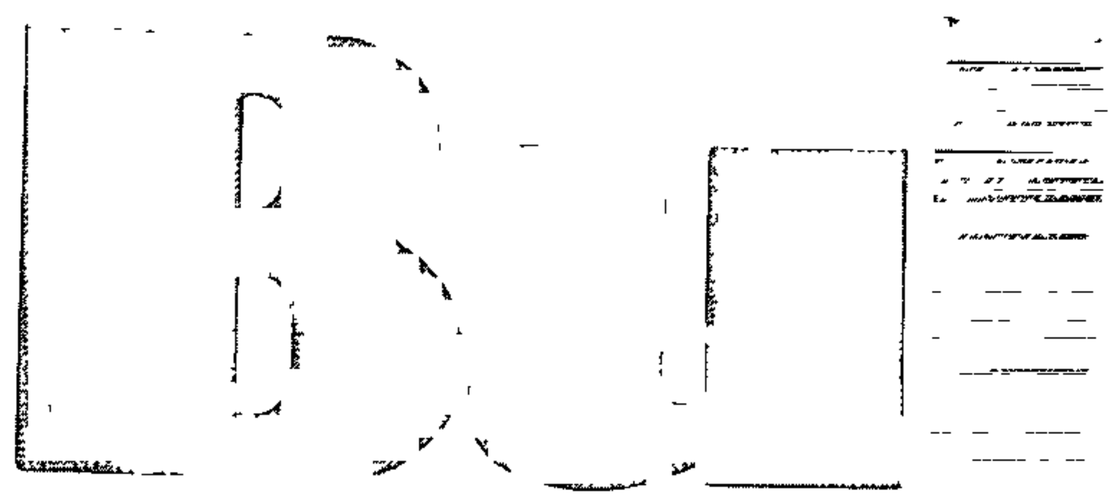
Die institusionalisering van kollektiewe bedinging om voortdurende wanorde in werker/bestuursverhoudings te voorkom is 'n merkwaardige sosiale uitvindsel en die grondslag daarvan behoort nie deur die gebruik van die komiteestruktuur versteur te word nie

Dit is bemoedigend dat party werkgewers gebruik maak van die oorgangstydperk voordat kollektiewe bedinging geinstitusionaliseer word om 'n goeie verhouding met die jong swart vakbonde op te bou Deur 'n duidelike beleid vir nywerheidsverhoudings te formuleer, word die komiteeverteenwoordigers aan die verstand gebring dat die struktuur waarin hulle werk nie 'n bedingingsinstrument is nie, maar dat dit wel 'n duidelike en positiewe taak het om ooreenkomste toegepas te kry, produktiwiteit te verbeter, asook die belangrike taak om griewe- en tugooreenkomste te laat werk

Iets oor die skrywer

Loet Douwes Dekker, die skrywer van hierdie artikel, is sedert 1972 voorsitter van die Urban Training Project. Dit is 'n opvoedkundige organisasie vir arbeiders, wat in die behoeftes van nege swart vakbonde voorsien Douwes Dekker is ook 'n deeltydse lektor in Nywerheidsverhoudings aan die Universiteit van die Witwatersrand.

Productivity at Brickor rose by 25% in two months following a change in operating method and specific attention to the needs of workers



The energy crisis precipitated a new mode of operation for much of the Brickor organisation With the increase in oil price over the past few years, the method of firing its kilns has become vitally important. This is particularly true of the companies situated at the coast where, traditionally, oil-fired kilns were used because the operating costs were less than that of buying and transporting coal from the Transvaal and Natal.

In June last year, when the organisation took over a company in the Cape, it was decided — without any further anticipated increase in the oil price — to change to coal firing Accordingly, a process of technological change was started Says managing director of Brick Corporation of South Africa, Jonathan Brooke, "It was a relatively simple thing to do We operate coal-fired kilns in the Transvaal and the change-over did not cause any problems "

The operation was further streamlined through mechanisation As part of its development programme in the Transvaal and at a cost of R2 million, the company installed mechanical stokers for feeding coal to the kilns This equipment has successfully eliminated hand firing techniques and has substantially increased output

Productivity

But, the company is not relying on mechanisation alone to boost its productivity The management team spends a great deal of time on finding out whether it is making the best use of its labour force "I am concerned with productivity every day of my life," says Brooke "Although production took a dip at the beginning of the year, this was a temporary situation and was caused by the interim stage of the change-over from a manual operation to one that is mechanised "

Brooke estimates that the Cape company's productivity rose by between 25 and 30 per cent in two months This was evidenced mainly by a lower turnover figure and a more stable and reliable workforce He comments, "There is nothing more unproductive than people turnover and retraining "

By overcoming inefficiencies in the Cape plant operation, the output volume increased by about 20 per cent This benefit was passed on to the public and the unrealistically high stock brick price in the area dropped by about 5 per cent However, the relationship between increased productivity and decreased cost is not direct Because of the high cost of imported machine spares, some of the benefits on the one hand, are offset to some extent, by the other

Bonus scheme

As part of its strategy to boost productivity, the company works on a merit bonus scheme This means that there is a continuous review of the entire labour force at the various levels throughout the organisation Employees are rewarded with a cash bonus for outstanding merit Says Brooke, "We don't use incentive bonuses because we believe there are too many problems in administering a blanket incentive system The question of level of contribution and how this is related to the bonus received, creates problems because detailed measurement in an almost assembly line process, is extremely difficult We do use basic incentives, such as attendance bonuses, but overall we are inclined to make it a personal involvement on the part of our branch managers to identify who the contributors are and reward them accordingly "

INDUSTRIAL RELATIONS

ORGANISATIONS LIAISON

WORKS

COMM. 1977 – 1978

IN WAR 4/2/77 (149)

HECKETT DISPUTE

No 2961 a bad boy?

A row is brewing over the dismissal of the chairman of the works committee at Heckett (SA) Pty, a scrap metals plant in Benoni. The worker, Piet Pheko, is considering asking the Department of Labour to investigate alleged victimisation while the matter is also likely to receive the attention of the American State Department since Heckett is partly US owned.

There is also anger among Heckett workers over police intervention, instigated, they believe by the company's management who, however, claim to know nothing about it. (On Tuesday night this week, three workers were taken to the local police station. They say the police told them that management had complained they wanted to make trouble for the firm.)

Heckett is 50% owned by Iscor — the chairman, H C H Hutten, is an Iscor general manager — and 50% by an American company, Heckett Metals, a subsidiary of Harsco Corporation, a Pennsylvania based company which is traded on the New York Stock Exchange and which in 1975 had gross revenues of $528m.

The trouble seems to have begun last November, when Pheko, in his capacity as chairman of the works committee, asked for an explanation when a worker was dismissed. The police were called, and Pheko tells the *FM* that the plant superintendent, L P D Coetzer, said in front of them that everything would be all right if Pheko and one of his committee colleagues, Steven Skosana, could be got rid of.

Two days before Christmas, another worker, known as 'small Zwane', was fired allegedly for threatening a "bossboy" with a knife, an accusation which he denies. The company's manager, Allan Henochsberg, allegedly accused Skosana of "putting a bad spirit among the workers". Asked what he meant, he reportedly said Skosana had been organising workers to join a trade union, the Metal and Allied Workers Union (MAWU).

Six days later, Pheko was sacked. He says Coetzer accused him of kicking a "bossboy", and claimed to have the authority of Henochsberg to sack him. Pheko, as with 'small Zwane', denies the assault accusation.

On January 3, another worker, Joseph Phora, resigned rather than comply with a request by one of the plant's White staff to give information about the "secrets" and activities of the union. He claims that Coetzer said that all the union members would be fired one by one and that a docket had been opened with the police.

Other members of the works committee have also attempted to discuss the dismissals with management. "We are surprised at dismissals without reason or without telling the committee. Why did the management not tell us something was wrong?"

The stories about alleged assaults on the "bossboys" are frankly not believed. Worker spokesmen tell the *FM* that Henochsberg says that the works committee has no power to ask why people are fired, but is only entitled to discuss matters like "overalls and boots" — an approach which has caused dismay in the plant. The legislation governing works committees says that their functions are to "communicate the wishes, aspirations and requirements of the employees to their employer and to represent the said employees in any negotiations with their employer concerning their conditions of employment or any other matter affecting their interests."

