

145A

IND. REL. — Workers'
Org — SAAWU
1979, 1980

See also

INDUS. REL. - Workers' Orgs. -

African Unions

for news relating to

SAAWU * AFCWU activities

in EL.

26/4/79 DD

① 139
② 327
③ 140A
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Police tried to bribe me says union leader

EAST LONDON — A national organiser of the South African Allied Workers' Union, Mr Tozamile Gqweta, says a security policeman offered him R40 a month to inform police of discussions at meetings of the union.

Mr Gqweta said he was questioned by a Warrant Officer Schooling from Cambridge on April 9 about the aims and functions of his union.

He said he was asked if there was political activity among members and the security police wanted to know what happened at the meeting of the South African Combined Labour Conference last month.

"I replied we are nothing but trade unions concerned only about labour and its social and economic consequences for the community.

"I informed him I never inquired about the political opinions or activities of union members

and had no intention of doing so," Mr Gqweta said.

On Tuesday, said Mr Gqweta, after being taken to Cambridge Police Station he was offered R40 a month to inform the security police of what had been discussed at union meetings and at the head office of the union.

"I told them repeatedly I would never do such a job. I told the police they were paid to do such a job and I did not want to be an 'impimpi'," Mr Gqweta said.

He said the police should stop harassing his union because it was there to fight for labour rights and look after the workers in the union. It was not a political organisation.

When asked to comment on Mr Gqweta's allegations the head of the security police in East London, Colonel A. P. van der Merwe, said "I have no comment to make on these rumours." — DDR.

Black union for blind

African Affairs Reporter

A TRADE union for blind workers has been formed in Umlazi and has affiliated to the South African Allied Workers' Union.

More than 40 blind workers have joined the union and yesterday more were becoming members. Although the trade union was founded in Umlazi, a campaign will be launched to recruit members in Natal and Zululand.

The majority of the members of the new trade union are employed at Eduduzweni Bantu Blind Institute in Umlazi and some of them are out of employment.

Its chairman and founder, Mr Leonard Zondi, who is also blind, told the Mercury yesterday that the blind workers had no representation through a recognised body.

His union would appeal for donations as an organised body.

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group could have hived off, and, each group had the potential to act as a nucleus for further expansion, the present model can account for divergent lines of evolution within a tradition.

In the description of the two models used in the present study, it was pointed out that group fission could have resulted from two different processes: (1) social stress as a result of overcrowding, and (2) increased mortality and lowered reproductive fitness due to the scarcity of a particular resource. Group fission would appear to have been associated with social conflict. Fairly often (Legassick, 1969; Konig, 1967; Turner, 1954). This association would suggest that social stress rather than resource scarcity determined when group fission occurred. However, oral tradition cannot provide an accurate picture of the initial colonisation and an archaeological test between the two hypotheses is required.

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Union formed for blind

EAST LONDON — A trade union for blind workers — the African Blind Workers' Union — has been formed in Durban

The general secretary of the South African Allied Workers Union, Mr S. K. B. Kikine, said the new union would fall under his body

The blind workers union was formed at the same time as the Cleaning Services Workers Union was formed

The aim of the blind workers union, said Mr Kikine, was to get blind workers throughout South Africa to come together and share their resources

The BWU would communicate with existing industrial councils for the blind and see that donated properties were submitted to the blind without sale as has happened in the past

The BWU would try to obtain other services for blind workers who face the same educational costs as sighted people when they have children who can see

Membership of the union is free Mr Kikine said the union would raise its own funds — DDR

the results cannot be used as an absolute confirmation of the validity of the discontinuous spread model. The major problem with the radiocarbon chronology is the small sample size. Only four Silver Leaves sites have been dated and one of these Eiland is a specialised activity area (Evers, 1975). Kvale and Urewe have more dated sites but again samples are very small. In the discontinuous spread model it was suggested that the overall rate of spread would have been faster than the expansion of an individual culture. Therefore, the regression for the overall rate of spread was calculated from the earliest known dates for each culture and this reduced the sample size. It is possible that the sample sizes are so small that they do not reflect the real population of dates. Because of the sample size problem an independent evaluation of the two mechanisms of dispersal is necessary.

The data used in the present study were derived from only one tradition, fluted and bevelled complex, and therefore the analysis would seem to be limited to the validity of a particular culture-historical reconstruction. This is true, the rapidity of spread associated with the simulation of the continuous spread model would seem to indicate that this is the most likely mechanism of dispersal.

ACKNOWLEDGEMENTS

I would like to thank Professor F.N. Huffman for reading and commenting on numerous drafts of the paper. Miss C.S. Harcourt helped edit the manuscript and Mrs J. Howard-Tripp typed the final drafts.

I would like to express my special thanks to Dr D.S. Wilson who introduced me to evolutionary ecology and helped to debug the programmes.

of Early Iron Age pottery. Fission and movement have been associated with totem changes in Sotho groups (Legassick, 1969; Konig, 1967). Totems indicate group membership, as do pottery styles, (Huffman, 1972; Schapiro, 1962) and totemic change may be paralleled by changes in pottery. If totemic change is used as a model, fission should be associated with a rapid change in pottery styles and not a gradual divergent evolution. This suggestion should also be tested against the archaeological record.

The analysis of the radiocarbon chronology indicated that the fluted and bevelled complex dispersed rapidly although individual cultures showed a slower rate of spread. A number of problems are associated with the analysis and

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Fosatu's Erwin . . . "a complete farce"

Trade Unions, feels that "Kikine is mixing up issues through sheer excitement" Sikhakhane adds that the original idea was for Kikine to bring together unaffiliated black trade unions in Natal. Then, next year, the Consultative was going to put its new constitution — on which it is working — before these unions. If the constitution was acceptable, the Natal group would be invited to join the Consultative.

(SAAWU), which claims a membership of over 15 000 workers

Three weeks ago, Kikine called a number of unions to a meeting in Durban, asking them to join the federation. Quizzed by the F.M., he claimed "Forty unions were present, and about 29 promised to join" But, asked to name the unions that had agreed to participate, he declined.

Three Tucsa affiliates went to the meeting. According to Errol Esau, of the Motor Industry Combined Workers Union "We went along with no indication of what was going to transpire. At the meeting we were asked to make an immediate decision on joining the federation. That was impossible."

He adds "There were definitely not 40 people at the meeting, and I don't know whether Kikine has all the unions he claims to have. I'd like to see their credentials."

"It's a complete farce," asserts Fosatu's Alec Erwin. "We will co-operate with serious trade union organisations but his new body has to prove that it is something more than a publicity stunt," he adds. Fosatu received two days' notice of the meeting, which it refused to attend. Erwin notes that it took two years to form Fosatu, and they were not about to throw in their lot with another federation — certainly not at such short notice.

Asserts Kikine "Our aim is to make one voice and a united front to work in the interests of all workers. The federation will be multiracial."

Skakes Sikhakhane, general secretary of the Consultative Committee of Black

quietly hopeful
F.M. 7/12/79
UNION GROUPINGS

New "Federation"

Labour observers are puzzled by the emergence of a proposed "Federation" of black trade unions. The body is being propelled into existence by Samuel Kikine's South African Allied Workers Union

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D. DIST (INDABA) 22/2/80

Union man turned down

EAST LONDON — A national trade union organiser trying to set up an office here has been given the cold shoulder by the Ciskei Government and Mdantsane Council.

He has been told "We don't want trade unions here — they are redundant"

He is Mr Thozamile Gqwetha, national organiser of the South African Allied Workers' Union, who said he was seeking an office in the New Mdantsane shopping complex

He said he sought the help of Colonel Charles Sebe, head of Ciskei Intelligence, but that he had told him he and the Ciskei Government were

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against trade unions

In a telephone interview, Colonel Sebe denied he said this. He said Mr Gqwetha did appeal for his help as the council had refused to allow them an office

Colonel Sebe said he told Mr Gqwetha that his office was not in a position to help him because trade unions in the Ciskei were redundant as the Ciskei Government looked into the problems of each worker

Colonel Sebe denied he ever warned Mr Gqwetha to do his thing in the Republic and come back to the Ciskei to sleep

"That is nonsense," Colonel Sebe said. He said men from his office attended a meeting at

Mdantsane at Mr Gqwetha's request

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Mr Oscar Mpeta, of Sogulethu, Cape Town, told the meeting that trade unions were not political organisations. They were there to protect the interests of workers

He said for many years blacks — according to National Party policy — were anything but employees

The refusal of the government to have migrant labourers registered as members of trade unions added insult to injury. People should not allow themselves to be intimidated by employers who threatened to dismiss them from work if they joined trade unions.

13/3/80 (10/15/80) (13/1) (10/5)

Mdantsane women protest over union

EAST LONDON — A group of more than 100 women demonstrated at the main terminus in Mdantsane yesterday over the formation of a trade union in the Ciskei

The women carried placards which said "We do not want you Gqwetha We have our own trade union"

Mr Thozamile Gqwetha, the national organiser of the South African Allied Workers' Union, recently formed a trade union here. He has also addressed meetings which were well attended by factory workers

Among the women who demonstrated were Mrs N Nene, wife of Coun-

cillor Steve Nene, and other women whose husbands have trading rights in the township

Mrs N Dyosi said they were demonstrating against Mr Gqwetha because his union could not help Ciskeians. She said a statement would be released later after the women had held a meeting

Police at Mdantsane reported there were no incidents during the demonstration

Mr Gqwetha has been involved in a war of words with Colonel Charles Sebe, the head of the Ciskei Central Intelligence Service, over the issue of a trade union

Col Sebe had told Mr Gqwetha trade unions

were redundant in the Ciskei as the government looked into the problems of each worker

Mr Gqwetha countered by asking Col Sebe since when did a government usurp the power of a trade union

"This will be the first time in the history of the world," Mr Gqwetha said — DDR

NATION RESULTS IN FACULTY ARTS		AS AT	29 02 80	PAGE	1
SPEECH & DRAMA	YEAR :	N/A		13100	
FIRST NAMES	COURSE	DESCRIPTION	SYMBOL		
JOCELYN NEILA	110113 110117	PRACT SU I AFRIKANS LOWE-ARTS PRACT ACT I AFRIKANS LOWE-ARTS		3	1623211
REGISTRAR (ACADEMIC)					

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AST LONDON — The
of the secretary of
South African Allied
orkers' Union, Mr
nozamile Gqwetha, was
oned and set alight at
dantsane early yester-
day

Unionist's home stoned

Gqwetha at one stage that
trade unions were redun-
dant in the Ciskei as the
government looked into
the problems of each
homeland worker

Wednesday's demon-
stration was made
by women members of the
ruling Ciskei National
Independence Party, led
by Mrs N Nene and Mrs
Beauty Mayoyo

The women chanted
songs and said they had
their trusted leader to
look after their interests
as Ciskeian workers

Yesterday Mr Gqwetha
said he was not worried
about the demos and
they would not hamper
the progress of the union,
but would make workers
more determined to sup-
port it "This has been
proved by the fact that
most of the demos were

non-workers," he said
He was not worried
about the attack on his
home, but was concerned
about members of the un-
ion who could have been
left leaderless

He estimated damage at
R40
He said some people
made inquiries about his
whereabouts before the
attack

The chief magistrate at
Mdantsane, Mr D
Bouchier, said yesterday
he had not issued a permit
for Wednesday's
demonstration

"The demonstration is
news to me," he said

Mr Gqwetha was born at
Peulton and grew up at
Duncan Village where he
attended Welsh High
School The
demonstrators claimed Mr

Gqwetha was a Trans-
keian

Meanwhile, Mr
Wellington Sangotsha, a
Daily Dispatch reporter
covering the stoning and
burning of Mr Gqwetha's
house, had his camera
taken away by Ciskei
police He was also
threatened with deten-
tion

Detective Sergeant
Nqwanya, who spotted Mr
Sangotsha taking pic-
tures, confiscated the
camera He said Mr
Sangotsha was not allow-
ed to take pictures at the
scene of the incident
because he had not sought
permission from the in-
vestigating officers

Mr Sangotsha was told
to report to the Mdant-
sane charge office. There
he was told by the Mdant-
sane branch CID officer,

Lieutenant M Khonjwa,
that he would be charged
for obstructing the police.

Lt Khonjwa said pic-
tures would hamper their
investigations

Mr Sangotsha told Lt
Khonjwa he had received
permission from the
houseowner

The camera was
returned

FOOTNOTE:

Mr Sangotsha was carry-
ing out his duties and
responsibilities as a
reporter of the Daily
Dispatch as requested by
his news editor and in no
way, or at any time, did
anything other than his
normal professional
duties He was at pains to
co-operate with any re-
quests made by the in-
vestigating authorities
but he is also bound to do
his work as a journalist,
according to the ethics of
his profession — DDR

Picture, page 13.

COURSE	DESCRIPTION	SYMBOL					
115103	ITALIAN INTENSIVE	F (47)	1	155148P			
106105	ECONOMICS IA	F (44)	1	156426D			
115101	FRENCH I	UP (62)	1	160764U			
114101	RELIGIOUS STUDIES I	ABS	7	162323N			
116101	CULTURAL HISTORY OF W.E. I	ABS					
114101	RELIGIOUS STUDIES I	UP (54)	1	157069M			
004101	PSYCHOLOGY I	UP (58)	1	157519M			
107101	ENGLISH I (PRE-1980)	3MX					
110101	HISTORY I	UP (57)	1	160448A			
102103	AFRIKAANS FN. NEDERLANDS I	F	1	157025E			
107101	ENGLISH I (PRE-1980)	3MX (48)	1	160168M			
115101	FRENCH I	F					
105202	SOCIAL ANTHROPOLOGY I (PRE-1980)	UP (50)	1	137456L			
908101	GEOGRAPHY I	ABS	1	159478M			
102105	AFRIKAANS FN. NEDERLANDS I	UP (50)	1	156804P			
004101	PSYCHOLOGY I	F (43)	1	130647A			
105104	LATIN I	F (46)					
107101	ENGLISH I (PRE-1980)	ABS					
102101	AFRIKAANS GEOGRAPHY I	ABS	2	137330X			
908101	GEOGRAPHY I	ABS					
105103	GREEK & ROMAN LIT & PHIL	ABS	1	159321A			
106103	ECONOMICS IA	ABS	1	150162R			
004101	PSYCHOLOGY I	UP (52)	1	155800Y			
103202	SOCIAL ANTHROPOLOGY I (PRE-1980)	UP (50)					
001101	CUMMERCIAL LAW A	ABS	7	157772K			
115103	ITALIAN INTENSIVE	F (45)	1	158259W			
106107	ECONOMICS IA	ABS	1	156326V			
107101	ENGLISH I (PRE-1980)	3MX	1	157549Z			
911101	MATHEMATICS I (PRE-1980)	F (48)	1	159454W			

UNIVERSITY OF
SOUTH AFRICA

DD 15/3/80
Union to hold meeting

EAST LONDON — The South African Allied Workers' Union will hold a meeting at the community centre, Duncan Village, today

The general organising secretary of the union, Mr Thozamile Gqwetha, said yesterday important issues will be discussed. He appealed to all workers to attend. — DDR

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STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL
100060L	HOGG	HENRY CANEMON	110317	URAMA III	498
* TOTAL NUMBER OF STUDENTS 1					
DEAN					
REGISTRAR (ACADEMIC)					

EXAMINATION RESULTS IN FACULTY ARTS

AS AT 29 02 80

PAGE 1

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REGISTRAR (ACADEMIC)

Trade unionist condemns harassment of Gqwetha

EAST LONDON — The general secretary of the South African Allied Workers' Union, Mr S K B Kikine, of Durban, yesterday strongly condemned the harassment of his trade union's official by Mdantsane women who this week staged a demonstration

A group of women members of the ruling Ciskei National Independence Party demonstrated at Mdantsane's civic centre this

week against Mr Thozamile Gqwetha, organising secretary of the union in East London

In a telephone interview Mr Kikine also bit out at the stoning of Mr Gqwetha's home. Mr Kikine said he hoped

authorities would take action against those who were attacking this trade union or there would be no labour peace in the area

He was surprised the police did not take action against the demos

Mr Kikine said what was

happening in Mdantsane and East London was no surprise to trade unionists. They had expected the incidents sometime ago

He appealed to all members of the union to prove themselves keen to keep peace — DDR

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NAME	COURSE	SYMBOL	CRS	CRSE	CRSE	CRSE	CRSE	CRSE	CRSE
DAVID N-1A	ENGLISH III	UP	(54)	5	101148U				
PETE	PSYCHOLOGY III	UP	(52)	4	101875J				
ODILE	AFRICAN LANGUAGES XHOSA II	UP	(50)	4	115416E				
LESLIE	MATHEMATICS IB	F	(41)	5	100997E				
EDUARDO	ROMAN LAW II	UP	(63)	4	113612R				
I SPIRO	ITALIAN INTENSIVE	UP	(60)	4	102301J				
MILLEN	ECONOMICS III	ABS	(53)	5	101158E				
MARTIN	ENGLISH III	ABS	(53)	5	111331M				
AMA WA JANE	HISI & APPRECIAT UP MUSIC IABS	UP	(53)	4	103519W				
COLLE	GREEK A BOUNDARY & TITLE	UP	(52)	5	102257Z				
FINN	AFRICAN S ENVIRONMENTAL STUDIES III	UP	(52)	5	033409H				
JEAN	STATISTICS I (HALF CRSE)	F	(51)	4	101164L				
GILDA	STATISTICS I (HALF CRSE)	F	(34)	4	114105D				
GILDA	AFRICAN S	UP	(50)	4	116606W				
ANGEL	ENGLISH III	UP	(57)	4	113410R				

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STUDIOS
EXAMINATION RESULTS IN FACULTY ARTS
YEAR 3
AS AT 29 02 80
PAGE 1
13030

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Union calls for minimum wage

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DURBAN — The South African Allied Workers' Union has called for a national minimum wage of R50 per week indexed to inflation for all workers employed in commerce and industry

At its conference in Durban during the weekend, the union also called for the abolition of the Group Areas Act, the Influx Control Regulation Act, the Separate Amenities Act and the migratory labour system

The conference called for a R80 minimum monthly salary for all domestic workers and also made a plea for an eight-hour day and a 40-hour working week for employees in industry and commerce

The union which represents 22 affiliates urged the final abolition of the pass laws because white counterparts were not required to carry passes — DDC

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builders in the
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and material inputs of local origin. This explains
needed are relatively low; training programmes are short;
of builders with limited capital equipment; trade skills
employment, materials and methods be revised, enabling entry
that the normally applicable strict prescriptions relating to
sing. Exploitation of this potential presupposes however
visors often underestimate the economic potential of hou-
is not so strictly formalised, governments and their ad-
Even in developing countries where the activity structure

partly or wholly by the public sector.
part of the social responsibilities that have to be borne
encountered; so much so that housing inevitably becomes
costs to levels at which market resistance is definitely
the background of lower labour productivity tends to elevate
of rises in wage levels and other service benefits against
perform quite effectively. The labour unions enforcement
unskilled and semi-skilled labour from tasks which they could
key factor for solving urban unemployment i.e. by excluding
unions resistance, furthermore frustrate the use of this
to see housing as a poor investment financially; trade
by the technical efficiency of modern technology; they tend
often however overlooked by governments who are overwhelmed
in building and construction. These opportunities are
Low skill job opportunities have been created successfully

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(139)

R50 a week

Call for minimum wage

(347)

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Mercury Reporter
 THE South African Allied Workers' Union has called for a national minimum wage of R50 a week, indexed to inflation, for all workers in commerce and industry

At a conference in Durban the union also called for the abolition of the Group Areas Act the Influx Control Regulation Act, the Separate Amenities Act and the mi-

gratoy labour system
 Declaring 1980 as Workers' Year, SAAWU rejected trade union registration on the basis that the Wichahn and Riekert Commissions had not sought the views and recommendations of unregistered trade unions. Instead, they had climbed into the racist laager and had done all the thinking for unregistered unions. The conference called

for an R80 minimum monthly salary for all domestic workers and also made a plea for an eight hour day and a 40-hour working week for employees in industry and commerce

In addition, overtime should not be compulsory, the union asserted. If overtime was worked, the total of hours worked a week should not exceed 50. SAAWU called for four weeks paid annual leave for every worker

Campaign

The union, which represents 22 affiliates, urged the final abolition of the pass laws and launched an unemployed workers' campaign which would demand the right to work for all. It urged the Government to create more jobs, schools and clinics

The union issued an appeal to foreign companies to abide by their codes of conduct, which had been accepted by both foreign and local workers

Van die instansies het goedgunstiglik op BEO vir tussentydse ontleding beskikbaar ontledings is reeds sedertdien met behulp van die Universiteit van Stellenbosch vo van die data was reeds meer as drie jaar bv. deur opnames, maar om 'n verskeidenhe die betrokke instansies tot dusver die d of die ontleding daarvan voltooi nie.