Questioned by the *FM*, Coetzer said that "No 2961" had been dismissed because he wasn't "obedient and wanted to kick and hit the bossboy". Asked whether there had been any other dismissals, Coetzer said "Do you know the boy's number? We don't work with names, only numbers."

Henochsberg told the *FM* that he'd had no reports about the police. He too said that "No 2961" had been dismissed "for refusing to obey orders and threatening to assault the 'bossboy'". Asked who "2961" was, he said, "Piet, somebody or other." Henochsberg told the *FM* the dismissals had been investigated and — "I am quite satisfied that everything was in order." He was unable, however, to say what the orders were that "2961" had allegedly refused to obey.

Asked to confirm or deny whether Zwane too had been dismissed, Henochsberg was unable to do so as the *FM* was unable to quote Zwane's "number". Henochsberg did not know him by name.

Heckett employs about 80 Africans, some three-quarters of whom are members of MAWU. Officials of the union have also told the *FM* about two mysterious incidents in which the tyres of the union's vehicle have been let down.

Henochsberg told the *FM* that Heckett had "hired and fired hundreds of people over the years" and that he couldn't understand why the *FM* was inquiring about the recent dismissals. A spokesman for Heckett's parent company told the *FM*'s Washington correspondent that "we are happy with our operations in SA. Our only labour problems in SA are due to our inability to find and keep skilled labour in sufficient quantity."

Hansard 3 @ col 179 7/2/77

Bantu works committees/liaison committees/co-ordinating works committees

352. Dr A. L. BORAINE asked the Minister of Labour.

How many (a) Bantu works committees, (b) liaison committees and (c) co-ordinating works committees were registered in terms of the Bantu Labour Relations Regulations Act as at 31 December 1976.

The MINISTER OF LABOUR.

(a) 299.

(b) 2 382.

(c) 8

1491

FIN. MAIL 11/2/77

HECKETT DISPUTE

Americans in the dark

Some American companies do not seem to have much clue about what their subsidiaries in SA are up to. Heckett of Pennsylvania's relation to Heckett SA of Pretoria (of which it holds 50%, the other half belonging to Iscor) is a case in point

As the *FM* reported last week, a row is brewing at Heckett's works near Dunswart over the dismissal of the works committee chairman, Piet Pheko Heckett SA maintains that Pheko — to whom it refers as "No 2961" — kicked a "bossboy", an allegation which he denies He maintains that his dismissal arose out of his activities as an active member of the Metal and Allied Workers' Union and chairman of Heckett's works committee

Pheko this week made a sworn statement to his lawyers, and is to ask the Department of Labour to investigate bringing a prosecution against Heckett SA for victimisation.

A spokesman for Heckett USA told the *FM*'s Washington correspondent that its SA subsidiary "formally recognised" the union This came as news to the union, however, which told the *FM* that its membership at Heckett "is now over 80% of the work-force. We were surprised to learn that the management of Heckett had extended formal recognition to the union To the best of our knowledge this has not occurred.

"We have now written to the SA management of Heckett requesting a meeting with them on the strength of the statement by Heckett USA "

The American company's statement also apparently came as news to its SA subsidiary, which told the *FM* that Heckett USA had made no such statement. The *FM*'s Washington man, however, confirms Heckett USA did make the statement.

Heckett USA also told our Washington man that its SA subsidiary "is one of the compelling and moving forces for constructive change" in SA, and that Heckett SA would be able to give further details A request by the *FM* for these details simply drew the response that Heckett USA had made no statement to this effect and that "we are therefore unable to answer your questions".

A formula for chaos

FIN MAIL 1/4/77 (149)

Government's Bantu Labour Relations Regulation Amendment Bill, published this week, will bring tears to the eyes of African trade unionists They won't be tears of joy

For the first time in SA labour history, the Bill makes provision for African workers to negotiate binding wage agreements. But the way in which it has done this strengthens the existing works and liaison committee system, regarded as inadequate by African unionists and even by many employers.

Firstly, the Bill makes Africans eligible for appointment to the Central Bantu Labour Board They can become chairman of that Board, or become Bantu labour officers or assistant Bantu labour officers

About time too But permission to sit on non-elected official bodies is hardly a substitute for full-blooded decision-making powers

As expected, the Bill makes no provision for industry-wide bargaining unlike the draft Bill circulated over the last two years In a sense, African unions will greet this with relief since they feared the proposal was an attempt to supplant them Nevertheless it's clear that the proposal was ditched because of Right wing opposition

Instead, the Bill allows for factory level bargaining. Agreements made by officially-sanctioned factory-level committees will now be binding on employers, and these committees will be allowed to negotiate wages for the first time

The Bill extends the liaison committee system by setting up a new type of committee — a co-ordinating liaison committee This is similar in form to the co-ordinating works committees which already exist, and means that a number of committees working for the same employer can get together and form a co-ordinating body

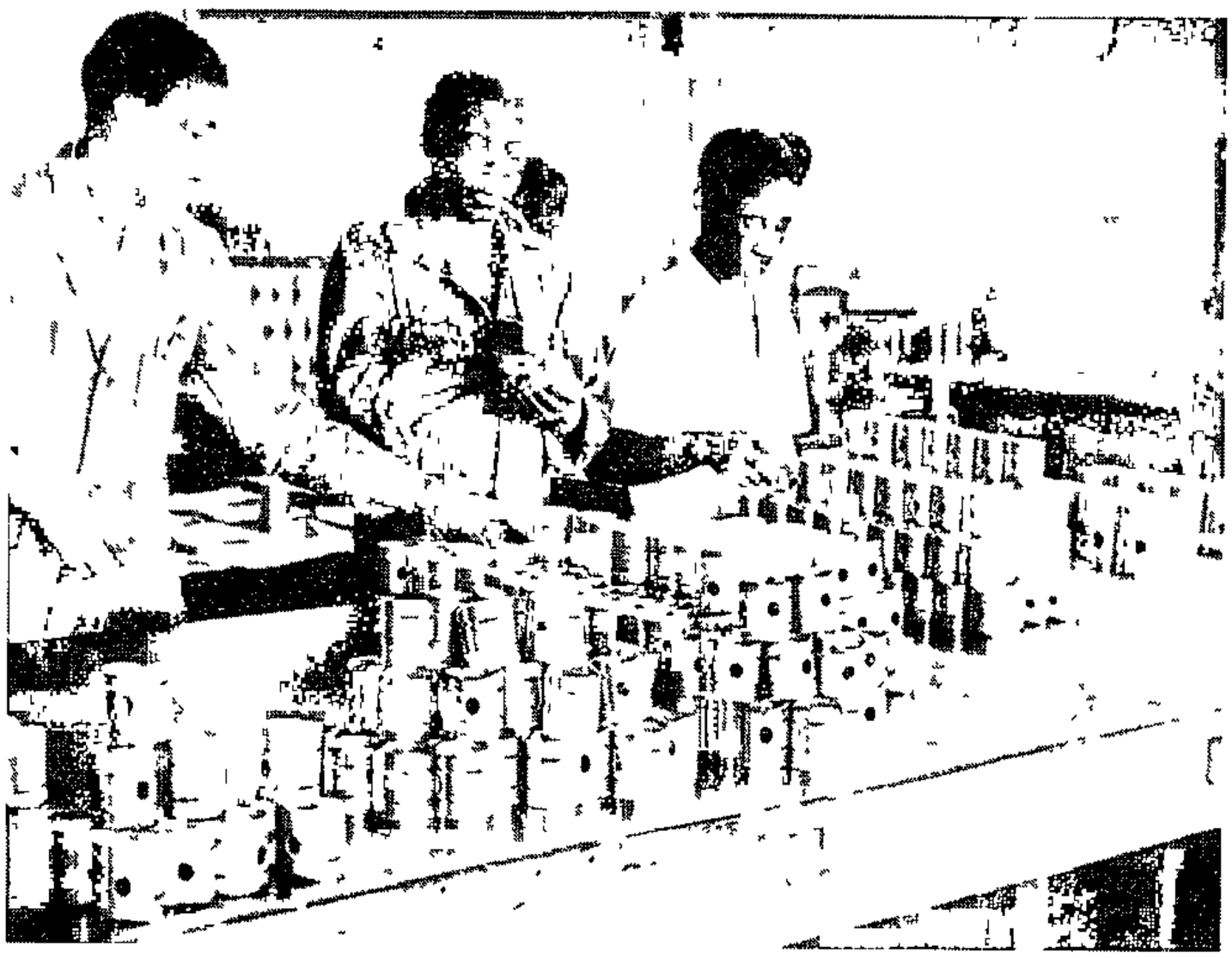
It is these committees which will be the prime negotiators of factory agreements Works committees and co-ordinating works committees will still exist and are entitled to negotiate binding agreements — but only if there is no liaison committee in the factory!