Bronne is nou opgespoor wat van fundamentele belang sou gewees het vir die Kaapse Metropolitaanse vervoerstudie, maar omdat elemente van die inligting net by spesifieke instellings beskikbaar is, en hulle onderling onbewus was van die bestaan van die bykomende inligting word die databronne hoegenaamd nie benut nie.

Soms was daar ook twyfel insake eiendomsreg oor databronne bv. in gevalle waarby opnames deels deur buitebronne gefinansier was en selfs ook die semantiese bestek van die woord "publiseer" het by geleentheid verwarring veroorsaak.

Bykomende onsekerheid ontstaan in gevalle waar geen opname-fasiliteite institusioneel bestaan nie en noodsaaklike data op 'n vertrouens- of informele grondslag aan 'n navorsingsinstansie beskikbaar gestel word. Afgesien van die beperkte verdere bruikbaarheid van die data d.i. buite die fisiese

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GENERAL NEWS

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Union: We won't toe the race line

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RDM
17/4/80

By STEVEN FRIEDMAN
Labour Reporter

TRADE unions which applied for registration under the new labour laws were accepting segregation, the Food and Canning Workers Union said in a statement yesterday.

The union was reacting to a statement at the weekend by the East London branch of the African Food and Canning Workers' Union, which has close links with it.

About 800 East London food workers were reported to have rejected union registration at a weekend meeting.

The reasons given at the East London meeting were that registration was meaningless until the pass laws, Group Areas Act and other legislation seen as discriminatory was removed.

In its statement yesterday, Food and Canning emphasised that the East London meeting reflected the views of the African union's East London branch only.

But it added that the union had "already stated our opposition to African union registration under the Industrial Conciliation Amendment Act".

It had done so because "at present the law only allows registration as a non-racial union by the grace of the Minister of Manpower Utilisation, and only where there are not sufficient workers to form a

separate union

"This is clearly not the case in the food and canning industry or any other where large numbers of coloured and African workers are employed."

According to the statement, unions which register can only do so "by accepting segregation or by registering only in areas where there are hardly any workers of a particular race group."

"Either way, such registration means the creation of weak and divided unions," it said.

A union spokesman added that the union was also concerned "about the increased state control in the new legislation."

The union's comments are seen as a reference to the Federation of South African Trade Unions, whose unions have applied for registration.

The statement by East London workers was signed by Mr Samuel Kikine, general secretary of the SA Allied Workers' Union, who has been attempting to form a new trade union federation. Observers speculated that links between the union and Saawu could be in the offing.

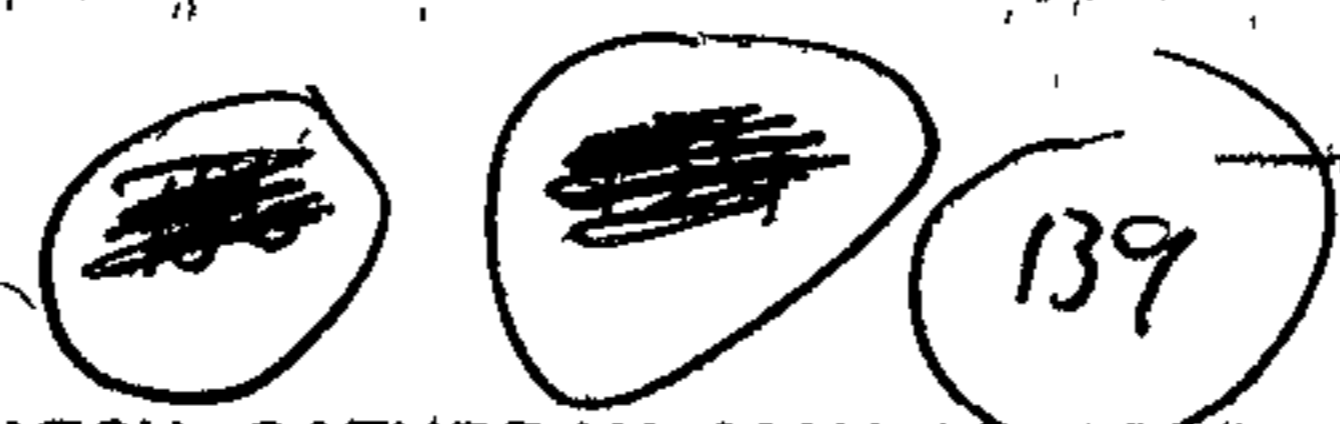
But a union spokesman said yesterday that Mr Kikine had attended the meeting as a guest. There were no formal links between the two unions, he said.

A revised budget as far as possible showing which of explaining your 9 would last 12 months to be offered.

Required:

adhering to data above, notes are likely both jobs

- (a) All the plant needed for Southampton has been owned for some years. £1,600 is the year's depreciation (straight-line) in the financial accounts. If it is taken, less plant will be required for Int. For a meeting as a guest. There were no formal links between the two unions, he said.
- (b) Manual labour is hired locally from week to week.



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Minkley settles row with union

EAST LONDON — A misunderstanding between the South African Allied Workers' Union (SAAWU) and KSM Milling Company Ltd over remarks by an employee of the company was settled yesterday.

The managing director of the company, Mr G. A. (Gordon) Minkley, who was away when the misunderstanding occurred early this week, yesterday saw the acting organiser of SAAWU, Mr B. P. Norushe, and agreed that the man who had allegedly referred to workers affiliated to the union "kafirs", should make a public apology to the union.

In a statement issued after talking to Mr

Norushe, Mr Minkley said: "It was explained that the sentiments expressed by this employee were his personal views and not those of the company.

"I expressed my regret and dissatisfaction that such distasteful remarks had been associated with our company as they are contrary to our policy," Mr Minkley said.

He said a personal written apology would be forthcoming from Mr I. Hempel, a section manager in the company.

Mr Norushe confirmed the discussions he had with Mr Minkley — organised by Mr Minkley — had been cordial and amicable. — DDR

IN LAND SE GESONDHEIDSDIENSTE BESTAAN UIT 'N VERSKEIDENHEID VAN
 SOMS VERWANTE EN SOMS LOSSTAANDE KOMPONENTE. IN SUID-AFRIKA IS
 DAAR VERSKILLENDE OEWERHEDE WAT DIENSTE LEWER: DAAR IS VERSKILLENDE
 VAKKUNDIGE GROEPPE BETROKKE EN DAAR IS VERSKILLENDE BEDRYWE IN DIE
 PRIVAATSEKTOR WAT 'N AANDEEL IN ONS GESONDHEIDSDIENSTE HET. VERDER
 NOG - ONS HET VERSKILLENDE BEHOEFTE - SOMMIGE HOOGS GESOPSTIKEERD,
 ANDER ONDERONTWIKKELEND EN SOMMIGE PRIMITIEF. DIE VERSKILLENDE
 GEMEENSKAPPE SE BEHOEFTE VERSKIL EN HULLE EISE VERSKIL.
 VAN DIE OEWERHEID SE KANT IS EEN VAN DIE BELANGRIKSTE ASPEKTE, NA-
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 SPESIFIEKE GEIDENTIFISEERDE ONDERVERDELINGS VAN DIE DIENS. IN DIE
 BREË GESIEN LK DIT VIR MY ASOF DIE BALANS - EN DIE ONDERLING-GEROP-

1454
S. Post 18/5/80
139

'Kaffirs' remark: apology demanded

THE manager of Meadow Feeds — a subsidiary of KSM Milling — has been ordered to make a public apology to the SA Allied Workers' Union following his meeting with union leaders when he referred to his workers as lazy "kaffirs".

Workers at the animal feeds factory were up in arms after the incident, and last weekend they met to discuss possible legal action.

The trade union's acting organiser, Mr B P Norushe, told the 300 union members how he and his secretary, Miss Zodwa Mapetla, were insulted and harassed during their conversation with Mr Hempel.

"He refused to offer us a seat," said Mr Norushe, "and referred to his workers as kaffirs. He said they were too lazy to do any hard work and boasted that he could speak the 'kaffir language', as he put it."

Mr Norushe added that Mr Hempel had threatened to "beat up" any employees who went to see the union representatives.

The manager refused to confirm or deny the allegation that he used the word "kaffirs" but said he wanted nothing to do with "this guy" (Mr Norushe).

The apology was ordered by the managing

director of KSM Milling, Mr Gordon Minkley.

On his return from a business trip he called Mr Norushe to his office and explained that the sentiments were Mr Hempel's personal views and not those of the company.

"I expressed my regret and dissatisfaction that such distasteful remarks were associated with our company. They are contrary to our policy."

He said Mr Hempel would send a personal letter of apology to the union as soon as possible.

Mr Norushe commented that the talks had been "cordial and amicable".

— SUNDAY POST Correspondent.

**Union man
in court**

145A

139
20/1/80
Post

THE national organiser of the South African Allied Workers Union, Mr Thozamile Gqweta, of Mdantsane, appeared briefly in the Mdantsane Regional Court yesterday on charges under the Riotous Assemblies Act.

No evidence was led and he did not plead. The case was postponed to August 11.

The charges follow a sit-in strike by workers at Mdantsane Special Organisation in April.

He was detained by the Ciskei police after the strike and held in detention for 40 days before he was charged last month.

His R50 bail was extended.

145A

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**Gqweta
in court**

EAST LONDON — The national organiser of the South African Allied Workers' Union, Mr Thozamile Gqweta, appeared briefly in the Mdantsane magistrates court yesterday.

He is charged with contravening a section of the Riotous Assemblies Act dealing with incitement of workers.

No evidence was led when he appeared before Mr J. A. Stanford and the case was postponed to August 11 to allow Mr Gqweta's lawyer, Mr Ben Ntonga, to consult an advocate — DDR

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Because there is some matter of agricultural products, and a matter of consumers' products, the case is postponed.

∴ there is a matter of consumers' products.

∴ there is some matter of agricultural products.

$q = 75$

$q = 125$

$$1.5 = \frac{100}{100}$$

$$0.5 = \frac{100}{100}$$

$$n = \frac{\Delta q}{\Delta k} \cdot k$$

$$n = \frac{\Delta q}{\Delta k} \cdot k$$

∴ Consumer's products

∴ Agricultural products

confirmed No 8 (ii)

(ii)



The workers who claim SATV fired them unfairly. From left, Mr Kota, Mr Njikelana and Mr Gaca

DAK 7 JSP 3/7/80

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Union trio claim unfair dismissal

1139 145A

EAST LONDON — Three SATV workers claimed yesterday they were sacked after being accused by management of being "trouble-makers"

But last night the firm's managing director, Mr Mike Bosworth, refused to confirm or deny the allegations.

Asked about the alleged trouble with his 1 500-strong black staff, Mr Bosworth refused to comment but said the situation was under control

The sacked trio — Mr Xolani Kota, Mr Sisa Njikelana and Mr Mthobela Gaca — alleged they were sacked for their trade union activities and because SATV did not want to recognise their trade union, the South African Allied Workers' Union (SAAWU)

Mr Kota is secretary of both the workers' committee at the Wilsonia plant and the Border branch of SAAWU. Mr Njikelana is chairman of both the workers' committee and the Border branch of SAAWU

Mr Kota works as a fault

finder, Mr Njikelana as a radio lab assistant and Mr Gaca as an operator

The men claimed that trouble started at the plant when management wanted to have a works liaison committee elected because they were not happy with liaison with the workers

"They called in 38 senior black staff members to put their proposals to them but the workers later took a stand that they were satisfied with their workers' committee and did not want a liaison committee

"Forms were attached to our pay packets about the liaison committee and were to be returned but more than 80 per cent of the workers ignored the forms

"Management then came out against SAAWU saying it was not a registered trade union and by midday yesterday, the three of us were called individually by Mr Bosworth and the general manager, Mr W Winkler, and fired

"This was despite an

assurance to the workers nobody would be victimised. Moreover there was no strike or work stoppage of any sort and we merely talked to some of the workers

"We view our dismissal as sheer victimisation and have passed on the matter to our union"

The national organiser of SAAWU, Mr Thozamile Gqweta, said last night he had informed his head office of the matter and was awaiting further instructions

"We, however, condemn the actions of SATV as blatant victimisation and demand their reinstatement. As trade unionists we are fighting for the rights of workers and for better protection against injustices and exploitation

"I have always maintained with these firms that the business of our union not being registered is not their concern. That is a matter between us and the government and we have already outlined our reasons for not registering," Mr Gqweta said — DDR

SATV: No union link in sacking

DAK 7 DSP 4/7/80

ASA
ASA
ASA

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EAST LONDON — Only two employees had been dismissed at SATV this week and their dismissal had nothing to do with their membership of a trade union, the managing director of SATV and Sparrat, Mr M. P. Bosworth, said yesterday.

Mr Bosworth was reacting to a claim by three workers that they had been dismissed because they were involved in trade union activities.

He said the two men fired were Mr Xolani Kota and Mr Sisa Njikelana.

Mr Mthobeli Gaca had been suspended and his situation was being investigated, he said.

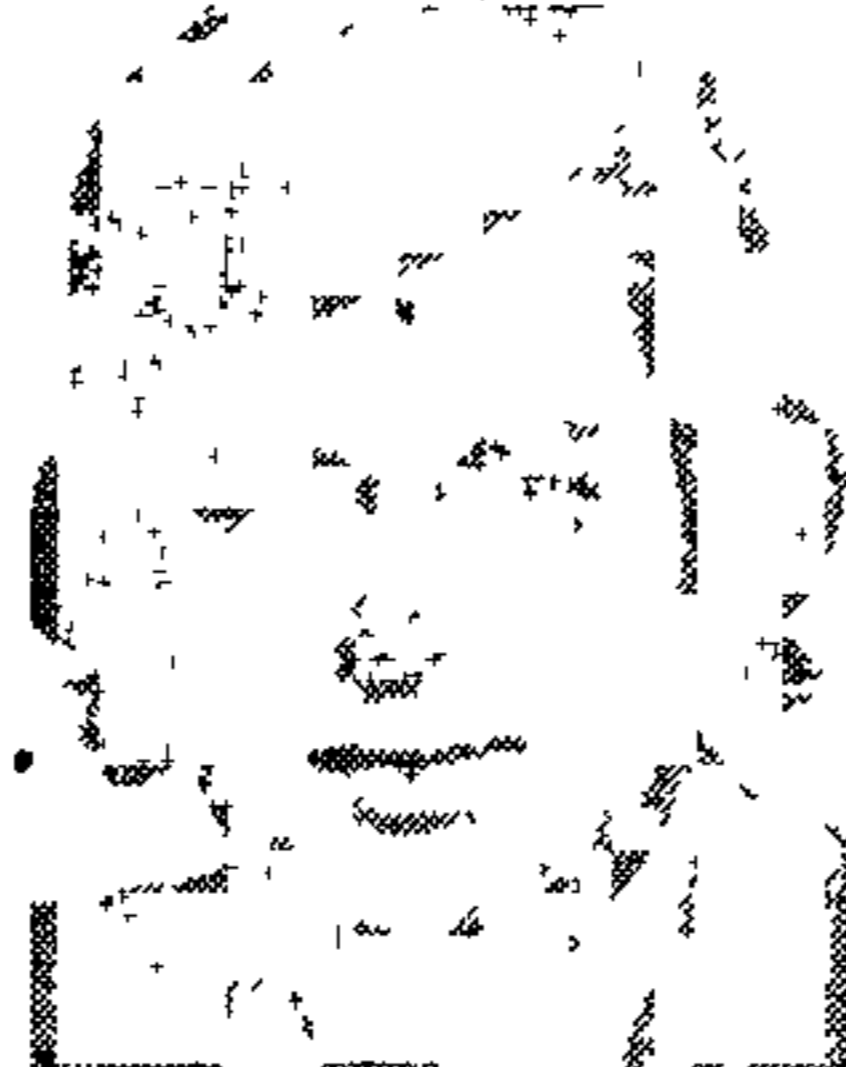
"The two men were sacked because they have been found to be working against the company," Mr Bosworth said.

"It has got nothing to do with their membership of SAAWU (South African Allied Workers' Union) "

He said he had spoken to Mr Gaca yesterday and it appeared the information received by management about him had been incorrect.

"We have a few investigations to clear and if we find that the information we have is incorrect he will be reinstated with full pay for the time he was suspended on July 14 "

Mr Bosworth said there had been no dispute at the two factories. They had had pressure from SAAWU members who called for the recognition of their trade union and management's stand had always been not to



MR BOSWORTH

recognise an unregistered trade union.

"We realised that the liaison committee was dead and I stated in a letter to the staff I did not favour the re-election of a liaison committee.

"I then suggested that we have a works committee and that we have elections to form such a committee on the grounds that we would work together as one family for the good of SATV," he said.

This view had been put forward on the understanding that such a committee would have to fulfil two requirements:

- It had to be fully representative and every worker had to vote. This was based on the fact that it had been realised that SAAWU had lower than 50 per cent support at the two factories.

- People elected had to be sincere in their motives to ensure smooth working within the factory and working to improve everyone's lot.

"I said I would approach

it in the same spirit, on the grounds of mutual trust.

"At no stage did I try to force a liaison committee on the employees because I had already realised it had run out of time," Mr Bosworth said.

The two factories had two minor stoppages yesterday when some workers did not return to work after the tea and lunch breaks.

"On both occasions I went to the groups — which were out at different times — and said I was not prepared to negotiate under duress."

He had asked each group to elect four representatives, which they did, and they had discussions which he considered more fruitful than any talks he had with workers in the past.

"What emerged was the realisation from all sides that we could achieve more through dialogue and not confrontation."

Mr Bosworth said he was impressed with the maturity of the two groups he met yesterday.

For the company the disturbances had come at a time when valiant efforts were being made to improve communication between management and the black staff.

On June 11 Mr Bosworth had issued a circular calling on workers to elect a works committee as against a liaison committee. He conceded the circular should not have been issued the way it was and they had found their mistakes had been exploited against their good intentions — DDR.

Police disperse 200 workers

7/18/80 DD

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145A

EAST LONDON —
Police used quirts to disperse a group of 200 workers after they downed tools at a car battery plant here yesterday.

The police public relations officer, Lieutenant P C Pretorius, said the workers had been dispersed because they were holding an illegal gathering.

Twenty five men were treated for injuries in the incident at the factory on Settlers Way.

The managing director of Raylite Batteries, Mr David Saunders, said the workers refused to work yesterday morning after a dispute over trade union recognition the day before.

"We were approached by the South African Allied Workers' Union on Tuesday, who had requested a meeting to dis-

cuss the appointment of a workers' committee," Mr Saunders said.

"They stated that most of the workers were signed up union members, but had no proof of this."

He asked them whether they had a copy of their constitution, but they could not show him one.

"We could not negotiate with these people because they were not a registered union."

"The union representatives gave the names of what they called the Raylite Workers' Committee. But how can they expect us to deal with a committee represented by an outside body?" he asked.

Later on Tuesday workers asked for an indication of management's feelings towards the union and the committee.

"I told them we had no evidence of the stature of the proposed committee

and could not recognise the union.

"Anyone who disagreed with this had the right to leave."

The workers went back to their jobs, he said, but refused to work yesterday morning.

"I had to ask them to leave the plant," Mr Saunders said.

Not all the workers left, but the 90 or so who stayed on were told to leave for their own safety.

Mr Saunders said the workers would be reinstated if they went back today — except the 19 union members elected for the workers' committee.

Those who did not return would be paid off.

The police were called in at 8.30 yesterday morning when the workers gathered in the canteen.

Workers alleged they had been called in by Mr Saunders, but he disputed this yesterday.

"I had nothing to do with the police and I didn't see them here," he said.

Lieutenant Pretorius said the workers had been given a certain time to move away, but when they wouldn't go the police went in.

Workers said they were in the factory canteen waiting to talk to management when police arrived.

"One of the men told us our trade union was illegal and the meeting we were holding was also illegal," a worker said.

The police had then called in the trade union secretary, Mr Sisa Njikelana, and asked him to answer "yes or no" whether the trade union was legally recognised.

"Mr Njikelana said 'No' and when we asked him why he was saying 'No' the policeman told him to leave," the worker said.

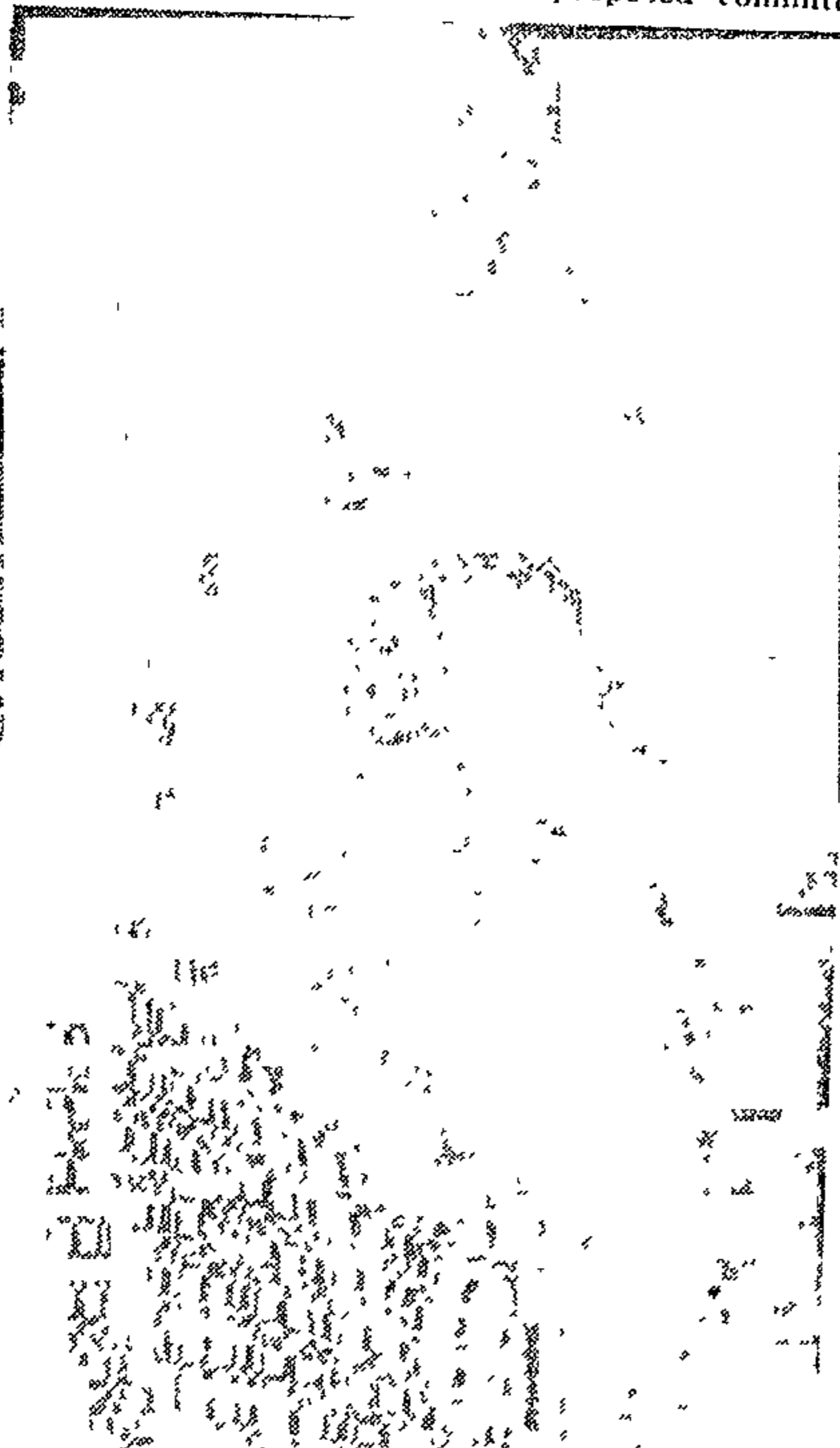
They were then told they were being given ten minutes to disperse. He said the police then left and came back after ten minutes and forced them out of the factory canteen.

Several workers suffered weals and wounds from quirts, batons and sticks.

Workers emphasised they had told both management and police they were not on strike.

— DDR

Mr Moruti Letela shows second degree burns on his arm. He said he was pushed against an urn containing boiling water during a scuffle in the canteen when police dispersed workers yesterday.



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Thursday, August 7, 1980

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POLICE used force to disperse workers who downed tools at an East London battery factory, Raylite, yesterday morning.

The Divisional Commissioner of Police for Border, Brig J H du Plessis, confirmed that the police used force to disperse the strikers for holding an "illegal meeting" but did not know whether they used batons or quirts.

Most of the strikers said the police used batons and sticks. A large number sustained cuts and weals all over their bodies. They were treat-

Gops use force to disperse EL strikers

ed at the surgery of a Mdamtsane doctor.

The trouble started when factory management refused to recognise union committee members elected by factory workers who are members of the South

African Allied Workers Union.

The workers refused to go to work in the morning but assembled on the factory premises and demanded to see the management.

The management gave them an ultimatum to either go back to work or leave the premises.

The workers did neither and the police arrived on the scene and dispersed them.

Saunders, said the workers refused to return to work in the morning because management refused to accept a works committee which had been nominated outside the premises.

The managing director of the factory, Mr D

The workers were asked to leave the premises. Some left and I gather others were forced to leave the premises, but I did not call the police."

He said it was made clear to workers that the factory gates would be open to them at the normal time and they would be re-engaging or recruiting staff.

Brig du Plessis said workers refused to go to their work and congregated illegally on the premises. Police ordered them to disperse or go to work. They refused and were dispersed by the police.

1457

9/4/80
139A
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Strike figures disputed

FAST LONDON — Thirty per cent of the workforce involved in the sit down strike at Raylite Batteries here has returned to work the firm's managing director Mr David Saunders, said yesterday.

The plant's key areas were operating, he said, and there had been no incidents.

This followed police action at the plant on Wednesday when workers allegedly held an illegal gathering.

Staff at the South African Allied Workers' Union office here disputed management's figure however and said none of the workers had gone back.

The union's general secretary, Mr Sam Kikine, issued a statement explaining the union side of the story after phoning Mr Saunders yesterday.

None of the workers had returned to work and none of them was likely to until the union was recognised by management.

Two union representatives, Mr Thozamile Gqweta and Mr A Njigilana, visited the factory yesterday but had not returned to the union office by 7 pm last night.

Mr Saunders said all those who returned to the factory would be reinstated if they wanted to work — there would be no discrimination against union members.

The dispute centred around a work committee which the union tried to impose on management.

— DDR

Battery firm, union clash over strike

139
EDM 8/8/80

By STEVEN FRIEDMAN
Labour Reporter

ABOUT 40% of the strikers at an East London battery factory, Ray-Lite batteries, have returned to work, the company's managing director, Mr D G Saunders, said yesterday

New workers were being recruited to replace those who had not returned, he added

However, the South African Allied Workers Union last night denied that workers had begun returning and said they had decided not to do so until all were reinstated and the union was recognised

About 250 workers staged a "sit-in" strike on Wednesday after management had refused to deal with a worker committee elected under the auspices of the SAAWU

Police baton-charged workers in the company canteen after they had refused to return to work

The union says management will not deal with it because it is not registered, but Ray-Lite says the union refused to present evidence of its "bona

fides"

In another development, the union expressed concern about its president and national organiser, Mr Richard Gqweta, who disappeared yesterday

A union spokesman said Mr Gqweta had left the office early yesterday morning to negotiate with management at Ray-Lite and had not been seen since

"The company says that the negotiating meeting ended this morning and we are very worried. We do not know what has happened to him"

Mr Gqweta said on Wednesday that strikers would not return until he had negotiated with management yesterday

Mr Saunders said yesterday that he had met Mr Gqweta and reiterated an earlier undertaking that strikers who returned yesterday would be reinstated

He said 40% had returned but it was not clear what the final total would be, as nightshift workers still had to report

He said production was not

yet back to normal but added that "we are concentrating on manning key areas of the plant and these are all fully operational"

The union said in a statement that it had asked Mr Saunders to confirm in writing that all workers had been reinstated. He had refused to do this, saying that would constitute recognition of the union, SAAWU said

All workers would now remain on strike until the workforce was reinstated and SAAWU was recognised

The company regarded those workers who did not return yesterday as dismissed and was already replacing them with new recruits, Mr Saunders said "There is a lot of unemployment in this area and we had 500 people outside our gate looking for work this morning"

Those who had been dismissed could be replaced easily because "our hourly paid workers are either unskilled or semi-skilled and very little training of new labour is required", he said

EL strikers get deadline ^{00 91514 P.} ⁽¹³⁹⁾

EAST LONDON — Striking workers at Raylite Batteries here have been given until Monday to return to work

The firm's managing director, Mr David Saunders, said more than 300 people stood at the firm's gates yesterday asking for work

However, only limited recruiting was done to give strikers a chance to

return

Nearly 45 per cent of the workers involved in Wednesday's sit-down strike had returned yesterday, Mr Saunders said

A spokesman for the South African Allied Workers Union repeated the union's claim that none of the workers had gone back and denied management's claim that they had tried to impose a

workers committee at the plant

"We were there at the workers request to submit a list of names to management," the spokesman said

"We did not at any stage impose anything"

He also said none of the workers would go back until the unregistered union was recognised by management — DDR

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Four EL factory workers detained

EAST LONDON — Four employees of Raylite Batteries here have been detained by Security Police and are expected to appear in court soon

This was confirmed by the head of Security Police here, Colonel A. van der Merwe, yesterday

Colonel Van der Merwe did not have the names of the men, but added that they had been arrested for a criminal offence

The men were detained on Monday night, he said

Meanwhile, the managing director of Raylite Batteries, Mr David Saunders, said production at the plant was back to normal

Speaking from

Johannesburg, Mr Saunders could not give details of how many men had returned but said he had been informed that enough had returned to get production back to normal

A spokesman for the South African Allied Workers Union, Mr Sisa Njikelana, said only a few union members had returned to work

They would not return before management recognised the union, he said

Workers objected to the detention of their leaders, Mr Njikelana said, as it affected their means of communicating with management — DDR

45

Gqweta gets R500 bail

19/8/50
134

EAST LONDON — The national organiser for the South African Allied Workers Union, Mr Thozamile Richard Gqweta, who appeared in court here yesterday charged under the Riotous Assemblies Act, was granted R500 bail

evidence was led

His appearance followed a strike at the car battery plant last Wednesday

The hearing was postponed to August 28

However, the granting of his bail was suspended to allow police to complete their investigations and will only become effective from August 28 when certain conditions will also be attached relating to his bail

In another hearing four Mdantsane men, Mr Ndiphiwe Makatala, 31, of Zone Eight, Mr Lancelot Boo, 30, of Zone Four, Mr Vuyisile Pato, 25, of Zone Three, and Mr David Tandani, 27 of Zone Eight appeared briefly charged with inciting workers to strike or to proceed with a strike

Mr Gqweta was again not asked to plead to the charge, which dealt with alleged intimidation of workers at Raylite Batteries here, and no

They were not asked to plead and no evidence was led Bail of R100 each was fixed but will also come into effect on August 28 — DDR

145X

128 workers fined for illegal gathering

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EAST LONDON — One hundred and twenty-eight, former NCI workers were found guilty here yesterday of holding an illegal gathering outside their factory

They were each fined R20 (or 20 days)

The magistrate, Mr N R Oosthuysen, said in his opinion the workers had contravened the Riotous Assemblies Act when they gathered outside the factory on July 11

Three days earlier, they had walked out of the plant after management dismissed nine members of the South African Allied Workers Union

Mr Oosthuysen rejected the defence claim that they had gone to collect their pay — all three State witnesses told him the men were instructed to fetch it at 2 pm that day, not at 7 am

He also rejected a statement to this effect handed in by their legal representative, Mr Griffith Mxenge, as it was not signed by all the accused and had the wrong date

"It was obviously drawn up with great haste and is of no probative value," he said

None of the men had testified, so the only evidence he had come from the State witnesses, which he accepted

By gathering in the road outside the factory, they had prevented free access and blocked traffic

"But that was not their only aim," he said

"They also had a common purpose of trying to negotiate with management and to possibly put them under pressure"

The workers were guilty of an offence under the Riotous Assemblies Act, he said, for holding an illegal gathering outside the factory

The defence attorney, Mr Griffith Mxenge, asked that the men be cautioned and discharged, and claimed the man behind all the

trouble was Captain Phillipus Olivier of the Security Police

"I am told you go from factory to factory telling the employers they must not recognise SAAWU," Mr Mxenge said

Captain Olivier denied this and said he could not tell all the factory managers which union to accept and how to react to their claims.

Captain Olivier had been called by the State prosecutor, Mr Willie Opperman, to tell of his experiences on the labour beat in this area

There had been six strikes since June, he said, and all centred around trade unions trying to compel management to take certain action

The strikers often gathered outside factories, and prevented work-seekers from entering

"I am afraid this might lead to confrontation between strikers and work-seekers," Captain Olivier said

"Strikers feel they can force management to recognise them by keeping work-seekers out"

Mr Oosthuysen said a R20 fine or 20 days imprisonment was a satisfactory sentence

The workers, who were released on bail when they first appeared in court, were paid R10 of their R30 bail after the fine was deducted

They are Mr Moffat Ndlela 32 Mr Walter Kate, 25

Mr Benseint Goda, 60 Mr Mlndeli Reuben Sisekiana, 22 Mr Zola Richmond Njaniso 22 Mr William Makeleni 28 Mr Petrus Saiman 24 Mr Albert Mazomba 22 Mr Martin Kupiso 22 Mr Wilson Jwill 20 Mr Mzingisi Norman Maku Makuzeni 23 Mr Andile Augustine Notshati, 22, Mr Ashton Kili 25

Mr Mongezi Siyo 26, Mr Luvuyo Somtschw 25 Mr Welcome Dikana 31 Mr Sonwabo Mbekeni 27 Mr Willie Ngomono 28 Mr Samuel Geswind 29 Mr Cyril Cakata 62 Mr Nqekiza Bom 32

Mr Michael Siko, 37, Mr Cameron Ngudie 20

Mr Herbert Jadt, 40, Mr Lungstine Ngrwangu, 24 Mr Bloem Mjilana 33 Mr Tennyson Ndungane 45 Mr Ernest Dinjwa, 28 Mr Headman Mayekiso 45 Mr Bonakele Mazwayi 21 Mr Samuel Ntsakana 20 Mr Mzwanele Futhani 23 Mr Lawrence Ngukana 28 Mr Howard Mlindi Qoboza 68

Mr Alfred Bambelo 23 Mr Edward Yapi 48 Mr Jacob Hewu 20 Mr Nkenke Dukisa 36 Mr Mitchell Saiman 27 Mr Sophitsho Rani, 29 Mr Ndyeho Ketelo 21 Mr Lawrence Luka, 21 Mr Promise Diko 20 Mr Leonard Goniwe 27 Mr Manduleli Ngaka 24 Mr Sidwell Gijana 24 Mr Benjamin Mnyute 34 Mr Mlandu Matonise 21 Mr Erik Yose 42

Mr Thami Banjwa, 40 Mr Merriman Nohai 24 Mr Mzimasi Xobongo 23 Mr Alpheus Gwadana 35 Mr Matthews Suntele 33 Mr Mthunzi Sikhaka 30, Mr Mpumelelo Kupiso 27 Mr Mhlangani Gxekilali 25 Mr Mota Kate 32 Mr Walter Kase 20 Mr Thambinkosi Qongq 25 Mr David Ntshora 24

Mr Richard Gijana 40, Mr Michael Ngoma Mr Sandisile Vika, 25 Mr Alfred Gqwisa 40 Mr Qeqmond Hanabe 42 Mr Wellington Kufani 28 Mr Sith mbele Mabula 23 Mr Michael Mbutuma, 28 Mr Ndonozolo Kwelwifene 44, Mr Christopher Mitchell 40 Mr

Sonwabo Mbangi 30, Mr Nkululeko Mlunguza 22 Mr Joseph Nenzinyana, 28 Mr Terry Dament, 21, Mr Lunga Mahlanvana 21

Mr Nkosi Nkholi 39 Mr Stoto Kilani 22 Mr Mvuka Gciza 19 Mr Lazarus Matsila 24 Mr Willie Jwill 62 Mr Gilbert Mayekiso 25 Mr Willie Matyolweni, 23 Mr Richard Boshula 23 Mr Boy Msongelwa, 52 Mr Wilson Nguta 48 Mr Makapula Tora, 29 Mr Ntsikicelo Nqoloba, 50 Mr Freeman Mcaha, 24

Mr Madoda Qelo 24 Mr Ndoda Dano 38 Mr Lindela Jadezwani 27 Mr Mgoso Diko 38 Mr Ephram Sekhato 38 Mr Meshack Ndahiso, 21 Mr Hamilton Fikizolo 38, Mr Isaac Goirana 38, Mr Maxloy Best 40, Mr Matthew Plantjie, 47, Mr Pobben Motodi 42 Mr Daniel Kombela, 26 Mr Otto Tokwa 28

Mr Khoitsile Ndieleni, 20; Mr Banele Godlo 23, Mr Mongezi Makoa 24, Mr Bernard Ketelo 35, Mr Johnson Mbembe 34 Mr Elliot Sintame 38, Mr Hamilton Dikana, 34 Mr Zolile Kilana, 42, Mr Stanley Sofute 22 Mr Maxwell Duma, 24 Mr Sampu Dunjwa 29 Mr Alfred Daniso 28 Mramba Dukisa, 30

Mr Mntimzi Gxwall 39, Mr Durrington Matowane, 29 Mr Preston Nyila 24, Mr Maxwell Mzini 30 Mr Trayitshite Tsewu 32 Mr Leonard Makalu 42 Mr Fumanekile Tona 25 Mr Melvin Gotsana 24 Mr Albert Magadela 23 Mr Jerington Hoho, 38 Mr Mntuvashckhaya Ngcoba 52 and Mr Sydney Mbuyazwe 49 — DDR

We're against confrontation say unionists

DD 35 180

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135A

EAST LONDON — The South African Allied Workers Union have appealed to managements to accept them as the true representatives of workers.