If there is, the works committee's role is relegated to making recommendations to liaison committees which can then enter into the factory agreement

It appears that these agreements will have the same force as Industrial Conciliation Act agreements, although they will be restricted to factory level They may not be less favourable to workers than any existing wage regulating measure or the relevant provisions of the Factories and Shops and Offices Acts

The Bill also provides that a joint liaison committee can be set up where a number of factories are owned by the same employer, and toughens up the victimisation clauses, which now make it an offence for an employer to try and prevent a worker adequately serving on a committee or one of the official labour boards

At first glance, it seems like a step forward That glance is deceptive



African workers . No tears of joy this time

The amendments are obviously an attempt to make government's existing machinery work, in particular the liaison committees These are generally regarded as even less adequate than works committees, because the worker representatives on them have no independent bargaining base

One industry, 300 agreements

This not only continues to restrict bargaining to individual plant level, but will probably make life more difficult for African unions They will now have to seek the right to bargain with management knowing that the whole question of wages and working conditions has been decided on by a committee which can have its agreement enshrined in law

Granted, the unions can still put their members up for election to the committees Despite deep-rooted suspicion of the committee system, many do that

But the Bill could still be interpreted as an attempt to pull the rug from under the unions' feet And on a purely practical level, the scheme seems unworkable The engineering industry alone could have some 300 separate agreements operating at the same time

The Bill now seems to make provision for both works and liaison committees to exist in the same plant This was recommended to government by some employers and is regarded by observers as a useful step Nevertheless, they stress that, for the system to work, liaison committee members should be elected from works committee ranks and be responsible to that committee

There is no provision for this in the Bill So the result may well be to provoke rivalry between the two committees This will not only divide workers, but is rather like hurling a flame thrower into an explosives factory

The whole thing smacks of an attempt to make the committees acceptable to African workers by making them the source of regulating work conditions No wonder a prominent industrial relations man describes the Bill as a "retrogressive step", and argues that it is there "to keep black workers subordinate without any power base of their own"

The key to industrial peace in SA lies in trade unionism for Africans — with the committees there only as a supplement to industry-wide bargaining The sooner government stops tinkering with an obsolete system, the better

in such fortunate circumstal may well be
reluctant to delay the child Of course,
many other African pupils fa ion
including boarding fees at s elands or the
urban areas, not to mention t ool unifo ms
and transport, etc. Nevertl who complete
their primary education stically
negligible.

It is true that in recent ti interest in
the education of the rural la ential labour
force. Of particular signif y of late,
of the agricultural unions, w the deplorable
situation. The chairman of s Bantu
Affairs Committee, Mr. Prinsl from the
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NEW LABOUR BILL

FM 8/4/77 149

Not quite binding

The binding agreements which African works and liaison committees can negotiate under government's new Bantu Labour Relations Regulation Amendment Bill (*FM* last week) aren't that binding after all

A spokesman for the Department of Labour tells the *FM* that the agreements will *not* be gazetted - unlike Wage Determinations and Industrial Council agreements --- nor will it be a criminal offence for employers to abrogate them They will only be committing an offence if they fail to post an agreement in a prominent place in their factories

The Department apparently did consider gazetting the agreements but rejected this because "there will be hundreds of agreements and there just aren't the facilities to do it nor could the Department police every agreement

The spokesman adds that he believes the provisions of the Bill will give the agreements teeth despite the fact that they aren't gazetted "Employers will have trouble if they don't honour the agreement - a dispute will arise and they will have to go through the Act's dispute provisions"

Workers will also, he says be able to bring a civil action against their employer in the event of his breaching the agreement

The dispute provisions involve referring the matter to Bantu Labour Officers regional Bantu Labour Committees the Central Bantu Labour Board and also the Wage Board if necessary

The Department argues that the purpose of the Bill, besides increasing the powers of the committees, is to "spell out exactly what liaison committees can do The purpose is not to weaken works committees The system whereby liaison committees can exist in the same plant as works committees is already provided for or so the Department says

So too, the Department claims is the provision whereby a plant may set up a liaison committee where a works committee already exists, but not *vice versa*

Some employers are confused

Meanwhile employers seem very unhappy with the Bill Building Industries Federation Director Johan Grotsius says that while he has not seen the Bill he is "happy in principle with extending consultation but disturbed by the possible conflict between the new plant level and existing Industrial Council agreements"

Seifsa is apparently under a misapprehension believing that the Bill doesn't apply to industries where an Industrial Council agreement exists

Nevertheless the *FM* understands that several big employer bodies will be sending comment to government explaining their objections

Institute for Industrial Relations Director Sam van Coller, tells the *FM* "I'm unhappy with the Bill on three grounds Firstly it definitely undermines the role of trade unions and I don't see how we can have industrial peace without unions Secondly, it entrenches the dual system we already have where Africans are expected to negotiate on plant level and other races on industry level

"Thirdly, it might increase industrial conflict by creating disparities between agreements at various factories Workers are not going to sit by idly while the next-door factory agrees on wages higher than theirs"

17/ Daily Dispatch, 5 June 1975.

FIN MAIL 15/4/77

AFRICAN UNIONS

More victimisation?

Yet another US company has been accused of victimising African workers this time one whose brand name greets many South Africans across the breakfast table.

Hard on the heels of the Heckett affair, four workers at Kellogg (SA) allege they were fired for trade union activity. All are members of the Sweet, Food and Allied Workers' Union a 2 200 member Reef based African trade union Two of them are union shop stewards

They claim that they have been victimised by white supervisors at Kellogg ever since they joined the union last September They also allege that their dismissal was related to attempts to form a works committee at the factory

Kellogg has a liaison committee but late last year management received a petition asking for a works committee A ballot was held at which the workers were asked to choose between 'change" and 'no change' A majority voted for 'change' which the workers understood to mean a works committee

One of the four Jane Lekhuleni, says that a local Bantu Labour Officer told her that she 'would have to look for work elsewhere if she wanted a works committee The official concerned, a Mr Erasmus, will not comment because, he says, departmental regulations don t allow him to talk to the Press

This ballot was nullified however, because a majority of the workers did not vote. A subsequent ballot was supported by a larger number of workers and Kellogg now has a works committee The four workers claim however, that they were harassed by supervisors after the works committee vote and that one was told by his supervisor that he would be dismissed for joining the union

They also allege that the supervisor assigned unreasonable' tasks to them and used their refusal to perform these as an excuse for dismissal

Kellogg MD Des Wood tells the *FM* that he obviously can t say whether supervisors made any threats without investigating' He adds, however, that he is satisfied the four were dismissed because their work was inadequate One man was found sleeping on the job, and Lukhuleni was dismissed for fighting, he says

If any threats were made they were contrary to company policy, he adds 'We know some of our workers belong to the union and we have never tried to stop them We still have many union members working for us and have no objection

'I have met with the union s secretary, Mr Sikhakhane, before and have discussed complaints with him I have contacted him on this issue and he is investigating If he wishes I will certainly meet with him to discuss it and I have told him that "

Sikhakhane tells the *FM* that he was away when the incident occurred and was unaware of it until Wednesday Nevertheless, he is "disturbed by it because on the face of it it looks like a clear case of victimisation "

He says that Kellogg is not prepared to recognise the union though he has met Wood Sikhakhane adds that he requested permission to attend the works committee ballot, but this was refused because it was an internal matter".

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FIN MAIL 6/5/77

AFRICAN BARGAINING

Under the wraps

149

At first glance, government's new Bantu Labour Relations Regulation Amendment Bill presents problems. At second glance, it presents more problems.

A hitherto unremarked aspect of the Bill is that it extends the "secrecy clause" (which used only to apply to Bantu Labour Officers and members of the regional Bantu Labour Committees), to members of works and liaison committees. This would make it an offence for them to divulge details of their negotiations to outsiders.