The union's general secretary, Mr S K. Kikine, said it was time management realised they were only working for better conditions for their members, not a drastic overhaul of the system.

"We believe in consultation, not confrontation," he told the Daily Dispatch in an interview yesterday.

"The union representatives are eager and willing to discuss these things with management."

However, these discussions could only be limited to the degree of representation — not the possible registration of the union. This was a matter to be taken up with government.

The Wiehahn and Riekert commissions had given black workers great expectations and made them conscious of their rights, he said.

"Black trade unions had been excluded from participation for many years, and all of a sudden they were given the nod.

Workers were in line for a better deal and looked forward to better days

"This also affected management — they predicted better days for themselves "

However, when workers approached management to tell them they wanted an unregistered union as their representative, the employers sometimes became agitated and rejected the unions.

"Sometimes they have the wrong idea about us," Mr Kikine said.

"They think we are trying to revolutionise the system and just talking politics. Some of them even accuse us of being terrorists."

In some cases, he said, management had become so intransigent that they had used force and called in the police.

"We want to make it clear that SAAWU, with

Mr Sam Kikine, general secretary of the South African Allied Workers' Union.

its 23 different unions, cannot afford confrontation.

"We want to negotiate, and we believe we have the backing from workers so we can be seen as fully representative "

Mr Kikine stressed that his members favoured industrial peace, and hoped for increased acceptance in this area.

However, before they could even think about registering in terms of the government labour laws, they would like to see the elimination of all discriminatory legislation.

"The government will have to polish its shoes and do away with laws such as the Group Areas Act and the racial boundaries affecting employment of labour — DDR

DD 29/8/60 (MMA) 139
Gqweta granted
bail of R500 (MMA)

FAST LONDON — The national organiser of the South African Allied Workers Union, Mr Thozamile Richard Gqweta, who appeared in court here yesterday charged under the Riotous Assemblies Act, was released on R500 bail

Bail was fixed at a previous hearing but only became effective yesterday. Mr Gqweta was also told he should not interfere with any of the State witnesses. He would get a list of them from the investigating officer Captain Phillipus Petrus Olivier.

He was again not asked

to plead and no evidence was led

He is charged with intimidating workers at Raylite Batteries here

His appearance followed a strike at the battery plant recently

In another hearing Mr Ndiphiwe Makatala, 31, of Zone Eight, Mr Lancelot Boo, 30, of Zone Four, Mr Yuvisile Pato, 25, of Zone Three, and Mr David Tandani, 27, of Zone Eight, all from Mdantsane, were also released yesterday on R100 bail each

They are charged with inciting workers to strike or to proceed with a strike — DDR

1427

USA

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139

Workers walk out after union man dismissed

EAST LONDON — A total of 27 workers walked out of Turner Bros, West Bank, yesterday following the dismissal of a trade union committee chairman

Workers said trouble started last Thursday when they were asked to off-load a Railways truck that brought in some goods late — necessitating that they work overtime without pay

"When we asked if this would involve overtime pay, we were told by Mr Peter Turner, the managing director, it would not because we did not work on Saturdays as we should and still got our full weekly pay," a spokesman for the workers said

The following day they had an argument with Mr Turner over time they took to off-load steel

"We explained to him that the lengths of steel were heavy and we had to have several men carrying each

"He then called our trade union chairman, Mr Maxwell Mazwi (the South African Allied Workers Union committee chairman on the premises) and we followed. He then let him return to us and took away Mr Victor Mbebe, who returned later "

When they received their pay packets on Friday, Mr Mazwi was told to go and get his from Mr Turner. He was paid off

They claimed they had been promised increases by the end of last week but they did not get them

Mr Turner had asked them to report for duty on Saturday but they did not and as Monday was a public holiday they reported on Tuesday morning

"We inquired about Mr Mazwi's dismissal and we were told it had nothing to do with us

"Mr Turner told our

representatives those who wanted to work should get onto their jobs and if we did not want to we could leave. We all left," the spokesman said

He added that Mr Turner had refused to accept their trade union representatives although he had accepted their names when they were submitted to him earlier

"When we got to work he appointed two men he was prepared to negotiate with but they refused and left with the rest of the workers when we walked out," he said

Asked to comment on the walk-out of workers and the reported dismissal of the trade union committee chairman, Mr Turner said "I am not interested. I'll read about it in the morning" — DDR

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Workers want unions recognized

Own Correspondent

JOHANNESBURG — A mass meeting of over 2 000 workers from three strike-hit East London factories resolved this week not to return to work until the companies had recognized their unions, the South African Allied Workers Union and the African Food and Canning Workers Union.

They also demanded that the companies recognize worker committees elected under the auspices of these two unions.

The workers were drawn from three factories where recent stoppages have not yet been settled. They are Ray-Lite Batteries, Collondale Cannery and National Converter Industries.

The meeting is further evidence of the rapid growth of worker militancy in East London which is fast becoming an important centre of black worker action.

This week a small company of manufactur

agents Turner Brothers became the latest to be affected by strike action

All 27 of the company's black workers downed tools after the chairman of their worker committee had been dismissed. They allege he was fired after he was delegated by workers to discuss an increase in overtime with management.

According to a SAAWU spokesman Mr Thozamile Gqweta most of the workers have been reinstated after union intervention. He will meet management today to take up the case of those workers who had not been rehired.

The growing union movement in East London has also attracted considerable attention from the authorities. Mr Gqweta and four workers who belong to SAAWU are facing trial on charges under the Riotous Assemblies Act and Mr B P Norushe, an official of the ALCWU is in detention under security legislation.

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Gqweta's bid to see managements

MAILED 6/9/80

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EAST LONDON — The South African Allied Workers Union (SAAWU) here is hoping to communicate with managements of various companies, the national organiser of SAAWU, Mr Thozamile Gqweta, said yesterday

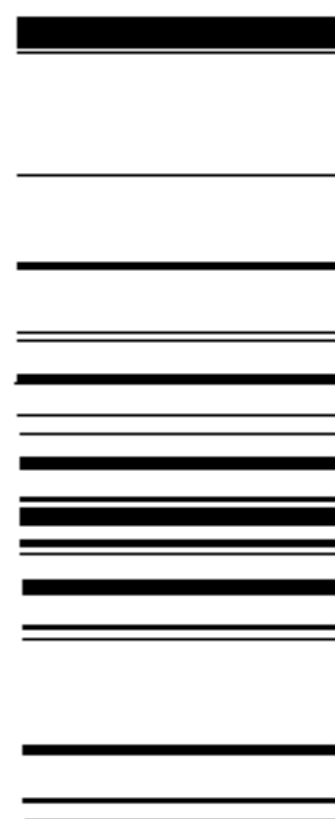
Mr Gqweta said this was a bid to avoid further problems arising out of recognition of works committees affiliated to the union

Yesterday Mr Gqweta said he had made arrangements to visit various factories during the week and would visit others next week

The move follows

several strikes and work stoppages on the West Bank over the past two months and a decision this week by 900 workers from the Collondale Cannery, Raylife Batteries and National Converter Industries not to return to work until management had recognised SAAWU and allowed the union's committees to operate on the premises

Yesterday Mr Gqweta said he was visiting Turner Bros, the scene of a walkout by 27 workers this week over the dismissal of a SAAWU branch chairman, Hoover and National Converter Industries — DDR



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EAST LONDON — The work force at a pallet-making company here was ordered out of the factory yesterday after they refused to work.

This was confirmed yesterday by the director of Border Boxes, Mr Mike Cahill, who refused to discuss the reason for the work stoppage.

However, one of the employees, Mr Amos Mfimana, claimed the 62 workers walked out because he had been dismissed earlier in the morning.

Mr Mfimana is the chairman of the workers' committee at Border Boxes appointed by members of the South African Allied Workers' Union (SAAWU) last month.

He claimed he was manhandled by one of the foremen at Border Boxes after an argument over how many pallets he had made on Tuesday.

"The foreman grabbed me by the front of my jacket and started shaking me around, asking why I had only made 45 pallets that day," Mr Mfimana said yesterday.

"I managed to get loose but then he came over and told me I was going to be fired on Friday for disobeying him."

Mr Mfimana said he wouldn't go, and was taken to see management. "They told me not to argue with the foreman and said I was dismissed."

When they went outside, said Mr Mfimana,

EL workers ordered out after refusing to work

workers confronted Mr Cahill and asked him why their committee chairman was being dismissed.

(Mr Cahill told them Mr Mfimana had not been dismissed, so they went back to work.

Later, Mr Mfimana said, he was called aside and told a second time that he was dismissed. However, he refused to sign off or accept his pay. Yesterday morning he reported for work as usual, and was taken to see management again.

"They told me to take my money and sign off," he said.

"When I walked out the workers stopped again and asked Mr Cahill why I had been dismissed and why I was manhandled."

"Mr Cahill told them I was fired for arguing with the foreman."

They said the Security Police arrived soon after 8 am and at 10 am Mr Cahill told them to leave the plant.

Mr Cahill told the Daily Dispatch the workers could return today and he would rehire the workers he wanted.

"If I haven't got enough people, I'll employ new workers or bring them from our other branches," he said.

Mr Cahill refused to discuss the allegations made

by Mr Mfimana and accused the trade union of "trying to make some mileage out of this."

"Mr Mfimana can make whatever allegations he wants," Mr Cahill said.

He said he would be prepared to discuss the matter this morning "after this has been resolved."

Workers interviewed at the SAAWU offices yesterday juncture said they would not go back to work if Mr Cahill was going to

be selective. "We feel management is discriminating against the trade union," Mr Mfimana said.

Three committee members, Mr Ysumzi Mqokela, Mr Mqokela Luvuno and Mr Johnson Pute, claimed they had been warned by their foreman that they were going to be fired because of their union affiliation.

Mr Cahill refused to discuss the trade union's position in the factory or any claims made by workers.

"This trade union business has been brewing and it has now reached a head," he said. "Everything will be sorted out eventually." —

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32 workers back on job at box factory

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EAST LONDON — Half the work-force at Border Boxes here started work again yesterday after being ordered off the premises on Wednesday

The other workers were paid off

The director of Border Boxes, Mr Mike Cahill, said all 64 workers who downed tools had reapplied for work yesterday morning

More than 40 of them were rehired and entered the factory, but 15 left the factory minutes later after they were allegedly intimidated by those outside the gate

"We were left with 32 of the former staff, a group of new workers, and a crew from our Mootplaas factory," Mr Cahill said yesterday.

Wednesday's strike followed the dismissal of Mr Amos Mfamana, chairman of a workers committee at Border Boxes elected by members of the South African Allied Workers Union (SAAWU)

Mr Cahill said yesterday Mr Mfamana was dismissed because of insubordination when he was asked to

explain an argument with his foreman

"I told Mr Mfamana the only way we could sort out the problem would be for him to get out"

Mr Mfamana refused to accept his pay and refused to sign off

"The next thing, all the workers downed tools"

Mr Cahill spoke to the workers and they eventually went back to work

However, on Wednesday morning Mr Mfamana again refused to accept his pay and was asked to leave. As he walked out of the office block, one of the workers asked him what had happened and ran into the building to tell the others

When they heard what had happened, the workers downed tools

Mr Cahill said he gave them a choice either go back to work or go

"At last I lost my patience and told them to clear the premises. A lot of them didn't want to go, but eventually they all left and we shut the factory down"

Yesterday, Mr Cahill

said, he told workers at the outset that he would not recognise SAAWU or the people elected to the workers committee at SAAWU's offices

"The staff can elect who they like as their representatives — as long as it is done on the premises"

He rejected the committee put forward by SAAWU and said most of the members and shop stewards had only been with the company for a short while

At least nine staff members had not attended the meeting, Mr Cahill said, so the committee was not democratically elected

He pointed out that he was not happy with the fact that Mr Mfamana was elected committee chairman after only working for the firm for two months

He had given the workers an opportunity to elect a new committee to represent them on August 30, but fewer than 50 workers had arrived so there was no election

Most of the absentees were on the committee or had been nominated as shop stewards, he said

However, he was grateful to SAAWU for getting rid of the "dead wood" at the pallet-making company

"The factory is running like a dream now I have got better people who are prepared to do an honest day's work"

He claimed the committee and shop stewards had become insubordinate since the union started to make its presence felt at Border Boxes, and had only needed a small excuse to spark off confrontation

Mr Cahill said he had given names to the police of the 32 workers who were paid off yesterday, and would not hesitate to call in their help if there was any intimidation

The branch secretary of SAAWU, Mr X Kota, denied Mr Cahill's claim that workers were intimidated

"We do not do this kind of thing," Mr Kota said

"If people want to work for them, we will not interfere"

He said the dismissed workers, including Mr Mfamana, would start looking for new jobs —
DDR

NOTE CAREFULLY

- 1 The answers only on the right hand pages will be marked. The left hand pages may be used for rough work, but no credit will be given for such work
- 2 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 3 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
- 4 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used

WARNING

- 1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed
- 2 Candidates are not to communicate with other candidates or with any person except the invigilator
- 3 No part of an answer book is to be torn out
- 4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

SP tries to get strikers to return to work

(145)

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NDM 20/7/80

By STEVEN FRIEDMAN
Labour Reporter

SECURITY police have been approaching workers who are on strike at an East London factory and urging them to return to work

The strike, at Ray-Lite Batteries, has also led to the arrest of four of the company's workers and two officials of the South African Allied Workers' Union

The strike remains unresolved after two weeks

The SAAWU, which says it represents all the strikers, claims 90% of the firm's workers have refused to return

The Ray-Lite action followed several other strikes in East London, which is fast becoming a centre of black worker organisation

Although Ray-Lite spokesmen were unavailable yesterday, management has said the factory is back to full production because strikers have been replaced by new recruits from neighbouring townships

Both the visits by police and the arrests have become major issues in the strike, and workers are demanding an end to the police approaches and the release of those being held, before they return to work

They are also demanding company recognition of SAAWU

The "Mail's" East London correspondent reports that police have confirmed that Security Police visited 58 strikers and told them it was now safe to return to work because "intimidators" had been arrested

The union claims that workers feel intimidated by these approaches

In another development in East London, 128 workers from a plastics factory, National Converter Industries, are to appear in court today, charged with contravening the Riotous

Assemblies Act

The charges follow an incident at the company after workers had demanded the recognition of a committee elected under the auspices of SAAWU

The strike at Ray-Lite was sparked by management's refusal to recognise a committee elected under SAAWU's auspices and to deal with the union SAAWU claims the company refused because the union is not registered

However, management says it took this step because the union "could not provide evidence of its *bona fides*" and because it could not allow "a committee to be elected from outside the factory"

Shortly after the strike, two union officials, Mr Richard Gqweta and Mr Sifa Njikalana, were arrested Mr Njikalana has been released, but Mr Gqweta has been charged under the Riotous Assembly Act

He is still in police custody, but is likely to be released on bail when he next appears in court on August 28

Four workers — three members of the worker committee and a union shop steward at Ray-Lite — were arrested last week and have also appeared in court, with the State alleging they "intimidated" workers

Bail has been refused, but it is understood that the four will be released on R100 bail later this month

Workers are now demanding the release of their colleagues, an end to police approaches and the recognition of SAAWU before they return to work Negotiations with management have been "inconclusive", according to a union spokesman

He rejected claims that production was back to normal "Most of the workers are fairly skilled and can't be replaced that quickly," he said

Powerful new trade union merger on non-racial lines

L. STEVEN FRIEDMAN
Labour Reporter

TWO unregistered trade union groupings have joined forces after they split from the Black Allied Workers Union (Bawu), a general union which backs the black consciousness philosophy.

And in a statement issued yesterday, they called on all union groupings to meet next April for a labour "national convention" which would attempt to resolve the differences splitting the union movement at present.

Recently, two branches of Bawu, in Durban and Empangeni, broke away from the union to form the National Federation of Black Workers

(NFBW). Their decision followed a dispute between the Bawu leadership and two union officials, Mr M Olphant and Mr A Maphalala.

Yesterday, they announced that they had decided to throw in their lot with the South African Allied Workers Union (Saawu), which was itself formed out of a split in Bawu ranks.

Their members will now become Saawu members.

Saawu has attracted attention from labour observers lately because its East London branch has shown a dramatic increase in support in recent months.

East London has become a key centre of black worker ac-

tivity and some independent sources believe Saawu has members in virtually all factories in the area.

Leaders of the NFBW have claimed that almost the whole of Bawu's Durban and Empangeni branches have fallen to join them.

But Bawu spokesmen claim that few workers have supported the latest split and that the union continues to enjoy worker support, particularly in the Newcastle and Ladysmith areas.

In a statement yesterday, Saawu said it was committed to non-racial trade unionism and was "totally opposed" to registering under the Government's new labour

dispensation.

It labelled the Bawu leadership as "stooges" and accused the union of being "racist" because it was open to black workers only.

Saawu also announced that it would attempt to convene a meeting of all trade union groups next April.

It is not clear, however, whether this attempt to bring warring groups in the labour movement together will succeed.

Divisions between rival union bodies run deep and are unlikely to be reconciled easily.

An attempt by Saawu to involve other groupings in a meeting in Durban late last year met with no response.

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Textile group in new dispute says report

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EAST LONDON — A report received from Johannesburg that the Frame group of textile companies is involved in a new labour row — this time at an East London subsidiary, Consolidated Fine Spinners and Weavers

Yesterday, the South African Allied Workers' Union (SAAWU), an un-registered union, issued a statement to a Johannesburg newspaper which was later also communicated for the Daily Dispatch, detailing worker grievances at the plant and claiming that the company had not responded to union calls to discuss the grievances

The union had taken legal action against the company on one of the complaints it had received, its national organiser, Mr Thozamile Gqweta, said yesterday

He said SAAWU represented 50 per cent of the company's 3 000-od workers.

The Frame group was hit by a week-long strike by about 7 000 Pinetown workers earlier this year.

In its statement yesterday, SAAWU claimed there were "serious worker grievances" at the plant and that the union had been inundated with requests from workers to solve these.

Letters from SAAWU to the company had been referred to a company official who had not taken any action and attempts by the union to contact a senior executive of the company had failed, the union claimed

SAAWU also accused the company of encouraging a rival registered union to organise at its plant and SAAWU's general secretary, Mr Samuel Kikine, claimed the Frame

group was "totally anti-union"

It claimed the company had forwarded complaints from the union to the Department of Manpower Utilisation, rather than discussing the grievances with union representatives

According to SAAWU, it has received complaints about the company which related to

- "Insufficient" medical attention at the plant,
- "Long Hours" and low wages,
- Claims that a foreman had assaulted workers,
- Allegations that workers with long service had been dismissed "without good reason"; and
- Claims that women workers at the company had difficulties in obtaining medical benefits.

Asked to comment, the managing director, Mr Sidney Frame, said "My comment is that we do not deal with any unrecognised unions. We have channels of communication of which the workers are fully aware. I am not prepared to comment further." — DDR-DDC.

Strike hits

EL sweet

factory

EAST LONDON — Production was halted at Wilson-Rowntree (Pty) Ltd yesterday, the giant sweet and chocolate factory in East London, following what appeared to be a wildcat strike

Initially about 50 workers were paid off yesterday morning after they had downed tools. More workers later joined the strike and eventually management dismissed the entire labour force of 1 530 because they said there had been threats against workers who elected not to strike

Management was adamant workers left only because they had been intimidated. In some cases, they said workers were threatened with death if they did not join the strike

Workers, on the other hand, claimed there had been a breakdown in communication with management over the grievances of workers in the chocolate-moulding section of the factory

They said the foreman in the department, Mr Donald Strunk, discriminated against blacks in favour of coloureds

This was dismissed as "ridiculous" by management

The company's managing director, Mr Peter Preston, said while it appeared workers had been brought out on strike by South Africa Allied Workers Union (Saawu) officials at the factory, in the light of the cordial relationship the company had established with Saawu, he did not believe Saawu were behind the strike

Mr Preston added he was convinced the strike had been orchestrated and deliberately provocative

Mr Preston had to cancel a flight overseas yesterday as a result of the strike. He was to have flown out of East London at noon yesterday on his way to England for discussions with Wilson's parent company — discussions which would confirm considerable expense at its East London factory

The strike may have jeopardised talks which Mr Preston said would have seen considerable factory expansion and which would have given employment to a lot more people

The strike was bound to adversely affect production at the factory, Mr Preston said. The sweet industry was a seasonal trade and work would be lost, with a resulting loss of employment opportunity

Workers who did not want to join the strike — and Mr Preston believes that to be most of the work force — have been told they will be rehired on Monday without losing pension benefits

Mr Preston emphasised not all the strikers would be rehired. "We will be selective," he said

He added that what had distressed him was that many of the workers had been told they must withdraw from the company's pension scheme, though that was a condition of employment

"I personally saw many workers with tears in their eyes leaving the premises. It was obvious they did not want to lose their pension benefits or join the strike, but feared for their lives if they didn't," he said

"A man with only two years to go before retirement was also forced to withdraw from the pension scheme

"He stood to receive two-thirds of his salary as a pension when he retired. Now all he will receive is his own contribution plus three per cent interest"

— DDR

What workers say; management reply, page 7.

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Workers spell out their grievances

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EAST LONDON — The workers who were paid off at Wilson-Rowntree here yesterday said the main grievance of workers at the chocolate moulding department was discrimination against blacks and in favour of coloured workers by the foreman, Mr Donald Strunk

- Grievances put forward against Mr Strunk were
- That he was totally against workers from other departments visiting the chocolate moulding department
- That this practice applied only to black workers and coloured workers were free to visit as they pleased
- That telephone calls to workers in the department were not channelled through as in other departments
- That whenever Mr Strunk had an argument with a worker he threatened him with dismissal or demotion
- That whenever there was overtime work to be done in the department he would use coloured workers from other departments and send the black workers home.
- That there were no proper eating facilities in the department and workers had to have meals near toilets and
- That until Thursday this week black workers had to sign off and on when they went to the toilets and

anything about it because the whole matter had been handled by workers in the moulding department

The workers said they were told by assistant production manager, Mr Beatridge, that senior management would not allow Mr Strunk to address the workers or discuss their grievances

This message had been conveyed to Mr Mahlangeni to convey to workers in the department

They said later they were addressed by Mr A Lighthody, the personnel manager, and Mr P Preston, the managing director. When they were told to return to work if they wanted to remain with the company, white and coloured workers had left but blacks had remained

They were then given 60 seconds to return to work and then 30 seconds after which they were told they were dismissed and should wait for their pay. All got their week's pay and were told they would get other pay in lieu of leave and pension from police stations in Duncan Village and Mdantsane depending on where they live

Other factory workers had walked out later in sympathy with those dismissed

They had been told they could return and be rehired on Monday but had also been told 15 workers who had been paid off before the rest would not be rehired.

The workers said they were still willing to work for the company if their grievances were handled in a reasonable manner — DDR

Factory alleges intimidation

EAST LONDON — Management at Wilson Rowntree alleges yesterday's strike was the result of intimidation by a group of workers deliberately disrupting production

Relations with unions at the factory have been cordial, they said, and though the South African Allied Workers' Union (Sawu) officials are believed to be among those who orchestrated the strike, management does not believe the union itself was behind it

In a statement issued last night the factory's personnel manager, Mr Alistair Lighthody, outlined the background to the strike

The statement reads: "We have 1 530 weekly paid factory employees of whom 1 140 are black, 260 are coloured and 130 are white"

A Sweet Workers' Union, which is not a company union, is a registered union which has been in existence since the 1940s and represents our employees. This union has applied for registration as a multi-racial union. For all practical purposes, its application has been accepted

It has 195 coloured, 35 white and 300 black members.

A black liaison committee has operated since 1973

During the past six weeks we have had discussions with Saawu which represents 753 of our employees. We believe the 753 members claimed are all blacks. Our discussions and correspondence with Saawu

line as their actions are jeopardising further discussions between Saawu and ourselves. Saawu have not been able to discipline them

A further worrisome aspect is that our employees are being encouraged by officials of the proposed workers' committee to terminate their membership of the pension fund and sick benefit group life scheme

We are currently experiencing problems in one of our manufacturing departments where we have been faced with unrest and work stoppages.

A coloured woman in the department at knife point threatened at knife point and the black chargehand, who is the centre of the controversy in the department, has been threatened with assassination. These incidents have been reported to the police.

It was particularly noticeable that the employees in the department wanted, and we allowed them, to talk to management representatives en masse. Originally four executives of the unofficial workers' committee spoke on their behalf, but the employees turned against this form of dialogue, because they did not trust the workers' committee representatives.

It is of interest that the chairman of the proposed workers' committee, at his own request, made himself available for election to fill a vacancy in the liaison committee last week. He was resoundingly defeated — obtained

current climate of intimidation, is the best means of electing office bearers or spokesmen

To sum up, we have two unions — one a registered multi-racial union operating under the Industrial Conciliation Act, the other a non-registered union. The two unions are apparently not speaking to each other

One unofficial workers' committee, ostensibly supported by Saawu but apparently out of control

A liaison committee which does not countenance the action of the unofficial workers' committee

Workers' rejection of both the unofficial workers' committee executives and official liaison committee

The overall aim of certain of the executives of the workers' committee however, is, we think, self evident. Attempts have been made, almost on a daily basis over the last five weeks, to provoke and confront management so that a strike can be instituted with resultant publicity.

Today one department flatly refused to follow laid-down company procedure, stopped work and gave the company an ultimatum, leaving us with no option but to discharge them

It is interesting to note that this company has never suffered industrial unrest in the 90 years of its existence. We have dealt with trade unions at Wilson-Rowntree since the 1940s. We believe that

During the past six weeks we have had discussions with Saawu which represents 753 of our employees. We believe the 753 members claimed are all blacks. Our discussions and correspondence with Saawu have been most cordial and we believe fruitful.

An official workers' committee acting under the auspices of Saawu is active in our factory. However, Saawu appears to have lost control of the executives of this workers' committee who are acting in an irrational, provocative and amateurish way. We have asked Saawu on many occasions to bring them into

It is of interest that the chairman of the proposed workers' committee, at his own request, made himself available for election to fill a vacancy in the liaison committee last week. He was resoundingly defeated — obtaining only three votes.

Saawu advised us that the same person's election as chairman of the workers' committee was carried out outside the company's premises, that voting was by show of hands and that his appointment was unanimous.

We are inclined to doubt whether election by show of hands, in the

It is interesting to note that this company has never suffered industrial unrest in the 90 years of its existence. We have dealt with trade unions at Wilson-Rowntree since the 1940s. We believe that a trade union should be fully representative of all races and we believe inter alia that we have a special responsibility towards our 260 coloured employees. We have yet to determine which of the two unions is really representative of our multi-racial workforce, has been democratically elected and will not polarise the various races in our company's environment —
DDR

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BL workers in mass dismissal

By Drew Forrest

EAST LONDON — Strike-torn East London was hit by further labour unrest yesterday with the mass dismissal of 1 200 black food workers

The management of the affected company — Wilson-Rowntree (Pty) Ltd — could not be contacted today Union sources in the Eastern Cape described the dismissals as a "lock-out" The dispute comes after three major strikes in the East London area in the past six months

The trouble began on Thursday when 60 black workers in the chocolate moulding department presented management with a letter complaining of maltreatment by their foreman, a Mr Stunk.

According to Mr Sisa Njikelana, branch secretary of the South African Allied Workers' Union and acting branch secretary of the closely linked African Food and Canning Workers' Union, Wilson-Rowntree management refused to deal with the workers' elected representatives

One worker was singled out as an "instigator," he said, and was asked to complete a grievance form This he refused to do without a mandate from his colleagues

Dissident workers were yesterday assembled by the company's personnel manager, Mr A Lightbody, who told them he was "tired of people who made a nuisance of themselves" He gave them a minute to return to work

Coloureds and whites complied, but the blacks refused and were paid off, said Mr Njikelana "The workers were still at work when given the ultimatum They were locked out"

Then the entire, 1 200-strong black work force — most of them union members — met to demand an explanation They were given a minute to return to work, refused and were paid off

Mr Njikelana said workers were told to collect their benefits from police stations in the Mdantsane and Duncan Village townships Wilson-Rowntree had offered to re-employ on a selective basis but dismissed workers wanted a prior guarantee that their grievances would be heard

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Workers return after stoppage

A CROWD of about 2 000 work-seekers and intimidators jostled outside an East London factory yesterday after more than 1 000 workers had returned to their jobs following Friday's complete work stoppage.

All of the 1 530 workers of the Wilson Rowntree sweet and chocolate factory stopped work on Friday after a stoppage by about 800 workers at mid-day.

Management asked many of them to go home because of intimidation, said Mr Alis-tair Lightbody, the firm's personnel manager.

"People were running around the factory threatening workers," he said yesterday morning more than 1 000 resumed

work, many of them arriving early by unusual means of transport to avoid intimidators.

"Many of those who started work this morning have asked for permission to leave early because of fear for the safety of their families," Mr Lightbody said.

He said "not a single worker" had been disturbed and the firm was anxious to return to normal operations because the work load was at a peak.

Mr Lightbody estimated that at least half of the crowd of 2 000 outside the factory yesterday represented work-seekers. Others were intimidators.

Many were so keen to get work that it was difficult to control them. The company called on the crowd to go home.

Mr Lightbody said Friday's stoppage was only

one of many such disruptions which had occurred since the South African Allied Workers Union (Sawu) had appeared in the factory about five weeks ago.

He said the firm had "very cordial" relations and discussions with Sawu, but the union appeared to have lost control over the executives of the workers' committee which operated in the factory under the auspices of Sawu.

Management repeatedly asked workers to appoint their own spokesmen to discuss various grievances. But after two or three hours of discussions with these spokesmen, the workers invariably insisted on being addressed at mass meetings instead.

There was no racialism whatsoever at the factory, Mr Lightbody said.

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Tension high at EL sweet factory

SWR 27/10/81

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Staff Reporters

Tension remained high at the East London sweet factory of Wilson Rowntree today as management reported that more than 1 000 workers were on duty after Friday's complete work stoppage.

About 2 000 more were jostling outside the factory — at least half of them work seekers and the remainder intimidators, said Mr Alistair Lightbody, the firm's personnel manager.

INTIMIDATION

He said the factory's staff of about 1 500 was cleared on Friday after a work stoppage by about 800 led to 'gross intimidation' of other workers.

'People were running around the factory threatening workers,' he said.

Many of those who started work this morning have asked for permission to leave early because of fear for the safety of their families, he added.

Others wanted to sleep at the factory.

He said 100 to 200 of

the more than 1 000 who were at work today were casual workers.

Mr Lightbody denied allegations that all the workers were fired on Friday.

He also denied that the firm had offered to re-employ them selectively.

'Not a single worker has been dismissed,' he said.

A spokesman for the South African Allied Workers Union (SAAWA) said today that a mass meeting of workers decided on Saturday that no one would reapply for work unless the entire staff was reinstated.

He said the firm had signed on unemployed people about two weeks ago as stand-by labour for the kind of crisis it faced on Friday.

RDM 28/10/80 (139) 24 JY

Crowded meeting shows union power

By STEVEN FRIEDMAN
Labour Reporter

IN A demonstration of growing trade union support in the East London area, between 2 000 and 3 000 black workers, crowded into the city hall at the weekend to discuss negotiations with managements at four strike-hit factories

The meeting was called by the SA Allied Workers' Union, to report back on union attempts to secure the reinstatement of strikers in the affected factories Ray-Lite Batteries, National Converter Industries, Border Boxes and Wilson-Rowntree

The meeting was given added immediacy by the strike at Wilson-Rowntree, which occurred on Friday, the day before the

meeting

East London has been hit by several strikes this year, and Saawu has shown dramatic growth — it claims to have recruited 10 000 workers in five months

Strikers at all four factories were dismissed by the managements, and all except Wilson-Rowntree have said they refuse to reinstate all dismissed workers.

Saawu has been negotiating with the firms in an attempt to secure the reinstatement of its members

Saturday's meeting is seen as an indication of the union's continued strength in the area — despite the dismissals

According to Saawu's national organiser, Mr Thoza-

mile Gqweta, only one of the four companies, National Converter Industries, has refused to hold talks with the union on the issue

At the meeting, Wilson-Rowntree workers voted not to return to work "until all workers are reinstated" No other decisions were taken

"Negotiations on reinstatement are still under way and we called the meeting simply to inform workers of the progress we have made As soon as the position becomes clearer, we will call another meeting and ask workers to decide what action we should take," Mr Gqweta said

The meeting was the first the union has been able to hold in several months

Mdantsane, the black township bordering East London, is controlled by the Ciskei Government, which is opposed to trade unionism Meetings of the union have, therefore, been banned in Mdantsane by the local township council

Saawu initially responded to this ban by holding meetings in Duncan Village township, which falls outside Ciskeian jurisdiction, but the union claims halls in this township have been closed to it because of "pressure from the authorities"

According to Mr Gqweta, the union has been particularly affected by the meeting ban because its strategy is built around the holding of regular mass meetings of union membership

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Saawu officials to address workers today

EAST LONDON — Officials of the South African Allied Workers' Union (Saawu) will address Wilson Rowntree workers at the main highway terminal in Mdantsane this morning

This was announced here yesterday by Saawu's national organiser, Mr Thozamile Gqweta, following three-hour talks with the management of the strike-bound sweet factory.

"The negotiations for the reinstatement of the sacked workers were concluded to our satisfaction and we have the assurance that all workers should return

"We have also been assured that the scab labour employed had not been taken on a permanent basis but merely to clean up the mess left by the strike

"We are thus happy with the situation and will monitor to see whether any worker will be victimised"

The company's personnel manager, Mr

Allistair Lightbody, said after the talks

"As far as we understand the strike had nothing to do with Saawu and we would be surprised if it had

"Management under no circumstances asked Saawu to intervene or negotiate on its behalf"

Mr Lightbody said Saawu had at no stage denied they were unable to control an alleged splinter group, whose conduct had been grossly unacceptable"

"As the day passed we gathered evidence that many members of the executive committee had been intimidating workers. As we would normally do with problems at the factory, this will be investigated

"I can't guarantee the outcome of these investigations. If the claims of intimidation are substantiated we have little option but to act in the interest of justice

Mr Lightbody stressed the gates of the factory

were still open for all those wishing to return to work

Meanwhile, about half the 1 530 weekly paid workers dismissed following Friday's strike returned to work yesterday

They were all re-hired and a further hundred casual workers were also taken on, enabling the factory to resume a limited production

Mr Lightbody said the factory had opened its doors to the workers waiting to be re-hired at about 5 am. About 750 had re-applied for their jobs, but administration had been hampered by a crowd of about 1 000 other people seeking work at the factory

At about 8.30 am 100 casual workers were taken on to help with cleaning up operations resulting from Friday's sudden disruption of production, Mr Lightbody said

During the course of the morning it became apparent there was still in

timidation and by about 2 pm we were approached by a number of workers asking if they could go home early as they feared for the safety of their wives and their homes, he said

Buses were laid on for the workers to return home and the factory closed early

Friday's strike started after a dispute in the chocolate moulding department of the factory

Workers alleged the foreman of the department, Mr Donald Strunk, discriminated against blacks in favour of coloureds, but this was dismissed as 'ridiculous' by management, who claimed the strike had been orchestrated by intimidators, some of whom were officials of Saawu.

Management stressed, however, that they did not believe the strike to have been the responsibility of Saawu itself, but of a group of individuals set on disrupting production. —
DDR

Workers set to end strike at Rowntree

RDM 29/10/80

By STEVEN FRIEDMAN
Labour Reporter

THE strike at Wilson-Rowntree in East London appears set to end today

Strikers have decided to report to work today and the company says it will unconditionally re-employ all workers who are at work by clock-in time

However, the strike may have prompted a hardening of management attitudes towards the South African Allied Workers Union, to which most Wilson-Rowntree black workers belong

Yesterday the company's personnel manager, Mr Alistair Lightbody, accused the union of "interfering" in the strike and of "inciting" workers not to return to work yesterday

He claimed Saawu had played no role in negotiating an end to the strike

He said management had made it clear to Saawu that the company was not negotiating with it because Wilson-Rowntree already had in its plant a rival Tucsa-affiliated union which it recognised

However, Saawu denied that the union had been instru-

mental in prolonging the strike and said that the decision to return to work had been taken democratically by workers after successful talks between Saawu and the company

On Monday, Saawu representatives met Mr Lightbody to discuss the strike. The unionists were told that the company was prepared to unconditionally re-employ all the strikers.

Saawu said this had occurred because "management were convinced of our view" that workers should be re-instated

According to a Saawu spokesman, Mr Xolani Kota, Saawu communicated this to the company's worker committee at a meeting on Monday night. It was decided to hold a worker meeting in Mdantsane early yesterday to discuss this.

According to Mr Kota, the meeting was unable to take place because of the presence of a large contingent of Ciskeian police. Union representatives, however, were allowed to address the meeting briefly, he said.

Because the meeting was dispersed by police, it had been left to the worker committee to

communicate with workers, Mr Kota said. The committee had done this and workers decided to return to work at 7am today

Mr Lightbody denied that a settlement had been negotiated with the union. He said the company had made it clear at Monday's meeting that it was not negotiating with Saawu and had asked the union not to intervene in the dispute

He claimed, however, that union officials addressed workers in Mdantsane yesterday morning and advised them to stay out until today.

According to Mr Lightbody, about half the company's 1 500 black weekly-paid workers had reported for work again yesterday morning. A crowd of about 2 000 people had gathered at the company's gates to seek work

At 10 30am, he addressed the crowd and unsuccessfully invited ex-strikers to return. He then told workers the company was returning to full production and all strikers who did not report for work today would be replaced.

"We have tried to be patient, but the union has not acted in good faith, Mr Lightbody claimed.

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Gqweta blamed for stayaway

EAST LONDON — Management of Wilson Rowntree yesterday blamed the South African Allied Workers Union (Saawu) for the fact the full staff complement did not return to work at the factory.

The personnel manager,

Mr Allistair Lightbody said the general secretary of Saawu, Mr Thosamile Gqweta had played an active role in preventing some of the workers returning to their jobs.

This contradicted the stand he had taken at a meeting with manage-

ment on Monday night when he gave the assurance Saawu would not become involved in the dispute.

"Mr Gqweta addressed a meeting of about 300 of our workers at Mdantsane this morning and urged them not to come to work

today but only to return to work tomorrow morning," Mr Lightbody said.

"He initiated a stay-out. We are justifiably upset as this is a total departure from the cordial relationship we believed we had established with the union".

"During Monday's meeting Saawu had not refuted allegations of intimidation by members of their committee at the factory. From statements Mr Gqweta made today, it is clear Saawu is involved," Mr Lightbody said

He claimed that had it not been for Saawu in-

teventions the factory would have had a "full house" yesterday. By 6 30am 750 workers had reported for duty.