Several African trade unions fear that the clause could be used to sever the links they have built up with works and liaison committees. Although most unionists strongly opposed the committee system when it was introduced, they have (ironically) been strengthening it by making advisory services available to committees in several factories on the Reef.

They fear this may now be stopped. Another point made at a recent seminar on the Bill was that the secrecy requirement could prevent committees' seeking the assistance of economists in wage negotiations.

Anglo American industrial relations man Gideon Albertyn says committees could probably ask outsiders for general information on, say, the PDI or the state of the economy. But, if they were told in the course of negotiations that their employer couldn't afford to pay increases, they would not be able to ask an outside expert to analyse the claim.

To do this would mean revealing some of the argument at a committee meeting and would breach the secrecy clause. At any rate, "the definition of what is secret in the Bill is far too vague", says Albertyn.

African unionists at the seminar were also worried that committee members could be prevented from reporting back to their constituents. A strict interpretation of the clause could perhaps inhibit them in this way. Albertyn, however, believes the Bill is not intended to exclude discussions inside the individual factory. It is to be hoped his interpretation is correct.

RDM 21/5/77 149

New powers for black labour boards

21/5/77 RDM

THE ASSEMBLY. — Black liaison committees and coordinating liaison committees would be empowered to negotiate binding wage and service agreements in terms of the Bantu Labour Relations Regulation Amendment Bill, the Minister of Labour, Mr Fanie Botha, said in the Assembly yesterday.

Introducing the second reading of the Bill, Mr Botha said it provided for the appointment of blacks to the Central Bantu Labour Board and as Bantu labour officers and assistant officers.

(1) 343 (2) 149

Third Reading

*The MINISTER OF MINES Mr President I move subject to Standing Order No 56—

That the Bill be now read a Third Time

*Senator J H D E DU TOIT Mr President we on this side of the House have intimated that we support this legislation and with its implementation we hope that it will be to the benefit of the mining industry and the country as a whole In my view clauses 1 and 2 are very sensible, and I hope that the mineworkers will be satisfied, because I belong to the school of thought which thinks the mineworker should get all he asks for in view of the work he has to do

As far as clause 2 is concerned, I think this is possibly something which has become a necessity

Perhaps I overlooked mentioning one small matter in regard to clause 3, and this refers to the restoration of land I am thinking here specifically of the Transvaal Agricultural Union which is most concerned about the mining of coal in the Eastern Transvaal I understand that some of the topsoil is being removed by means of 'strip mining , after which the coal is dug out and the processed soil restored I hope that the department will ensure that in cases where topsoil is removed, the same type of soil as the topsoil will be replaced As the hon the Minister has said, nature is a wonderful element and can take care of itself, but a long time passes before nature restores this topsoil to good, fertile agricultural land, especially in those districts, because it is not sandy soil I am given to understand that it is quite practical to replace the topsoil because the coal is mined in ridges The topsoil can then be piled to one side and after the coal has been mined and the holes filled in, the topsoil can be replaced and in this way nature can immediately take its course This is the small matter I wanted to bring to the notice of the hon the Minister although his department has apparently already given it attention

*The MINISTER OF MINES Mr President, as I explained previously, there is now a voluntary committee on which everybody co-operates closely to make use of the services and advice of all those bodies which are interested This is done to ensure that restoration is effected as well and as efficiently as possible I also spoke of the code which had been framed and in regard to which everybody co-operated as well After all it is no good trying to do restoration work if there are technical faults So I want to give the outright assurance that what has already been done, has been done on this principle In other words, the topsoil is piled on one side so that restoration takes place in such a way that the fertile soil remains on top What the non Senator has suggested, therefore, is in fact being done and it was also the intention that it should be done

Question agreed to

Bill read a Third Time

BANTU LABOUR RELATIONS REGULATION AMENDMENT BILL

(Second Reading)

*The MINISTER OF LABOUR Mr President, I move—

That the Bill be now read a Second Time

At the outset I should like to point out that the principal Act was placed on the Statute Book as early as 1953 Minor changes were introduced in 1955 and 1956, but during 1973 comprehensive amendments were introduced, amendments calculated to establish a more efficient channel of communications between employers and their Black workers by way of works committees and liaison committees

During 1975 consideration was given to a further extension of the Act in relation to negotiations concerning wages and other conditions of employment The chief characteristic of the draft Bill, which was submitted to interested parties for comment, was to make provision for the establishment of industrial committees which could enter into agreements, on an industrial basis, in the absence of industrial councils.

The comments received, however, principally indicated that the idea of "industrial committees" was unacceptable to organized industry and the trade unions, and the measure was therefore not taken any further

Further attention was subsequently given to the development of the committee system, and the Bill now before the hon House is chiefly aimed at that

I have tabled an explanatory memorandum, but I should now like to explain the proposed amendments further

The amendments can be divided up under five headings, i e —

(1) amendments in terms of which the committee system is developed,

(2) amendments in terms of which Blacks can also be appointed in certain spheres,

(3) amendments which will grant protection to workers participating in the activities of certain committees;

(4) amendments that will facilitate the administration of the Act, and

(5) consequential amendments

For the sake of clarity I shall deal with the five groups of amendments separately I shall begin with the first group that I mentioned on which clauses 5, 6, 7 and 11 have a bearing

Clause 5

In terms of this clause the existing section 7 of the Act is replaced by a new section to extend the establishment and functions of liaison committees In terms of this it will be possible to establish a liaison committee in respect of a single establishment, in respect of some or other section of an establishment or where an employer has more than one establishment in the same trade, also in respect of such establishments.

Liaison committees will now be able to negotiate and enter into agreements in relation to wages or other conditions of employment where no co-ordinating liaison committee exists However, where such a committee exists, a liaison committee will only be able to make recommendations in regard to wages or other conditions of employment to the co-ordinating liaison committee Furthermore, a liaison committee will be able to consider matters which are of mutual interest to the employer and his employees Agreements entered into shall have to be reduced to writing and shall be binding on the employer and employees concerned A copy of the agreement will have to be retained in safe custody by the employer and another copy will have to be affixed and kept affixed in some conspicuous place upon his premises, failure of which will constitute an offence

Clause 6

Section 7A of the Act provides for the establishment and functions of works committees In terms of the proposed new subsection (10), works committees can also negotiate and enter into agreements in relation to wages or other conditions of employment where no liaison committee exists Where both committees exist, however, the works committee will only be able to make recommendations in regard to wages and other conditions of employment to the liaison committee Similar provisions apply in respect of agreements entered into in terms of this clause as in the case of liaison committees

Clause 7

Section 7B of the Act provides for the establishment and functions of co-ordinating works committees In terms of the proposed new subsection (4), co-ordinating works committees can also negotiate and enter into agreements in relation to wages or other conditions of employment where no co-ordinating liaison committee exists However, where such a committee exists, the co-ordinating works committee will only be able to make recommendations in regard to wages or other conditions of employment to the co-ordinating liaison committee Similar provisions apply in respect of agreements entered into in terms of this clause as in the case of liaison committees

Clause 11

This clause envisages the introduction of a new section in the Act which provides for the establishment and functions of co-ordinating liaison committees Such committees can negotiate and enter into agreements in relation to wages or other conditions of employment In addition they can also consider other matters affecting the interests of employees With respect to agreements that are entered

years One could almost call them a guild, a group of people who for many years and many generations were builders, and, for example; made these beautiful gables that we see here Many of them no longer exist because I do not think that craft exists today When people like that, who have done work for 100 or 200 years, are worried about the next day, should you and I blame them?

I said yesterday that I had been greatly impressed by how deep-seated this thing is Mention was made of the old concept in Europe of the so-called "closed shop", where many trades were simply closed so that nobody could get in to become workers in that particular industry That is quite correct Perhaps they were people of the same population group and the deep emotion prevailing in South Africa would not apply to them However, it is equally strong as far as sentiment is concerned So it is not a phenomenon peculiar to South Africa It is a world-wide phenomenon I can readily understand therefore when people say to me "I have done this work for years and I want to be protected" That is why I said to you yesterday that at the time there was a reason for that sort of protection I also concede—and I regard it as important—that on the road ahead—and here I am referring to the hon Senator Swanepoel—millions of people will be drawn into the South African labour machine who are not working today

That is quite true I agree with the sentiment expressed here that when the revival starts, we can expect that there will again be shortages If the forecasts are correct by the end of the century the gross national product will amount to something like R60 milliard, as against today's R27 milliard The forecasts of what lies ahead are made scientifically

All that we can say to one another today is that millions of people still have to work and they are not White people because we do not have them Provision must therefore be made that all groups should be drawn into the labour machine It is also necessary for a second reason because in a boom period one cannot allow the position where these people are available in the country who will not work In times of depression as at present one can tolerate it for a certain time One can have it for six months or a year or two But, in a boom period one is looking for trouble if the large majority of the people want work and there are no job opportunities for them In the interests of labour peace they must be able to work. But who is going to decide where they work? This is a point on which we differ with one another While we know that the people have to work, will they work in South Africa, will they work in the Republic, Transkei, Bophuthatswana or other places? In the process of providing work for all, we shall encounter a lot of unrest if we are not careful in deciding who is going to work where When I discussed this matter with the trade unions, I told them that we could not have large-scale disturbances or labour unrest in the process If our doors are open to one another, and we establish the machinery to make it possible, the trade unions must be consulted in future to decide how the development will take place They must have a feeling of security as far as the Minister is concerned They must know that the Minister will not just open doors and allow them to be overrun That is why I said that the golden rule should be that who works where should not be the sole responsibility of the Minister but also of the people engaged in providing that service I think that is fair I have given that assurance I intend to have an intimate relationship in future with the workers' leaders as to what should happen in South Africa I am not of a mind to have them feel that I am giving instructions from above, or that I shall bring in an Act to compel them If there is to be industrial peace in the future it will be brought about by all concerned In other words, it will be a voluntary industrial peace I hope that we shall have a situation of industrial peace in South Africa in future because we will have the necessary consultation with everyone In this case I am referring to the labour leaders of today as well On this basis I believe that we shall not have the explosion in future which people prophesy I believe, Mr Chairman, that we can help one another to determine the path, and I hope that I when it becomes necessary, will have the co-operation of both sides of the House

Business interrupted in accordance with Standing Order No 22

House Resumed

Progress reported and leave granted to sit again

The House adjourned at 18h00

WEDNESDAY, 8 JUNE 1977

Prayers—14h30

FIRST REPORT OF SELECT COMMITTEE ON PENSIONS, GRATUITIES AND GRANTS OF LAND

Senator D G J. van Rensburg, as Chairman, presented the First Report of the Select Committee on Pensions Gratuities and Grants of Land as follows

Your Committee, having considered the Assembly Resolutions referred to it, as specified in the First and Third Reports of the Select Committee on Pensions of that House [S C 6—77 and Assembly Minutes, p 360] and received for concurrence from the Honourable the House of Assembly by Message dated 2 June 1977 begs to recommend that the said Resolutions be concurred in

D G J VAN RENSBURG,
Chairman

Committee Rooms
The Senate
8 June 1977

Report to be considered

QUESTIONS (see "QUESTIONS AND REPLIES")

ESTIMATES OF EXPENDITURE

(Committee resumed)

Vote No 6 and S W A Vote No 1.—"Bantu Administration and Development".

*Senator J L HORAK Mr President, I welcome the hon the Minister of Bantu Administration and Development here this afternoon, especially because it gives us the opportunity to discuss his Vote As he himself will admit this is a contentious Vote We often hear rumours that the hon the Minister is going to retire and lay down his high post

*The MINISTER OF ECONOMIC AFFAIRS We hear the same of Graaff

*Senator J. L HORAK Yes, we hear the same stories However, I will believe it when I see it, because in my opinion the hon the Minister is like Tennyson's brook: "Men may come and men may go, but I go on for ever" I do not know whether it is a good thing, but the debate this afternoon and perhaps this evening will determine whether it is in fact a good thing or not for the hon the Minister to go on indefinitely

Mr Chairman, if ever there was a policy which has not succeeded in attaining its original aims, it is the policy of the Government and more specifically the policy of this hon Minister in regard to the Black man in South Africa, and this stretches over a period of almost 30 years Indeed, the policy in the earlier years was more of a slogan than a policy; the slogan was apartheid Over the years that slogan has cost us dearly, as the hon the Minister of Economic Affairs is perhaps experiencing today The word "apartheid" has hung about our necks like a millstone

I must admit, however, that the slogan took on the form of a policy with the appointment of the late Dr Verwoerd as Minister of Native Affairs and the appointment by him of the Tomlinson Commission Previously it had been a slogan, but after that it began to take on the form of a policy Since then there have been developments and an adjustment process that has led to the policy position advocated by the hon the Minister today

There are however material differences between the present policy position and that which applied when Dr Verwoerd filled the post, not to mention the late Adv Strijdom Dr Verwoerd, for instance consistently held the view, with all its implications that the Black man was only temporarily in the so-called White area i e all the Black people in the so-called White areas He alleged that the Black stream to the so-called White areas would begin to flow back to the homelands and that under no circumstances should rights therefore be granted to the urban Bantu That was the standpoint which was recognized at that time

Today however—and I do not want to anticipate it—there is a Bill before Parliament to provide for the establishment of Black elected local authorities in the urban areas such as Soweto Of course I endorse that Population groups must definitely have the right to decide on their own affairs but it was not part of the NP view of the fifties and even of the early sixties that Black people in the

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CAPE TIMES 3/8/77

Works committees 'ineffective'

Industrial Reporter

LIAISON and works committees, which act as substitutes for recognized African trade unions in terms of government policy, are ineffective, according to the Southern Africa Labour and Development Research Unit

The report, compiled by a lecturer in economics at the University of Cape Town, Mr Johann Maree, and former junior lecturer at the university, Miss Janet Graaff, found that it was primarily the legal status of African workers that determined their education, skills and length of service

Africans legally resident in Cape Town fared better than migrant workers in all these categories. In addition, migrants earned less than residents in all skilled categories The report is based on a survey conducted last year

The ineffectiveness of liaison and works committees in factories was apparent from their low utilization by workers Works committees were approached by only 36 percent of workers with grievances while liaison committees were approached by 59 percent.

The existence of the committees did not reduce problems experienced by workers.

Forty percent of workers' families in Transkei and Ciskei had no land for cultivation and were dependent on remittances from workers.

Migrant workers spent a very short time with their families between contracts or when on annual leave. Seventy percent had spent less than one month there in the previous year, but they expressed a strong desire for family life

Policy suggestions made by the authors of the report "in order to enable African workers to lead lives in which they can ultimately develop their full human potential," included the following:

- African workers should have the negotiating rights extended to whites, coloureds and Asians
- A programme should be instituted to eliminate the high level of unemployment.
- African labourers should be allowed to settle permanently with their families at their place of work

DiD, 13/8/77

SA labour policy doomed –professor

CAPE TOWN — The outlook for industrial peace in South Africa was not promising, according to a prominent American labour lawyer visiting the country under the auspices of the US State Department.

Prof William Gould of Stanford University Law School and a recent visiting professor at Cambridge and Harvard, intends to recommend that the Carter Administration and major American unions increase their efforts to bring about change in South Africa

He said the Government's policy of restricting the rights of black workers to works and liaison committees in the place of recognised unions was doomed to failure. Experience overseas had shown that the balkanising of worker power was more likely to create disorder than inter-industry unions.

The best solution to the growing labour problem in South Africa would be merged unions of workers of all races. These could be supplemented by existing committees.

He would recommend that the Carter Administration make this a criterion for change, and its implementation would have to be carefully scrutinised to make certain that it provided real power for black workers.

He believed major employers here were uneasy about black unions. "The multi-national corporations could indicate a willingness for black unions tomorrow," he said, "but they appear to be co-operating with the South African Government in rejecting this".

The wage gap between labourers and artisans in South Africa was in complete contrast to that in the United States and Europe and treatment of workers according to race was unknown in the West.

Mr Gould said the Government had become more sophisticated about world opinion. — SAPA.

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Blacks must participate — top official

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Labour Reporter

The stage has been reached where the black worker should be accorded greater participation in the determination of his wages and other conditions of employment, says Mr E A Cilliers, Secretary for Labour.

In a statement issued in Pretoria today he drew attention to the inception on Thursday of the latest amendments to the Bantu Labour Relations Regulations Act, passed by Parliament at its latest session.