About 2 500 work seekers were waiting outside the factory and were dispersed by the authorities at 10.30 am, Mr Lightbody said. — DDR

Managers blamed for walkout

EAST LONDON — There would have been no walkout at Wilson-Rowntree if management had listened to and investigated grievances of workers, the national organiser of the South African Allied Workers Union (Saawu), Mr Thosamile Gqweta, said yesterday.

Mr Gqweta was reacting to a claim by the personnel manager of Wilson Rowntree, Mr A Lightbody, that the strike had been orchestrated by the trade union committee at the factory without the knowledge of Saawu.

Mr Gqweta said that according to reports from the workers, trouble had been brewing since 1978 at Wilson-Rowntree

He said the reports stated that there had been four workers who drove trolleys around the factory supplying material to various machines.

One of the men retired in 1978 and no one was employed to replace him. The workers complained and management brought in a work study man who said the job should be done by two and not three men, Mr Gqweta said

"The workers felt they were being overworked and felt they needed a fourth man on the job but

management refused to co-operate," he added

"It seems that whatever these three men do affects a large part of production in the entire factory.

"Just when there was still this ill-feeling about how this whole matter was handled, some foreman in one department would run the machines faster so that any one of these men bringing in the material required would have to run around to cope with the fast machines," he said

The complaint had gone on through 1979 into 1980 and during the two-year period representations had been made on eight occasions on the issue, Mr Gqweta said

He said that on October 7 trouble over this shortage started in the toffee department and spread to the gum department on October 8.

"All this had nothing to do with Saawu. It was just a grievance by workers who felt they were not being treated reasonably"

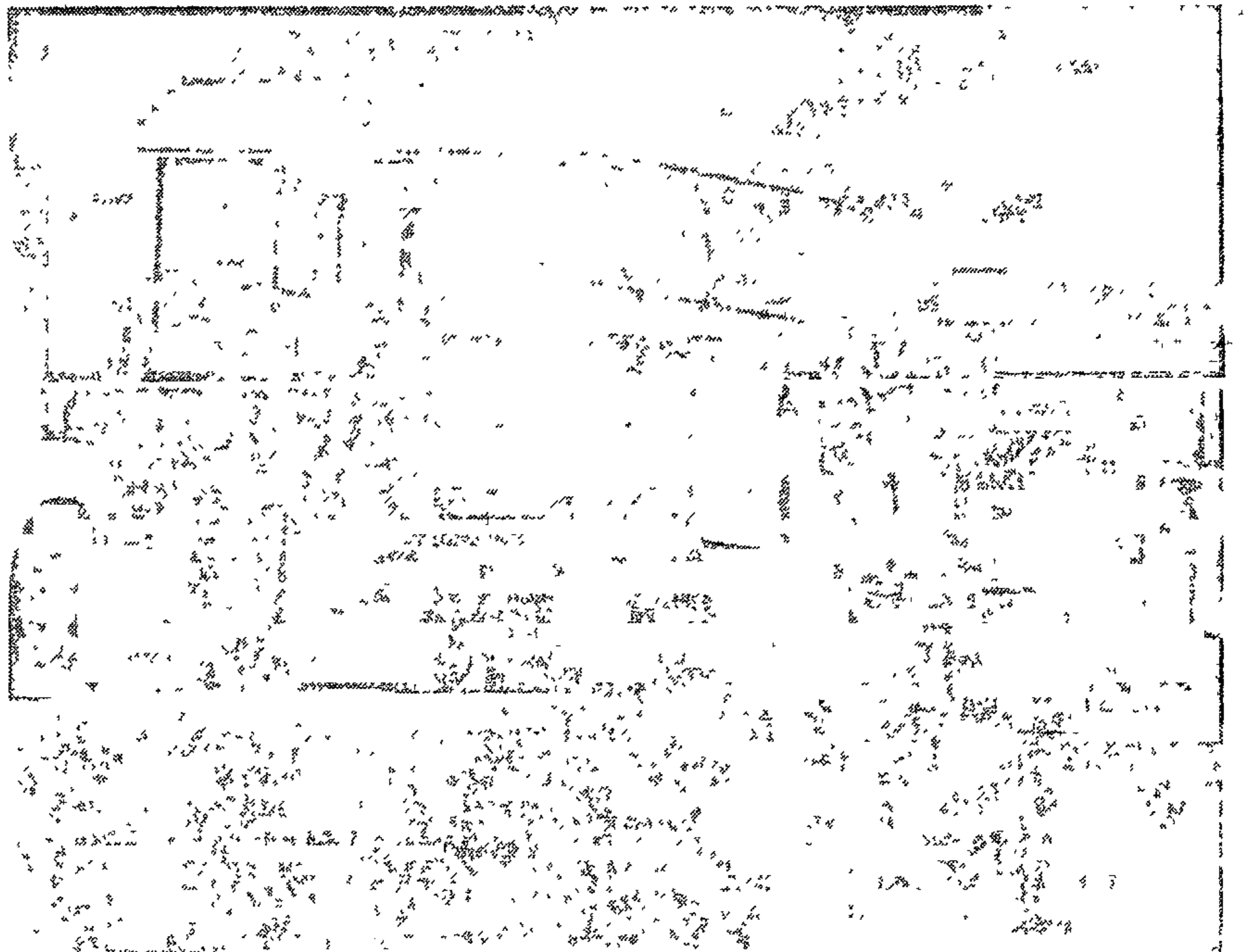
On the question of Saawu having no control over their officials at the factory, Mr Gqweta said they were satisfied the works committee there was competent and management had not asked Saawu to intervene when they had problems.

"The only time we were asked to help was when Mr Lightbody wrote us a letter about the toffee department.

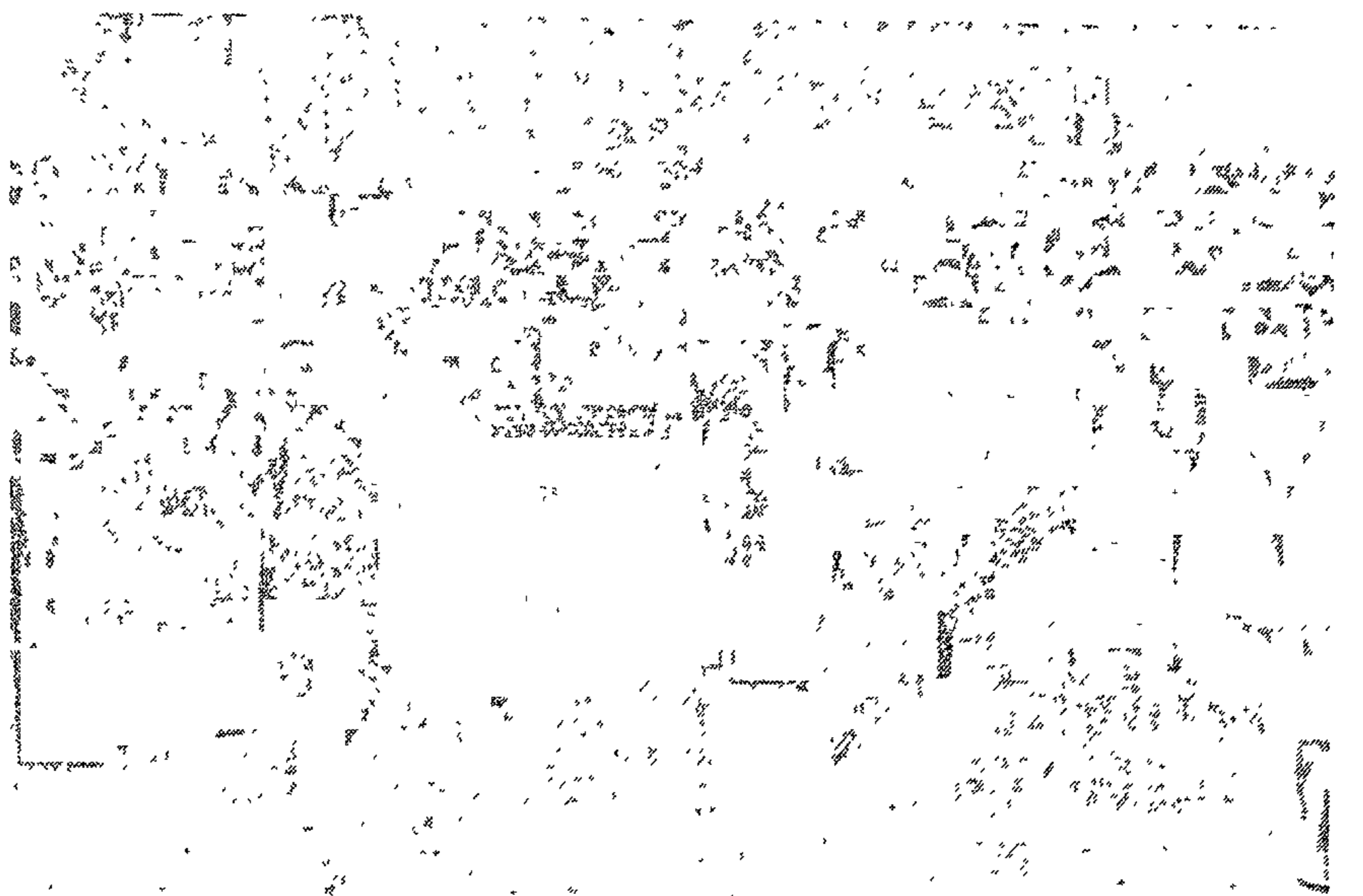
"When we took the matter up and wanted to assist he would not let us talk to the workers because he claimed Saawu was not recognised.

"This obviously raises the question of why he ever wrote the letter to us

"If he had given us a chance we would have shown him our ability to control our members," Mr Gqweta said. — DDR



Police in camouflage uniform outside the factory yesterday. There were no incidents and the large crowd dispersed after being addressed by the factory's personnel manager.



Wilson-Rowntree personnel manager, Mr A. Lightbody (left front) addresses a large crowd outside the factory yesterday.

1454

(139) #45

Smell of success in sweet factory strike

THE DISPUTE at the Wilson-Rowntree sweet factory in East London seemed on the point of resolution yesterday, with management agreeing to re-hire the entire 1 000-strong black work force

This concession is in marked contrast with the policy of other strike-hit East London companies, which have insisted on the selective re-employment of strikers, and the use of "scab labour" to replace them

According to Mr Thozamole Gqweta, national organiser of the South African Allied Workers Union (SAAWU), agreement was reached at a meeting between the union and

management on Monday

Management have also agreed to look into the grievances of workers in the factory's chocolate moulding department, he said. Their dismissal last Friday apparently sparked a sympathy walkout by the rest of the black workforce

The company offer of general reinstatement had been accepted at a mass meeting of workers in Duncan Village township yesterday, Mr Gqweta added

Their only condition was that the huge crowd of police and unemployed work-seekers at the gate of the Wilson Rowntree plant should disperse

1437

Workers return after guarantee of reinstatement

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POST Reporter

WORKERS at Wilson-Rowntree in East London who were dismissed on Friday returned to work yesterday. This decision was taken at a meeting at Mdantsane on Tuesday after they had been told by officials of the South African Allied Workers Union (SAAWU) that management had agreed to reinstate all the workers.

The workers were supposed to go back to work on Tuesday but decided to go back yesterday because some of them were not present when the management's decision was made.

The national organiser of SAAWU, Mr Thozamile Gweta, said his union had been assured that all the workers would be reinstated. He said

negotiations were cordial.

They had also been assured that the scab labour had not been employed on a permanent basis, but merely to clean up the mess left by the strike.

The union would see to it that no workers would be victimised he said.

Mr Gweta added that management had also agreed to look into the grievances of workers in the factory's chocolate moulding department.

The company personnel manager, Mr A Lightbody, confirmed that the workers would be reinstated. He said the workers' jobs were still there for them until yesterday. If some workers did not return by the morning the company would employ new workers to fill the vacancies.

East London is described as the "soft underbelly of the government's new labour dispensation" in a report published last week in a Johannesburg newspaper.

The paper's labour reporter, who spent some time in the city recently talking to workers, some employers and officials, identifies Mr Thozamile Gqweta, of the unregistered South African Allied Workers' Union, as a man who is exerting considerable influence on the local labour situation.

Mr Gqweta, a former furniture salesman, moved his branch of the Saawu into offices in the city in March this year.

By August the union's membership had grown from 5 000 to 15 000, according to Mr Gqweta.

Employees confirm it has grown at a "fabergassing" rate and East London, never a centre of worker action, has seen a spate of strikes in factories.

This is regarded as remarkable in an area which has hardly experienced unionism and where unemployment in Mdantsane runs at an estimated 50 per cent.

Police have been active. Mr Gqweta has been arrested twice, once by the Ciskeian and once by the South African authorities.

Other worker leaders at three factories face charges in the courts and recently 126 workers at National Converter Industries were convicted of attending an illegal meeting after a strike there.

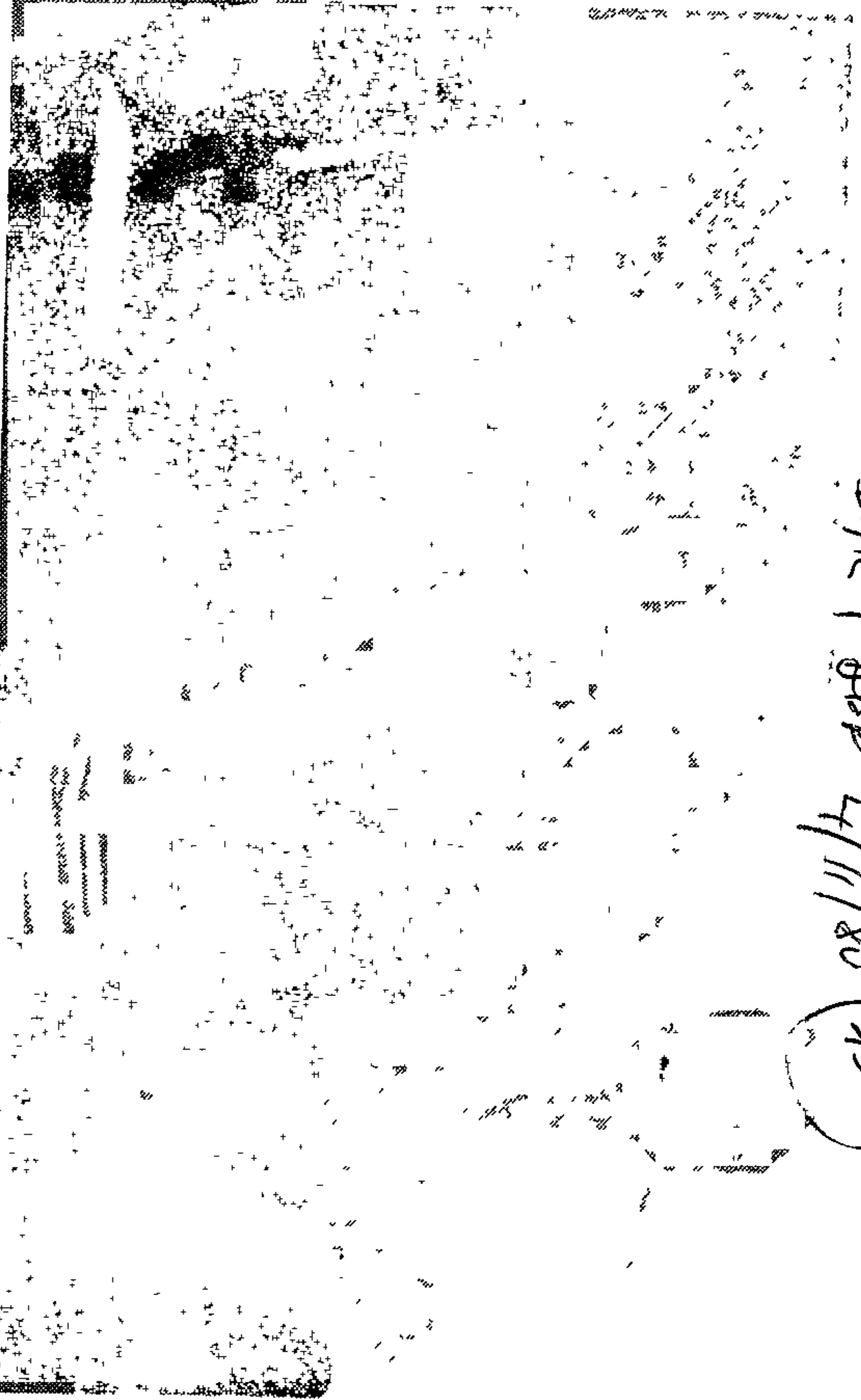
The Minister of Manpower Utilisation flew to East London for talks with employers and is said to have urged them not to deal with unregistered unions and to hold out against Saawu until March, when a law would be introduced to assist employers.

Most East London employers are said by the Johannesburg newspaper to brand the union as "radical" and "political". No employer has yet recognised it.

The Johannesburg newspaper's labour reporter sees Saawu as different from most other black unions. It is as much a spontaneous mass movement as a union, he says.

"It rejects government registration, not only because it fears the controls in the official bargaining system but because it believes that unions should not register until all other discriminatory laws such as

EL the soft underbelly



The national organiser of the South African Allied Workers' Union (Saawu), Mr Thozamile Gqweta (seated left) with Mr Sisa Njikelana (also seated) and Mr Xolani Kota (far right, standing) with helpers in the union's office.

influx control and the Group Areas Act are removed from the statute book.

"In essence, it argues there can be no normal unionism in an abnormal society. Employers and officials see this as a

political demand. The union apparently also backs involvement in community affairs.

"Unions can't be isolated to the factory," Mr Gqweta says.

It would like to see a new community organisation in Ciskei-controlled

Mdantsane. If nothing else, this would make it easier for the union, which is banned in Mdantsane, to operate there, he says.

Much of Saawu's operations directly challenge the government's liaison committee system and several strikes in the area have been sparked by worker opposition to this system.

Once a Saawu committee is elected, workers demand the disbandment

of industrial councils, a cornerstone of official labour policy. For years these councils have not had black representation and Saawu says they "operate in exploiting the black worker".

Mr Gqweta rejects assertions that Saawu is a dangerous mass movement with a distinct tinge of black militancy.

Mr Gqweta insists "Our prime goal is the security of the individual worker on the factory floor." And he adds that Saawu wants to negotiate with employers, not confront them. The way to achieve worker security is to achieve recognition, he says.

of the liaison committees. "They are totally ineffective—all they talk about is boots and overalls," says Mr Gqweta.

Saawu is also suspicious of industrial councils, a cornerstone of official labour policy. For years these councils have not had black representation and Saawu says they "operate in exploiting the black worker".

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Mr Gqweta insists "Our prime goal is the security of the individual worker on the factory floor." And he adds that Saawu wants to negotiate with employers, not confront them. The way to achieve worker security is to achieve recognition, he says.

He blames the strike wave on government and employer hostility.

"There would be no trouble here if employers were prepared to negotiate with us," he says.

Saawu is a new breed of black union. It is not a product of years of careful study of Western European and American union tactics and strategy. It is seemingly untrained.

Despite its seeming inexperience in the skilled business of negotiating, however, it has recruited workers at a rate which

other unions hardly dare to dream of. After a strike by Saawu members at the Mdantsane Special Organisation, a Ciskei Government project, the Ciskeian authorities arrested Mr Gqweta and have made it clear the union is not welcome in Ciskei. It cannot hold meetings in Mdantsane.

The South African Government also appears determined to resist the union if it remains unregistered.

While he won't comment directly on Saawu's growth, the Department of Manpower Utilisation's divisional inspector in East London, Mr J Bam, says his office has urged Saawu to register.

He told the Johannesburg newspaper his staff are actively engaged in trying to encourage employers to use liaison committees, a move which would weaken Saawu.