He disclosed that since 1973, 2 503 liaison committees and 301 works committees, representing 733 000 black workers, had been established.

The legislation provides for "binding" agreements on wages and working conditions between black workers and their employers.

It also tightens up measures to prevent victimisation of workers and provides for co-ordinating works and liaison committees.

However, personnel experts have pointed out that the changes provide for no enforcement measures to ensure that employers stick to the agreements.

What is new is that such agreements now have to be displayed prominently in the working place.

Black workers to get extended powers

DD 30/8/77

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PRETORIA — Black workers will have extended powers and greater participation in the determination of wages and working conditions from September 1

The Secretary for labour, Mr E A Cilliers, announced yesterday amendments to the Bantu labour Relations legislation passed by Parliament this year will come into operation from Thursday

He said the most important amendments were probably those which empowered both liaison and works committees to negotiate and enter into legally binding agreements with an employer on wage and working conditions.

The agreements had to be in writing and a copy retained by the employer Another had to be fixed in a conspicuous place on the work premises so that workers had access to it at all times

Mr Cilliers said it had been general practice to include representaives of black workers in all negotiating procedures under the Industrial Conciliation Act, and in deputations which pleaded the case of workers in wage investigations

"This will continue. However, the additional powers now granted to black workers ensure them a more effective participation in the determination of their wages and working conditions."

The amendments also dealt with an alteration in the constitution of the Central Bantu Labour Board, the establishment and functions of co-ordinating liaison committees, and a reformation of the provisions relating to the observance of secrecy and victimisation of black workers who had participated in the activities of any of the committees provided for in the Act.

Mr Cilliers said the works and liaison committee system was working well Currently there were 2 503 liaison and 301 works committees representing 733 000 black workers. — DDC.

Sunday Tribune 23/10/77

WE REJECT THE COUNCIL, SAY WORKERS

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LABOUR relations at the Durban plant of Smith and Nephew continue to deteriorate.

Workers have, according to leaders, given a convincing display of their rejection of the works council that management is trying to substitute for union recognition

Managing director Kenneth Lunn says management has no evidence of rejection by the workers.

But when management tried to distribute copies of the draft constitution for the proposed works council workers discarded them; "so that the path from the gate to the change room was just white", one worker said.

Strained

One shift collected all copies of the draft tied them in a bundle and left it at the personnel manager's office door with a note rejecting the proposals.

Labour relations at Smith and Nephew's factory have been strained since management announced earlier this year that it would not be renewing its agreement with the National Union of Textile Workers, at

By DICK USHER

that time the only agreement giving an unregistered union negotiating rights.

The company has been trying to replace this with a works council, an in-house agreement that does not recognise the National Union of Textile Workers.

Refused

Four union shop stewards have been invited to meetings planned to discuss the draft constitution of the works council, but the stewards have refused to attend in their personal capacities — as requested by management — but have insisted they are union representatives.

Moffat Sabela, chairman of the shop stewards committee, which continues to function in the factory, said that when one night shift arrived at the factory recently security guards at the gates began distributing copies of the proposals for the works council.

"The guards were telling them that they should read it — that there was a good story in it, but as soon as the workers realised what it was they became very upset.

"They collected all the papers and put them in a bundle at the personnel manager's office door with a note saying they did not want this committee," said Sabela.

"They also gave the papers out to the next two shifts, who threw them down on the ground, tore them up or threw them in the toilet," he said.

The general secretary of the union, Obed Zuma, said he was told that cleaners who were ordered to collect the papers and count them refused to do so, but said they would put them in the rubbish bin because they were against the proposals.

Support

"When management arrived at work after the workers had gone in, the ground between the gate and the changing rooms was white with papers," said another worker.

Zuma said that since management refused to renegotiate the agreement support for the union had grown strongly.

Membership in the factory had increased to 550 out of 700 workers.

"At the meetings with management we have been telling them that the workers don't want their committee. Perhaps they'll believe us now," said Sabela.

STAR 31/10/77

Industrial Act changes welcomed

(149)

New amendments to the Industrial Conciliation Act represented a further hesitant step towards the normalisation of black labour relations, Professor M J Oosthuizen of the Rand Afrikaans University's mercantile law department, said in Johannesburg today

Speaking at the one-day conference of the National Development and Management Foundation of South Africa, Prof Oosthuizen welcomed the extension of powers of the various committees dealing with disputes between employee and employer.

"The existing act provides for the establishment of various committees on which black employees may be represented The amendment act introduces a new type of committee, the coordinating liaison committee, while the composition and functions of some of the existing committees are altered," Prof Oosthuizen said

DECENTRALISED

"One of the most important provisions of the amendment act is a section which explicitly acknowledges an employee's freedom to associate," he said "No employer may forbid his employee to become a member of any of the committees that may be established in terms of the act.

"The amendment act retains the decentralised structure for the regulation of black labour relations As this is in line with modern developments in other countries and as employees have become conversant with the structure it should be retained rather than experimenting with a centralised system for black workers," Professor Oosthuizen said.

He said, however, that the decentralised system should be developed to its full extent for it to be effective.

STAR 31/10/77

Committees here to stay — Botha

John Patten
Political Correspondent

The Minister of Labour, Mr Fanie Botha, said today the system of works and liaison committees in South Africa had come to stay

It was developing into an effective system for the regulation of labour relations, Mr Botha added, when opening a conference on the changing face of industrial relations, organised by the National Development and Management Foundation in Johannesburg.

Mr Botha claimed the committees had taken strong root in the South African economy.

At present there were 17 regional committees and more than 2 800 works and liaison committees, representing almost 800 000 black workers.

Indications were strong that more and more committees were being establishd

(Report by T M Patten, 216 Vermeula Street Pretoria)

HANSARD 10 - 5 - 12th APRIL 1978
Question 495 Col 603 & 604

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INTRODUCTION

The origins of Fi s evidence that fish culture was pract rs ago. Today China remains the large the world, and carp culture is as muc e as the paddy fields in which they are

Bantu committees

495 Dr A L BORAINE asked the Minister of Labour

How many (a) Bantu works committees, (b) liaison committees and (c) co-ordinating works committees were registered in terms of the Bantu Labour Relations Regulation Act as at 31 December 1977

12 APRIL 1978

The MINISTER OF LABOUR:

(a) 305.

(b) 2 552

(c) 8

The culture of Ti bas-relief found on a 2500 BC Egyptian t from a pond. The bible refers to to cast their nets for what was almost on to the sea of Galilee.

Aquaculture in its ma world and is assuming an ever-increasing im ion has already passed its peak and will slowly decline because of the destruction of natural food chains by exploitation and pollution. The world's food production has been unable to keep pace with the population increase, especially in developing nations. There is therefore a need to increase food production by all possible means, firstly by stimulating existing means of production, and secondly by introducing new sources of food. Fish Farming, although still in its infancy in most Third World countries, has an important part to play as an integrated element of the rural economy.

FAO figures show that protein from foods of animal origin is dangerously lacking in the everyday diet of much of the population of Africa. This can cause ill-health, poor growth and susceptibility to disease. Fish culture is one of the best ways of increasing the supply of protein. Fish meat contains as much as 60% high quality protein on a dry water basis, and Fish converts raw food into protein at a far more rapid rate than most land based animals.

It is interesting to consider some of the factors that enable fish to grow so rapidly. The fact that they are cold blooded means that they do not have to use up energy in maintaining body heat. This energy can be used for growth. Fish live in a medium more or less the same density as their bodies, and therefore do not require a heavy bone structure to support themselves against the force of gravity. The ratio of flesh to

Star 2/5/78

(149)

Protests shadow wage demands

Sieg Hannig
Labour Reporter

Storm clouds gathered today over the labour front with news of confrontation in several industries as crucial pay talks got underway in the metal industry

The developments, following the pay dispute declared in the mining industry last week, are.

● A major part of the work force at the Sigma Motor Corporation plant at Silverton, near Pretoria, refused to take up tools today after a walk-out yesterday in support of pay demands.

Sigma said today it was prepared to negotiate an earlier date for the mid-year pay increases which had been under discussion with the liaison committee

More than 1 000 workers downed tools after the 10 am tea break yesterday and walked out at 2.30 pm. The strike came as a "complete surprise" to the black and coloured unions.

● The problem of job reservation became the first hurdle in today's pay negotiations for South Africa's 500 000 metal workers. It came up after pay calls by black liaison committees Employers apparently concede trade union rights to job protection — but without racial connotations.

● Deadlocks in pay negotiations for the 18 000 workers in the footwear industry and the 5 000 workers in the general leather goods industry were announced today by Mr Steve Scheepers, secretary of the Federation of

were to be held later this month

The 2 500 workers in the tanning industry were to be given a 7,5 percent pay rise across the board, plus a year-end holiday bonus, Mr Scheepers said

He said that last week's pay talks ended in dead lock but further meetings

Mixed unions are near — Scheepers

By DIAGO SEGOLA

THE time was not far off when workers of all races in South Africa would belong to the same trade unions, Dr Anna Scheepers, president of the Garment Workers' Union of South Africa, said at the weekend.

Dr Scheepers said she believed the Wiehahn Commission — set up to investigate the country's present labour legislation — would "recommend once and for all that all races should belong to registered trade unions".

She was also convinced job reservation and the Environmental Planning Act — which prescribe to industries in the Pretoria, Witwatersrand and Vaal complexes how many blacks they can employ — would be repealed during the next session of Parliament

"I am convinced that things are going to change because South Africa cannot afford to go the way it is going at present," she said

Dr Scheepers was speaking in Johannesburg at the annual conference of the National Union of Clothing Workers, the country's largest black trade union

Dr Scheepers said 70% of workers in industry were blacks Whites, coloureds and Indians could not man all the jobs.

Next year was going to be a testing time for workers.

This year 217 000 new workers came on to the labour market and in 1980 there would be 230 000 new workers and R1 500-million rand was needed to create jobs for the black workers coming into the labour market, she said.

Dr Scheepers criticised people advocating boycotts against South Africa and said they were "divorced from the problems facing workers in the country."

Workers' problems would be improved only if overseas investors were encouraged to invest in the country, she said.

LABOUR LAW FM 1/9/78

New twists

(149)

Last week's Bosman Transport judgment may have been a blow to African trade unions and works and liaison committees But there's little doubt that the government-created committees are the chief sufferers.

A statement issued this week by the Trade Union Advisory and Co-ordinating Council, together with two other unions, one registered, the other unregistered, argues that the Bosman judgment doesn't affect the status of African unions which sign binding recognition agreements with employers.

Legal men agree with this view. The union was ruled out of the Bosman case because the court found it didn't have a direct legal interest in the enforcement of industrial law where its members were involved. But, if a union has actually signed an agreement with an employer, it would have such an interest, say lawyers.

"As a party to a civil contract, which any recognition agreement is, the union would have a very direct interest in going to law to enforce that contract. The status of voluntary recognition agreements isn't changed," says one legal man.

So the judgment doesn't really change the legal status of unions all that much. Their ability to act on behalf of their members isn't greatly inhibited — only their power to go to law in certain circumstances is. Indeed legal men argue that even African unions enjoy a form of legal recognition — in Section 25 of the Wage Act, which makes it a criminal offence for an employer to victimise a worker who belongs to a "worker association."

The only legal impediment African unions suffer from is their inability to register in terms of the Industrial Conciliation Act — an important limitation, but not one which affects their right to operate.

For the committees, however, the effect is drastic As we pointed out last week, the judgment reduces their function almost solely to that of in-factory advisory committees And the much vaunted change to the Black Labour Relations Act allowing them to negotiate "binding" agreements with employers, means little in the light of the Bosman judgment.

The main effect of the judgment is, therefore, to further weaken the effectiveness of SA's government created industrial relations system Ironically, it could serve to further illustrate the need for African union recognition

Indians

The only institution prov ... ans is the ML Sultan College, which ... ed Technical Education in terms of the ... ation Act (No. 12 of 1968). The Colle ... 0's but only from 1946 on fulfilled t ... e proper. It now has branches in othe ... of students in the years 1966-1974 i ... Since it is more revealing for our p ... ision of Technology only at the ML Su ... students enrolled for st. ... included in t ... is also

Table 5. Enr ... 196

Year	
1966	..
1967	..
1968	..
1969	..
1970	..
1971	514
1972	478
1973	660
1974	975

Source: ..., Annual Reports.

The followin ... the potential supply of Indian technicians.

Table 6. Matriculation and Senior Certificate, and NTC 1-V passes, 1971-1974.

Year	Matriculation and Senior Certificate	N.T.C.1.	N.T.C.11.	N.T.C. 111	N.T.C. 1V.	N.T.C. V
1971	2 215	34	58	1	-	-
1972	2 231	165	151	16	-	2
1973	2 886	262	130	56	-	-
1974	3 587	189	155	63	-	-

Sources: South African Institute of Race Relations, Annual Surveys, Department of Indian Affairs, Annual Reports.

UNIONS FM 29/9/78 (61) (157) (149)

Signed & sealed

After more than eight months of negotiations, Smith & Nephew of Pinetown and the unregistered National Union of Textile Workers (NUTW) are at peace again. This week the two parties exchanged letters confirming that a new agreement between them is in operation.

Smith & Nephew, which became the first SA company to recognise an unregistered union (in 1974) refused to renew the agreement late last year — a decision which caused intense controversy both in SA and abroad. An amended agreement is now back in force and the company has regained its place as a pacesetter in SA industrial relations.

According to a joint statement signed by NUTW secretary Obed Zuma and Smith and Nephew MD Kenneth Lunn, the new agreement contains changes in wages, redundancy and retrenchment clauses. Other clauses of the old agreement have simply been extended.

The agreement will remain in force until legislation has been enacted as a result of the Wiehahn Commission's findings "or any other labour legislation which may affect the legal standing of or effect improvements to "the new agreement or for two years, whichever is shorter. When that time comes, the two parties will meet once again to discuss the agreement.

The new agreement is the result of heated and at times bitter negotiations which began in January. Indeed, it was by no means certain that the letters would be exchanged until late last week.

Recognition

The *FM* understands that the new agreement contains a number of improvements for union members. Wages have been increased and Smith & Nephew has agreed to deduct union members' dues from their pay packets, a system which will help the union's financial administration considerably.

The fact that Smith & Nephew opted for a new agreement rather than continued strife with its own workforce could well influence other employers particularly as Smith & Nephew originally argued that any new agreement should wait until after the Wiehahn Commission reports.

That's a view which is quite popular among employers at present particularly when the issue of union recognition is raised. For one company at least, however, that is too long to wait.

MINE LABOUR

Desert storms

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

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

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

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

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

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

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

The union rejected the offer and applied for a Conciliation Board. Philip replied some time later by accusing the union of acting irresponsibly and announcing a 5% increase for all daily paid workers. The union interprets this as an attempt to bypass it

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

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

Labour force sacked

ARGUS 31/7/78

(1) ~~33~~ (2) 149 (3) ~~151~~ (4) ~~201~~

(Continued from Page 1)

sisted with their attempts to intimidate the workers by threatening their leaders with dismissal, the spokesman of the Workers Advice Bureau said.

Last Wednesday a dispute arose concerning overtime pay, with the workers claiming they had been forced to work overtime without any remuneration.

NO REASONS

On Thursday the personnel manager announced that eight workers were being dismissed. He refused to give any reasons for the dismissals

On Friday afternoon the whole work force were told they had been dismissed and were paid off.

The Workers Advice Bureau spokesman said workers on other Dura sites in Malmesbury and Wetton had also been demanding works committees, but the company has refused to recognise their demands.

A spokesman for Dura Construction said today the dismissal of the men was not related to any dispute between them and management. They had been released at their own request.

HAD PROBLEMS

In a prepared statement, the spokesman said the firm had been having problems with labour on this site for some time. The men had recently refused to work in terms of their contracts and the Industrial Council agreement.

'In an attempt to alleviate such problems we have agreed to change from a liaison committee system to a works committee as requested by the men. The appointment of this committee has been delayed at their request.

'Since the completion of an adjacent contract at Stellenbosch we found we had too many men and decided to terminate the contracts of eight men.

CAME BACK

'When the others heard this they all said they wanted to be released from their contracts. We agreed to this. Accordingly they were paid off on Friday. But this morning the men reported for work.

'The company is prepared, if the men change their minds, to take out new contracts for the number of men needed by the company who would work normally and in accordance with their contracts.'

The statement said the company was unhappy about the situation, in view of its excellent labour record and in view of the fact that most of the contract workers returned year after year.