"If there is a strike we go in and tell the employer to improve communication through his liaison committee," he says.

Employers are alarmed because Saawu's emergence has coincided with a rash of strikes. At least ten East London companies have been affected.

Some employers have reacted by dismissing strikers and replacing them with new recruits.

But union meetings are now rare because of official disapproval and the union relies on meetings with its committees in the various plants to maintain communication.

Committees come, into the union offices regularly, are briefed and return to inform their members of developments and ask them to decide on action.

One important aspect of the union is its links with the East London black community and its emphasis on "mass participation".

Union officials ride on buses encouraging workers to sing union songs and workers are encouraged to drop in on the office during weekends.

But strike-hit companies can have problems replacing skilled workers. The firm's do not seem to have dampened enthusiasm for the union. Dismissed strikers crammed into a Saawu rally in East London recently months after they were dismissed. This could indicate that the strikes haven't hurt Saawu.

Some employers complain that Saawu can't control its members. While relations with the union leadership are cordial, they charge, Saawu committees in their plants are intent on provoking companies and are prepared to use intimidation to do this.

Some employers also insist that the union has made ground by creating worker expectations which can never be fulfilled—a charge which is echoed by rival unions.

Mr Gqweta denies all the charges. The union leadership, he insists, does not tell workers what to do. It merely informs Saawu committees of the progress of negotiations at their plants and, while it offers advice, it leaves it up to them to decide what action to take.

The union is democratic, he says, and plays no role in urging workers to strike.

He also insists that Saawu does control its members. "We insist on discipline. Our workers have many grievances and the situation is tense, but we tell them these must wait until we win recognition and they must be patient."

"If we are negotiating with a company we tell them that they must not arrive late for work, they mustn't get drunk and they must accept instructions."

One senior management man in East London whom the Johannesburg newspaper says is talking to Saawu, says there is government pressure not to deal with the union.

"We are in a dilemma. Sound business sense tells us that we must talk to anybody who has majority support, but we are being officially encouraged to take a hard line. We don't have to listen, but obviously the official line influences many employers."

It seems, however, that more companies are willing to talk to the union and that some of the strike-hit factories have had discussions with Saawu on the reinstatement of strikers.

March was Saawu's turning point

What is Saawu? The union was born out of a split in the Black Allied Workers' Union, a black-consciousness-oriented organisation.

The split occurred when a substantial number of Bawu members rejected the union's "black-only" constitution and decided to form a non-racial union.

"We believe the country has a non-racial future and we must therefore be totally non-racial," says Saawu's National Organiser Mr Thozamile Gqweta.

It is a general union organising everyone from street workers to domestic servants, but it plans to split into separate individual unions in time.

From the time of the 1978 split until early this year, the union was active in East London but was not a significant force.

The turning point came in March, when the union finally found offices locally. It was then that workers began flocking to us," he says.

Soon afterwards, Saawu formed a close working relationship with the African Food and Canning Workers' Union, a Cape Town-based union which had opened a branch in East London.

Co-operation grew when Afcwu's branch secretary, Mr Bomstile Norushe, was detained by police. Saawu office-bearers stepped into the breach and temporarily took over administering the union.

Mr Norushe is still in detention and the links

have grown. Employers say "We can't distinguish not a significant force."

Soon after Saawu found its offices, Mr Gqweta was joined by two other members, Mr Sifa Njikelana and Mr Xolani Kota, who were fired from a local company.

They became full-time office-bearers and it is they, together with Mr Gqweta, who make up Saawu's leadership.

Together, the three work long hours in a small suite of offices in central East London.

They spend much of the time administering the union and taking up worker complaints on unemployment insurance or workmen's compensation with the authorities.

Much of the time, they complain, the authorities

pay no attention. But their major work is meeting employers and maintaining contact with Saawu worker committees. It is this contact, they say, which enables the union to grow.

Some of Mr Gqweta's time is occupied by court appearances—he is facing two charges connected with his union work, one in the Ciskeian, the other in South African courts.

The union has few of the trappings of other unions, such as sophisticated bargaining handbooks and other worker education material.

Mr Gqweta says he began his union work by standing outside factories, urging workers to join.

But, after a while, "workers began coming on their own." It is now

The dramatic growth of union activity in East London has startled many observers, companies and the Government, and may set important future trends, reports Labour Reporter STEVEN FRIEDMAN

NOBODY in East London took terribly much notice this March when Mr. Theozamile Gweta, a former furniture salesman, moved his branch of the South African Allied Workers Union into offices in the city.

By August, many people, including the Minister of Manpower Utilisation and most employers, were taking a great deal of notice.

In those five months, the union's membership had grown from 5 000 to 15 000, according to Mr. Gweta. Employers confirm that it has grown at a "habergasting" rate.

And East London, never a centre of worker action, had seen a spate of strikes in factories in which employers resisted the union.

Suddenly, East London had moved to labour's centre-stage. It had seen one of the most startling growths in worker militancy in many a year.

This was all the more remarkable in an area which had hardly experienced unionism and where unemployment in Mdantsane township runs at an estimated 30%.

To some, it quickly became labour's siege city, with a rapidly growing and "militant" union on one side and nervous employers and the Government on the other, determined to keep it out.

Certainly the authorities think the area is important. Mr. Gweta has been arrested twice — once by Ciskean and once by South African authorities.

Worker leaders at three oth-

"hold out" against SAAWU until March, when a law would be introduced to assist them.

For their part, most employers initially refused to talk to the union branding it "radical" and "political". None has yet recognised it.

And virtually all employers reacted to the strikes by firing the strikers.

To many, East London is the soft under-belly of the Government's new labour dispensation. It is here, they argue, that the willingness of the authorities and employers to deal with black unions will really be tested.

SAAWU is different from most other black unions. It is as much a spontaneous mass movement as a union.

It rejects Government registration, not only because it fears the controls in the official bargaining system but because it believes that unions should not register until "all other discriminatory laws" such as influx control and the Group Areas Act are removed from the statute book.

In essence, it argues there can be "no normal unionism in an abnormal society". Employers and officials see this as a "political" demand.

The union also backs involvement in community affairs — "unions can't be isolated to the factory," Mr. Gweta says.

It would like to see a new community organisation in Ciskei-controlled Mdantsane. If nothing else, this would make it easier for the union, which is banned in Ciskei-controlled Mdantsane.

SAAWU is also suspicious of industrial councils a cornerstone of official labour policy. For years these councils have not had black representation and SAAWU says they "co-opterate in exploiting the black worker".

None of this is likely to please companies or Government authorities. The Government obviously believes that SAAWU is beyond the union pale and many employers see it as a dangerous mass movement with a distinct tinge of black militancy.

Mr. Gweta rejects these assertions. He doggedly insists that "our prime goal is the security of the individual worker on the factory floor".

And he adds, that SAAWU wants to negotiate with employers, not confront them. The way to achieve worker security is to achieve recognition, he says.

He goes on to blame the strike wave on Government and employer hostility. "There would be no trouble here if employers were prepared to negotiate with us."

Labour's 'Siege City'

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He goes on to blame the strike wave on Government and employer hostility. "There would be no trouble here if employers were prepared to negotiate with us."

SAAWU is one of the new breed of black union which have recently sprung to prominence. It has sprung from nowhere and, like Macwusa in Port Elizabeth, it is not a product of years of careful study of Western European and American union tactics and strategy.

Its growth may herald an important new trend — the sudden rise of seemingly untrained, but effective, mass unions.

Perhaps for something more militant, argues an East Cape SAAWU has broken many of those rules — for now, with amazing success. It could, as some unionists predict, run out of steam and collapse, but there are few signs of that yet.

Despite its seeming ineptness in the skilled business of negotiating, it has recruited workers at a rate which other unions hardly dare to dream of. SAAWU officials insist that their rapid growth stems from their commitment to "worker democracy" and "mass participation" — "the decisions must be taken by the mass of our members," says Mr. Gweta.

The union's rapid growth has alarmed many in the area — more so because it coincided with the rash of strikes after a strike by union members at the Mdantsane Special Organisation, a Ciskei Government project, the Ciskean authorities arrested Mr. Gweta. It has made it clear that SAAWU is not welcome in Ciskei — the union cannot hold meetings in Mdantsane.

The Government appears determined to resist the union, certainly if it remains unregistered. Minister Botha has made that clear and the police willingness to intervene has strengthened the impression.

While he won't comment directly on SAAWU, the Department of Manpower Utilisation's divisional inspector in East London Mr. J. Barn, says his office has urged SAAWU to register.

He is obviously concerned that the union isn't registered and that concern is shared by his Minister.

He adds that his staff are actively engaged in trying to encourage employers to use liaison committees, a move which unintentionally or by design would weaken the union.

"If there is a strike we go in and tell the employer to improve communication through his liaison committee," he says.

Many employers are also alarmed, more so because the union's emergence has coincided with a rash of strikes.

While they never spread into the sort of strike wave which hit Litchenge this year, an increasing number of companies were affected. At least 10 East London companies have experienced strikes this year.

The most recent occurred last week at Wilson Rowntree, where about 1 500 workers dived into the water.

With few exceptions, employers have reacted by dismissing all strikers and replacing them with new recruits from the Mdantsane unemployment queues.

Some, like National Converter Industries, simply take a hard line. They say the union "promised its members the earth" and lost out. That, the company argues, is the end of the matter.

Others insist they are prepared to talk and have shown "patience and restraint" in dealing with it. But they say that a "militant splinter group" in the union is provoking confrontation.

Mr. Gweta denies these charges. The union leadership, he insists, does not tell workers what to do. It merely informs SAAWU committees of the progress of negotiations at their plants and while it offers advice, it leaves it up to them to decide what action to take.

The union is democratic, he says, and besides, a man with two inclement charges over his head is not terribly eager to go looking for a third.

The union plays no role in urging workers to strike, he says.

But he insists that SAAWU does control its members. "We insist on discipline. Our workers have many grievances and the situation is tense, but we tell them these must wait until we win recognition and they must be patient."

"If we are negotiating with a company we tell them that they must not arrive late for work, they mustn't get drunk and they must accept instructions."

Not all employers see SAAWU as a menace. Says one "I can't buy this

talk about the union being destructive. We've had no problems and it's too much of a coincidence that the companies which are getting along with SAAWU are managing fine and those who aren't are in difficulties."

Employers in the area insist there is no common hard line. Some also deny that there is official pressure to take one.

But one senior management man who is talking to SAAWU, says employers are certainly aware of Government pressure not to deal with the union.

"We are in a dilemma. Sound business sense tells us that we must talk to anybody who has majority support. But we are being officially encouraged to take a hard line. We don't have to listen, but obviously the official line influences many employers."

Some also say that more companies are willing to talk to the union — that attitudes have softened.

Certainly, many employers are now talking to SAAWU. Some of the strike-hit factories have opened talks on reinstatement of strikers. A few companies are discussing the recognition of SAAWU committees.

The union believes this has occurred because "employers have learned from the strikes".

There are less strikes now because companies are talking, it says.

But, while companies are prepared to talk to the union, East London now has conflict becomes one

prepared to recognise it. Only a couple are thinking seriously of that option.

I obviously have to talk to anybody who represents the majority of my workers," says one.

But some sources in the area fear that most employers' willingness to talk is merely a delaying tactic in preparation for Government intervention. "It may be their way of holding out until March, as the Minister asked them to," says one local man.

He believes that the "common front" against SAAWU is alive and well in East London. "Time will tell. What is certain is that there is still deep antipathy to SAAWU."

It is easy to see why a union like SAAWU should be strong meat for East London employers, particularly as many have never dealt with strong unions. It may well be true that relations in many factories have soured since SAAWU came onto the scene.

But some sources in the area insist that this is inevitable when pent-up grievances find expression.

And they argue that the indisputable fact of industrial life in the area is SAAWU's support. "Any manager can come to terms with a union he likes. It takes a good manager to come to terms with one he doesn't," says one employer.

That isn't a popular view in East London now. But conflict may well continue until it becomes one

courts and recently 12 workers at National Converter Industries were convicted of attending an illegal meeting after a strike there.

At one strike, police took it upon themselves to call individually on strikers at one firm, shorting them to return.

And Minister Fanie Botha was moved to fly to East London for urgent talks at which he urged employers not to deal with unregistered unions and to

Much of SAAWU's operations directly challenge the Government's liaison committee system and several strikes in the area have been sparked by worker opposition to this system.

Once a SAAWU committee is elected, workers demand the disbandment of the committees — "they are totally ineffective — all they talk about is boots and overalls," says Mr Gqweta.

live a way's of life, according to a carefully-laid down strategy. They have battled manfully in terms of this strategy to carefully build up support on the shop floor.

They stress the need not to spread their meagre resources too thinly and to fight those battles which the unions have some prospect of winning.

"Workers will only stick with a union if it offers them concrete gains. If they continue to lose, they will ditch the union

31/10/80 (139) **SAAWU: the tough new breed**

WHAT is SAAWU? The organisation is a new factor on the labour scene and some explanation is in order.

The union was born out of a split in the Black Allied Workers Union (BAWU), a black-consciousness oriented organisation, towards the end of 1978.

The split occurred when a substantial number of BAWU members rejected the union's "black-only" constitution and decided to form a non-racial union.

"We believe the country has a non-racial future and we must therefore be totally non-racial," says SAAWU national organiser Mr Thozamile Gqweta.

It is a general union organising everyone from steel workers to domestic servants, but plans to split into separate individual unions in time.

From the time of the split until early this year, the union was active in East London but was not a significant force. By March this year it had accumulated about 5 000 members, according to Mr Gqweta. Its chief problem was that it could not find an office in which to meet workers.

The turning point came in March, when the union finally found offices. It was then that "workers began flocking to us," he says.

Soon afterwards, SAAWU formed a close working relationship with the African Food and Canning Workers Union, a Cape Town-based union which had opened a branch in East London.

handbooks and other worker education material. But it is certainly a force to be reckoned with.

Mr Gqweta says he began his union work by standing outside factories, urging workers to join.

But, after a while, "workers began coming on their own". It is now up to a core of SAAWU members in each plant to organise their fellow-workers.

Co-operation grew when AFCWU's branch secretary, Mr Bonisile Norushe, was detained by police. SAAWU office-bearers stepped into the breach and temporarily took over administering the union.

Mr Norushe is still in detention and the links have grown. Employers complain that "we can't distinguish between the two unions."

Soon after the union found its offices, Mr Gqweta was joined by two workers, Mr Sifa Njikalana and Mr Xolani Koba, who were fired from SATV, a local company — for union activities, they allege.

The union does not ask for recognition from companies until it has organised 60%-80% of the plant's workers.

At that stage a SAAWU committee is elected at the plant and management is sent a letter asking it to recognise this committee. The fact that some 20 firms have received letters is a clear indication of union growth.

Mr Norushe is still in detention and the links have grown. Employers complain that "we can't distinguish between the two unions."

Soon after the union found its offices, Mr Gqweta was joined by two workers, Mr Sifa Njikalana and Mr Xolani Koba, who were fired from SATV, a local company — for union activities, they allege.

The union has few of the trappings of other unions, with their sophisticated bargaining

SAAWU's chief method of sustaining membership interest is the holding of mass worker meetings. These are used, says Mr Gqweta "to educate workers on the purpose of a union and to increase their commitment".

But union meetings are now rare because of official disapproval and the union relies on meetings with its committees in the various plants to maintain communication.

Committees come into the union offices regularly, are briefed and return to inform their members of developments and ask them to decide on action.

One important aspect of the union is its links with the East London black community and its emphasis on "mass participation."

Union officials ride on buses, encouraging workers to sing union songs and workers are encouraged to drop in on the office during weekends — many do.

It is this union, which seems amateurish and doomed to immediate failure at first glance, which prompted Minister Botha to fly urgently to East London this month.

It is this union, which seems amateurish and doomed to immediate failure at first glance, which prompted Minister Botha to fly urgently to East London this month.

Black union scores crucial concession

By STEVEN FRIEDMAN
Labour Reporter

AN East London company has agreed in principle to recognise the unregistered South African Allied Workers Union — a groundbreaking move with major implications for labour relations.

Chloride (SA) has agreed to recognise the union, subject to a referendum of workers today.

Most observers believe the union will win the referendum.

The company's decision will have important implications for labour relations in East London, and for the negotiating position of unregistered unions.

SAAWU is one of the unions which have refused to register under the Government's new labour dispensation and if as expected, an agreement is signed, Chloride will become the first company to formally recognise one of them.

A number of companies have already recognised unregistered unions, but they have all been in the process of seeking registration.

SAAWU has incurred strong opposition from employers and

the authorities in the East London area, and Chloride's decision could prompt a thaw in employer attitudes.

Chloride, which manufactures batteries, is owned by the multinational Chloride (UK) company. It employs about 500 black workers at its East London plant — and the SAAWU claims the support of almost the entire black workforce.

If SAAWU win the referendum, the two parties will sign a formal recognition agreement within the next few days.

This will be followed by elections in each department for four shop stewards, and a general election in the factory for members of a SAAWU committee.

The results of the referendum should be known by tomorrow morning. Both sides have agreed not to release further details until then.

In a joint statement yesterday, the parties said:

"SAAWU's principle of security for the individual worker on the factory floor through a democratic system with decisions taken by workers them-

selves is compatible with Chloride's basic policy of dealing with whatever leadership group holds credibility among the workers."

It added that "since there is a high degree of consensus on fundamental principles, the parties are confident of the relationship leading to a disciplined agreement to which both parties will adhere."

The decision to hold the referendum comes after a series of talks between the two parties since May, when the SAAWU approached the company for recognition, the statement said.

The talks had taken place "in a spirit of co-operation, though many points had to be clarified "in terms of the company's pre-determined policy."

Another reason for the lengthy talks was that "a workable structure acceptable to both workers and management had to be agreed."

Both parties said the talks had been "worthwhile in view of the relationship which has been established over the period", the statement added.

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DD 5/11/80

Workers vote on Saawu today

139 138 145

EAST LONDON — Chloride SA and the controversial South Africa Allied Workers' Union fighting for recognition as the premier union body representing black labourers here, are confident a referendum at the company's East London factory today will lead to a disciplined agreement acceptable to both sides.

The referendum is being held to determine the extent to which Chloride workers support Saawu — being the representative body of employees at Chloride's battery-manufacturing factory in East London.

The company's managing director, Mr Don Searle, who was born in King William's Town and educated at Dale College, speaking from Chloride's head office in Benoni, and two senior Saawu officials in East London, Mr Sisa Njikelana and Mr Xolani Kota, issued a joint statement yesterday outlining the events leading up to today's historic referendum.

The statement said the decision to hold the referendum followed a series of discussions between Chloride and Saawu which started in

May this year when Saawu approached Chloride to recognise their workers' committee as the factory's representative employee body.

The statement added "Chloride and Saawu have conducted the discussions in a spirit of co-operation although there were many points which had to be clarified and conditions met to accord with the company's predetermined industrial relations policy.

"In addition, a workable structure acceptable to both workers and management had to be agreed to.

"Chloride and Saawu feel that the time taken has been worthwhile in the light of the relationship which has been built up since May.

"Both parties see recognition of a union by any company as being a developing process whereby a relationship is built up in which the rights and obligations of both the employer and employees' party are established.

"Since there is a high degree of consensus on fundamental principles, the parties are confident of the relationship leading

to a disciplined agreement to which both parties will adhere.

"Saawu's principle of achieving security for the individual worker on the factory floor through a democratic system, with decisions taken by the workers themselves, is compatible with Chloride's basic policy of dealing with whatever leadership group holds credibility among the workers," the statement said.

It added that in order to allow all workers the opportunity to vote, the referendum would also cover shifts.