City firm sacks work force

ARGUS 31/7/78

(1) ~~33~~ (2) 149 (3) ~~151~~ (4) ~~201~~

THE entire labour force of 52 contract workers at the site of the new Coetzenburg stadium in Stellenbosch were summarily dismissed by Dura Construction Cape (Pty) Ltd on Friday.

A spokesman for the Western Province Workers Advice Bureau said today the dismissals followed a five-month dispute between the workers and management. When the men reported for work today they were sent away.

The Advice Bureau official said the workers had demanded that management recognise their right to form democratically elected works committees in terms of the Bantu Labour Relations Act.

'INTIMIDATION'

Dura Construction, however, insisted that they form liaison committees on which management and workers are equally represented.

At a meeting called by the employers about three weeks ago, the workers voted overwhelmingly in favour of forming a works committee rather than a liaison committee.

However, after the meeting the company per-

(Continued on Page 3, col 5)

or under-employment.

(1) RECOGNITION (149)

Unilever in a lather

FM 20/10/78

It is only a matter of days before an unprecedented week of international trade union action against multinational Unilever gets under way But the dispute which sparked off the action — between Unilever and the unregistered Sweet, Food and Allied Workers Union — is still unresolved

The week of action, organised by the International Union of Food and Allied Workers (IUF) is due to begin on Monday and IUF claims that Unilever workers in Sweden, Finland and Italy have agreed to strike in support of their SA colleagues' demand for union recognition Protest action will take place in at least 10 other countries, it says

According to IUF, Unilever is a "highly centralised transnational" with "British and Dutch headquarters exercising tight control over its world-wide operations" It thus holds Unilever "globally responsible" for the labour situation in its plants

The dispute itself centres around the union's demand for recognition at Unilever's Durban and Boksburg plants The union originally asked for access to factory premises, but has since submitted a document asking for union recognition which has been rejected by Unilever management

On the question of access to premises, Unilever has insisted that the union deal with its liaison committee at the two plants The Boksburg committee turned down the request, whereas the Durban committee allowed the union into the plant for four hours a day, two days a week for three weeks earlier this month

The union is still sticking by its demand for full access at pre arranged times Union secretary Skakes Sikhakhane argues that the Durban trial period was unsatisfactory because his officials were not allowed free access to workers He also says workers fear victimisation by the company Unilever chairman Alex Bury says the union agreed to the Durban arrangements

(3) He argues that the question of union access should be handled by management, not the committee Bury replies that the committee has been elected by the workforce and that the decision should rest with it The union is about to ask again for access to the Boksburg plant, but that request will once again be channelled through the committee.

The recognition document is another bone of contention. Sikhakhane says it asked only for in principle agreement from management and provided for recognition in stages — depending on the union's strength in the plants — leading up to full recognition when the union represented the majority

This is a procedure favoured in many companies — Anglo American is the prime SA example — but Bury denies that the union ever put its request in this form "They simply asked for full recognition we can't give them that if they don't represent the majority"

Sikhakhane argues that management is making it impossible for the union to represent the majority by denying it full access at times agreed on between it and management He adds that Unilever workers fear victimisation because a Unilever worker who was active in the union was dismissed some time ago The IUF claims that workers have been told they will lose benefits if they join the union

Adds Sikhakhane "Management still believes the workers don't need a union: As long as they believe that, we're going to remain deadlocked"

Bury retorts that Unilever is "neutral." And he dismisses the victimisation allegations as "nonsense" The allegedly victimised worker was dismissed for persistent lateness, he says and management has repeatedly told workers that they are free to join a union "The fact of the matter is that the union has little or no support among the workforce They had full opportunity to canvass Durban workers and had little response Conditions at the company are such that workers see little advantage in the union, he claims He adds that UK workers will not join the protest because they accept Unilever's *bona fides*

Unilever could have some tough times ahead if the dispute is not settled

The success story of a larger national he take levels, the des capacity in local go and a beginning to e encouraging. Nonet machinery that can c families, particular of the top 5%, canno undoubted financial Until that condition structure improvemen their stake in the r

Botswana has, on the Given the history o borrowed from South Africa this is a significant benefit to the country. The aim is to develop la techniques in a pilot organisation that can be the Lesotho has recently set up such an organisation a of Works. Both countries are likely to face the their units off the ground. The pressure for job full-time employment by a Government organisation backed by law in Lesotho and by an Incomes Policy in Botswana which so far has worked rather as a minimum wage mechanism - makes it difficult to predict a wage rate that will attract labour and yet be low enough to make labour-intensive methods viable. In Botswana the consultants have recommended a wage rate above P1,00 per day[1] which is almost certainly too high for the purpose. In Lesotho the difficulty is compounded by the use of the labour intensive construction unit as a contractor to bid for work required by other departments. This has led, in only the first flush of the unit's life, to

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1. P0,86 = Rand 1,00.

DD 23/11/78 (149) (152) (151)

Police arrest PE women strikers

PORT ELIZABETH — Thirty women strikers from the Eveready factory were arrested in Bethelsdorp near here yesterday when they were about to distribute pamphlets outlining their grievances

Most of them were later released, but five will appear in court today charged with littering

The national organiser of the National Union of Motor Assembly and Rubber Workers of South Africa, Mr Brian Fredrick, said: "We see this as a blatant case of intimidation"

The 230 women have now been on strike for three weeks since the management of the company refused to negotiate with them

The striking women were sacked by the company.

The Geneva-based International Metalworkers Federation has called for negotiation on the dispute.

And the Trade Union Council in Britain has expressed solidarity with the workers and is taking the matter up with Eveready's parent company, Berwick Holdings

Mr Fredrick said the union had gone through all the stages laid down by the Industrial Conciliation Act, and after meeting the Industrial Council on the matter, the workers had balloted and decided to strike rather than take the dispute to arbitration

Of the 475 women at the factory 395 are union members.

During the ballot for the strike 66 per cent of the members voted and 62 per cent were in favour of the strike

Union members said the presence of riot police during the ballot was another intimidatory measure against the workers

Among the workers' grievances are

They have to seek permission to go to the toilet and are only allowed to go during tea breaks

They say when they are, say, five minutes late for work they lose 15 minutes' pay and all their day's bonuses including their attendance bonus

The rates of pay paid to blacks are the same as those paid to whites in 1976, which means there has been no increase

According to a union spokesman the average worker earns about 57c an hour.

To keep abreast with the household subsistence level recommended by the University of Port Elizabeth a woman would have to earn 85c an hour.

The union is demanding a minimum of 80c an hour

Meanwhile the Trade Union Council of South Africa — one of the two largest labour co-ordinating bodies in the country — was called on by an affiliate last night to support the National Union of Motor Assembly and Rubber Workers in its dispute with Eveready. — DDR-DDC

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New Bill could give blacks more labour muscle

23/1/77 Trib

Tribune Reporter

MULTIRACIAL works committees at factory level could be a result of new industrial legislation Parliament will debate this session.

The legislation is designed to give teeth to the works and liaison committee systems set up for black workers.

Deputy Secretary for Labour Mr Johan Botha said he was unable to discuss details of the new Bill, or comment on the possibility of multiracial works committees. But informed sources say that one of the major criticisms of the present set up is that it is a dual system. Workers covered by the Industrial Conciliation Act have a well organised system of collective bargaining but for workers outside that law, collective bargaining is neither regulated by law nor developed by practice.

Trade unionists claim this is discriminatory and can lead to conflict.

A system of multiracial works committees with industry wide liaison committees would eliminate discrimination and at the same time give regulated powers of bargaining to black workers at present excluded from the provisions of the Industrial Conciliation Act.

The new Bill replaces draft legislation due to introduced in Parliament last year.

This was withdrawn after representations from a wide range of people and organisations, many strongly critical.

Professor Nic Wiehahn, director of the Institute of Industrial Relations at the University of South Africa and recently appointed advisor of labour affairs to the Minister of Labour, said he had not seen the new Bill.

Extension

"When I take up office I would like to see South Africa moving towards an extension of the rights to bargain and organise for workers.

"This is necessary if this country is to be readmitted to international labour circles. We have to come back to the basic principles of labour democracy.

"The realisation of this is beginning in South Africa and the idea is to work towards basic rights for all workers through a gradual integration of the two existing systems," he said.