The statement said Saawu and Chloride had agreed not to make further details available until after the result of the referendum was known.

The result would not be known until tomorrow, the statement concluded — DDR

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Gqweta detained in Ciskei

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EAST LONDON — The national organiser of the South African Allied Workers' Union, Mr Thozamile Gqweta, has been detained in the Ciskei

This was confirmed here yesterday by the Secretary for the Ciskei Central Intelligence Services, Brigadier Charles Sebe

Mr Gqweta was taken from his Mdantsane home on Sunday at 9 am, according to a relative

It is the second time he has been detained in the Ciskei

He was detained on April 17 and went on a hunger strike two days later and had to be admitted to the Cecilia

Makiwane Hospital
Mr Gqweta was also detained once this year by the South African police

Brig Sebe also confirmed the detention of six Mdantsane students who were arrested at a roadblock at the entrance to Dimbaza on Sunday afternoon

He said the students were returning from the funeral of a Mr Dilement, a former Robben Island prisoner

Although confirming the detention of the six students, Brig Sebe said there could be more detained but he did not have details as he had been away in Pretoria yesterday — DDR

Gqweta's union, page 12.

Gqweta detention stated

EAST LONDON — The detention of the national organiser of the South African Allied Workers Union (SAAU), Mr Thozamile Gqweta, by the Ciskei security police, was yesterday condemned by Saa'u's general secretary, Mr S B Kikine.

In a telephone interview from Durban Mr Kikine said his information was that Mr Gqweta's detention had nothing to do with his trade union activities.

"I find this surprising because Mr Gqweta is such a dedicated trade unionist."

Mr Kikine said he has no doubt that it is hard to believe he can find time to do something else.

When he was told that the Secretary for the Ciskei Intelligence Services, Brig Charles Sebe, had said Mr Gqweta had been detained in connection with student disturbances, Mr Kikine said "We challenge this claim about student disturbances and we believe it is unfounded."

"This man spends all his time on trade union work. He gets to the office at 7 am every morning and is there until 9 pm on some days."

With the full commitment he has on trade unionism he can hardly find time for other activities.

In fact he has no connection with students," Mr Kikine said.

The claim that he was involved with students could have no firm basis, he added.

"We suspect they have taken him because of the recent publicity enjoyed by Saa'u and the union's success in the Eastern Cape."

Cape "We know Gqweta has had problems holding union meetings in the Ciskei. This proved the Ciskei authorities were against trade unionism."

An indication of this was when some women hawkers demonstrated against him and the arguments he had against Brig Sebe when the latter said trade unions were not required in the Ciskei as the government looked after the interests of all workers," Mr Kikine said.

"What is happening is that workers in the Eastern Cape are showing their interest in trade unionism and the Ciskei Government has no way of countering the support Mr Gqweta and Saa'u enjoy in the area," Mr Kikine said.

Mr G M Mxenge, a Durban attorney acting for Mr Gqweta on the matter, said he had been told Mr Gqweta was likely to be released from detention before the end of the week.

Brig Sebe said he did not know how long Mr Gqweta would be detained — DDR

Botanical evidence suggests that the African languages are not so different from each other as is generally supposed. This technique, called glottochronology, so promising at first, has not stood up to practical tests.

7. ZOLOCY
The study of animals, where and when they their subspecies may be found, is a very important part of the study of African languages. It is a project of the African Language Institute in Africa.

8. CHRONOLOGY
Chronology is the study of the time and place of events. It is a project of the African Language Institute in Africa.

A number of studies have been conducted in the field of African languages. These studies have shown that the African languages are not so different from each other as is generally supposed.

We have already mentioned the study of animals, where and when they their subspecies may be found, is a very important part of the study of African languages.

From this study it is known that the African languages are not so different from each other as is generally supposed.

By studying vocabulary and grammatical changes in languages, linguists have found that the African languages are not so different from each other as is generally supposed.

Voting starts on union referendum

APR 19 1954
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EAST LONDON — Voting in the referendum at Chloride SA's factory here started at 10 am yesterday and continued until the late night shift of workers came on duty. Mr Brian Robertson, the company's works manager, said yesterday.

Workers are being asked to indicate whether

they agree that the South African Allied Workers Union (Saawu), should be the body representing them at the factory.

Both Mr Xolani Kota of Saawu and Mr Theo Heffer, Chloride's group personnel manager, said that this was not a "win-lose" election, but that it

was essential to establish the union's actual and potential support before details of the new structure could be finalised

Voting took place by secret ballot and was monitored throughout by Mr Kota and Mr Roy Lorentz, the company's local personnel manager. There will be a further

voting session this morning to cater for those workers who have not been able to vote because of shift changes.

Mr Kota and Mr Lorentz will count the votes this morning aided by another union official and a further representative of management. The detailed result is expected this

afternoon.

Mr Heffer said the voting was carried out in an orderly fashion and work was not disrupted in any way.

"The union has conducted itself very well and every one was very satisfied," he said. — DDR

14024

APR 6/11/80
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Another Saawu official detained

EAST LONDON — An official of the South African Allied Workers Union here, Mr Sisa Njikelana, has been detained under the Ciskei emergency regulations

The Secretary for Ciskei Central Intelligence Services, Brig Charles Sebe, confirmed Mr Njikelana had been detained

He said he and the national organiser of Saawu, Mr Thozamile Gqweta, were being held in connection with

allegations about involvement in student disturbances

Another official of Saawu, Miss Zodwa Mapela, said she had been told Mr Njikelana was taken from his Mdantsane home at 5.25 am yesterday.

Brig Sebe said Mr Alfred Metele, a Dependents Conference field worker detained last month, would be charged and would appear in court early next week. — DDR

Ciskei holds another top union official

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By STEVEN FRIEDMAN
Labour Reporter

CISKEI police yesterday arrested a second senior official of the South African Allied Workers Union (SAAWU) — only shortly before he was to address workers at the Chloride (SA) plant in East London about a referendum to test their support for the union

The referendum is likely to lead to the unregistered union being recognised by the company — the first to do so

The detained man is Mr Sifa Njikalana, branch secretary of the SAAWU in East London. He is also the acting branch secretary of the African Food and Canning Workers Union

His arrest appears to be part of a crackdown by Ciskei authorities on the union

Earlier this week the union's national organiser, Mr Thozamile Gqweta, was detained

The absence of the two men

means there will be no local senior SAAWU office-bearer available to sign the union's recognition agreement with Chloride if the company decides to recognise it formally after the referendum today

The union's Durban-based general secretary, Mr Samuel Kikine, said yesterday that he would travel to East London to sign the agreement if the SAAWU wins the referendum

According to union and other sources, Mr Njikalana was arrested in Mdantsane, the sprawling township outside the city on the Ciskei border

He was due to address workers at Chloride about the referendum

Mr Njikalana was expected to explain the referendum procedure to workers and tell them of the Chloride management's decision in principle to recognise the SAAWU

The secretary of the Ciskeian Intelligence Service, Brigadier

Charles Sebe, could not be reached yesterday for comment

This is the second time this year that Mr Njikalana has been detained by police. He was held briefly by South African Police after a strike at an East London factory

When Mr Gqweta was detained, Brig Sebe told the Rand Daily Mail's East London correspondent that he was being held in connection with "student disturbances"

Mr Kikine has denied that Mr Gqweta was involved in student affairs. He said he was "a committed and busy trade unionist who does not have time for student politics"

Mr Gqweta has been held twice this year, by the Ciskeian and South African Police. He faces charges in the Ciskei and South Africa in connection with two strikes in the East London area

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Triumph for black union in EL ballot

By STEVEN FRIEDMAN
Labour Reporter

THE unregistered South African Allied Workers Union (SAAWU) yesterday won formal recognition by an employer for the first time — after an overwhelming victory in a referendum at an East London plant

The SAAWU polled 95.2% of the votes in the ballot at Chloride (SA), and the company announced soon afterwards that a provisional recognition agreement with the union would now be signed

The decision by Chloride, a British-based international company, to recognise the union is seen as a major breakthrough for SAAWU — and for all unregistered unions

The SAAWU is one of a group of unions which refuse to regis-

ter It is the first to win formal recognition by an employer

Chloride's decision to recognise the union was taken against a background of intense official opposition to employers dealing with the SAAWU, an attitude endorsed by many East London employers

The recognition agreement could have a significant effect on softening attitudes to the SAAWU

The size of the SAAWU's victory is an important indicator of the union's strength in the area

Informed sources said the union told Chloride that it would not accept recognition unless it won 70% of the vote, and more than 50% in any one department

The referendum was held by the company and monitored by

a SAAWU official, Mr Xolani Kota The union's Durban-based general secretary, Mr Samuel Kikine, flew to East London for the vote count

Mr Kota and Mr Kikine were present because two of the union's senior officials in East London, Mr Thozamile Gqweta and Mr Sifa Njikalana, were detained by Ciskei police this week

After the ballot result, Mr Kikine commended workers for their unity, and Chloride for its "impartiality and fairness"

He added "The company has demonstrated its commitment to its stated principles"

The Chloride works manager, Mr Brian Robertson, said yesterday in a company statement that elections would now be held for union shop stewards and for general SAAWU com-

mittee members within the plant

He added that the union and the company had already reached consensus on all points to be embodied in an interim recognition agreement, which covers all factory-floor relations and participation by SAAWU in Chloride's grievance and disciplinary procedures

Mr Kota said the result marked "bigger things, both nationally and locally, for SAAWU"

The union, he said, was "an emergent force, and its bright future is based on nonracial and democratic principles"

He added that the SAAWU saw union recognition as "a developing process" and "looks forward to the continued building up of a relationship to which both parties will contribute positively"

No crackdown on union, says Ciskei

By CHRIS FREEMOND
Southern Africa Bureau

TWO trade unionists detained in the Ciskei this week were arrested because of alleged involvement in student unrest and not for union activities, the secretary of the Ciskeian Intelligence Service, Brigadier Charles Sebe, said yesterday.

The men, both senior officials of the South African Allied Workers Union (SAAWU), are Mr Thozamile

Gqweta, the national organiser, and Mr Sifa Npkalana, secretary of the East London branch.

Brig Sebe denied yesterday that the detentions were part of a crackdown on the union by Ciskei authorities.

"Their arrest has nothing to do with trade unionism. They are involved in student protest in the Ciskei. We are up to our necks with student protest in the Ciskei," he said. Their

activities were being investigated, and it was possible they would be charged.

Brig Sebe attacked "Marxist" agitators, whom he claimed were using the students, ostensibly protesting against "Bantu education" — to cause civil unrest.

"We are prepared to clamp down on any Marxists. Change will not be brought about by Marxists, but by the internal people."

He said his government's attitude to trade unions had been spelt out in the past, and he was not prepared to repeat it.

In February, Mr Gqweta was refused permission to open a union office in the Ciskei.

An appeal to Brig Sebe for assistance was turned down, and Mr Gqweta claimed that he had said that he and the Ciskeian Government were against unions in the homeland.

Brig Sebe later denied this, but was quoted as saying he believed trade unions in the Ciskei were "redundant".

The general-secretary of the SAAWU, Mr Samuel Kikine, denied earlier this week that Mr Gqweta was involved in student affairs.

Mr Gqweta's devotion to his union duties left him no time for student politics, Mr Kikine said.

Poll shows huge Saawu support

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EAST LONDON — The South African Allied Workers Union (Saawu) yesterday won a major breakthrough here when more than 95 per cent of the workers at Chloride voted in a referendum in favour of being represented by the union.

The workers voted "Ewe" (yes) to the question "Do you agree that Saawu be the representative body of employees in the factory?"

Support exceeded 90 per cent in each of the four departments and 95,2 per cent of the total of 481 votes were in favour of representation by the union, a joint statement issued by Chloride and Saawu said.

"In terms of the discussions before the referendum, we will call for nominations for the

election of five executive committee members and one shop steward in each of the four departments," the works manager of Chloride, Mr Brian Robertson, said.

Mr Xolani Kota, who monitored the referendum on Saawu's behalf, felt that the result marked the beginning of bigger things locally and nationally for his union.

"Saawu is an emergent force and its bright future is based on non-racial and democratic worker principles," Mr Kota said.

Saawu's general secretary, Mr Sam Kikine, flew in from Durban.

He commended the workers for their unity and management for their impartiality and fairness.

"The company has demonstrated its commitment to its stated prin-

ciples," said Mr Kikine.

Saawu and Chloride have reached consensus on all points embodied in the interim agreement recognising the relationship and participation by the union in the company's disciplinary and grievance procedures.

"We see recognition as a developing process and look forward to the continued building up of a relationship to which both parties will contribute positively," Mr Kota said.

The move by Chloride makes the company the second in the country to state publicly they will be negotiating with an unregistered trade union.

Earlier the giant Barlow Rand group publicly committed itself to negotiating with unregistered trade unions.

— DDR

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Unions slam detentions

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EAST LONDON — Three unregistered trade unions yesterday condemned the detention of two South African Allied Workers Union (Saawu) organisers, Mr Thozamile Gqweta and Mr Sisa Njikelana.

The two men were detained this week under the Ciskei emergency regulations and are alleged to have been detained because of their involvement in student disturbances.

The Food and Canning Workers Union, the Western Province General Workers Union and Saawu also condemned the detention of Mr Bomisile Norushie and Mr Oscar Mpetha, both officials of the African Food and Canning Workers Union.

"We reject with contempt the allegation that the Saawu officials have been detained in connection with student-based disturbances in East London," a joint statement issued by the unions through the general secretary of Saawu, Mr S. B. Kikine, said.

"We believe firmly that their detention stems from the overwhelming

support enjoyed by Saawu from the workers of East London — a support based on strongly held non-racial and democratic principles.

"Once again the authorities have responded characteristically to evidence of worker support by detaining the workers' chosen leaders.

"Time and again it has been shown that this exacerbates an already tense situation." The unions said it was ironic that the detention should coincide with the referendum held on Wednesday at Chloride, which demonstrated overwhelmingly the support enjoyed by Saawu.

They said leading employer organisations had recently called on their members to negotiate with unregistered trade unions and had urged the state to make registration a more attractive proposition.

"We are distressed that the state's response to these welcome attempts at reconciliation is their character resort to repression and arbitrary detention," the statement concluded — DDR

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C.M.E. Times - 7/21/80 (2) (25) (15)

Workers vote in favour of union

EAST LONDON → The South African Allied Workers Union (SAAWU) won a major breakthrough here yesterday when more than 95 percent of the workers at Chloride voted in a referendum in favour of being represented by the union.

Support exceeded 90 percent in each of the four departments, and 95,2 percent of the total of 481 votes were in favour of representation by the

union a joint statement issued by Chloride and SAAWU said

The move by Chloride makes the company the second in South Africa to state publicly that they will be negotiating with an unregistered trade union. The decision taken was that the company would negotiate with trade unions which approached it regardless of whether they were registered — Sapa

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Success for Saawu

145A

Months of organising have finally paid off for the unregistered SA Allied Workers' Union (Saawu) in East London. The union was due to sign its first agreement with Chloride (SA) this week, though the victory was dampened by the arrest of two organisers by Ciskeian police.

The agreement, which was to be finalised after a workers' referendum on Wednesday, comes in the wake of growing union activity in East London. Saawu has the support of more than 10 000 workers after less than a year's organising in the Border city.

In a joint statement, Chloride (SA), a subsidiary of Chloride (UK), pledged itself to the principle "of security for the individual worker on the factory floor through a democratic system with decisions taken by workers themselves," as well as the policy "of dealing with whatever leadership group holds credibility among the workers."

Registration versus representation remains a moot point for employers. Chloride's move is of particular significance, as it has agreed to dealing with Saawu "unconditionally." In other cases where employers have signed agreements with an unregistered union, it has been with the assurance that the union has applied for registration.

Saawu's agreement with Chloride (SA) is the first concrete indication that managements in the area are accepting the union and the need for strong worker representation. Many companies still oppose Saawu's "interference" in their factories and have refused to deal with its representatives. But, says a Saawu organiser, these companies are suffering production losses and some have had to deal with strike action from their workers.

During the last few months, Saawu has come up against many obstacles. Meetings in Mdantsane, which falls in the Ciskei, have been banned and union officials have been arrested and questioned by Ciskeian security police. This week union organiser Thozamile Gqweta was arrested — for the third time this year — as well as Sisa Njinkilala, another union organiser.

Rom 10/1/80

Thirteen union men in Ciskei detained by police

151
143
327

145-A

By STEVEN FRIEDMAN
Labour Reporter

IN A move which could have far-reaching international labour implications, 13 trade unionists, drawn from four unions, were detained at the weekend by Ciskeian police in Mdantsane, near East London.

The detentions are the largest crackdown on the country's

trade union movement since South African authorities banned about 30 unionists in 1976.

According to eye-witnesses, South African Security Police were present when the 13 men were detained. However, police spokesmen could not confirm this yesterday.

The detained unionists are representatives of the South African Allied Workers Union, the African Food and Canning Workers Union, the Food and Canning Workers Union and the Western Province General Workers Union.

The Food and Canning Workers Union is a registered union for coloured workers. However, the other three unions are all unregistered and all three have refused to register under the Government's present labour dispensation.

The detained unionists include a SAAWU official Mr Xolani Kota, the only official in the union's branch office at the time who was not in detention.

The others are Mr Wilson Sidina of WPGWU, Mr Robert Gqweta, Mr Lawrence Tuluma, Mr Bamgunzi Sisingo, Mr Humphrey Maxgwana, Mr September Mpakati and Mr Orja Ndingayi of the SAAWU.

In addition Mr M van Graan, president of the FCWU and another union official, Mr Karel Schippers, have been detained as has the vice-president of the AFCWU Mr Alfred Noko, the union's East London chairman, Mr Wehle Mzozoyana, and another union member, a Mr Qweshu.

The secretary of the Ciskeian Intelligence Service, Brig Charles Sebe, could not be reached for comment yesterday.

An SAP spokesman, asked to comment on alleged involvement of Security Police, said the SAP would only be able to furnish information on the issue today.

A statement issued yesterday by the four unions expressed "outrage" at the arrests.

Has a degree in Operations Research from Tilburg, Holland. He has been with Shell International for 10 years and worked for that company as an international consultant in several countries around the world. His experience includes the design and development of systems for financial management, manufacturing control and production optimisation. He has taught courses in Management Information Systems and Operations Research at the Business Schools of the Universities of Cape Town and Stellenbosch. He is recognised as a member of the consultants group of the Computer Society of South Africa and specialises in requirement definition and design of industrial systems.

Klaas van der Poel

CURRICULUM VITAE

Ciskei (139)

frees 13 (139)

12/11/80

Union (329)

officials (125)

(Argus Correspondent)

EAST LONDON — The 13 trade-union officials who were detained by the Ciskeian police at the weekend were released at noon today.

The men, all officials of the South African Allied Workers' Union, the African Food and Canning Workers' Union and the General Workers' Union, were detained as they crossed the border of Ciskei into Mdantsane.

The head of the Ciskeian police, Brigadier Charles Sebe, said the men were detained in connection with unrest in schools.

A MEETING

He said today that at a meeting of the Ciskeian Cabinet yesterday it was decided to release the officials.

'We have completed our investigations and it will not be necessary for them to appear in court,' he said.

'We are also satisfied that the four officials from Cape Town will not be staying in this area. They will be returning home.'

'On the information we have, we could have detained the 13 for more than three months.'

DENIAL

He denied there was any link between the detentions and the men's trade union activities.

Union officials have claimed the men were detained because of the growing strength of their movement in the East London area.

DD. ~~13/11/80~~ (105) (139) (174) (232) (128)
**Six unionists still held:
govts to be petitioned** 13/11/80

145A

EAST LONDON —
Members of three trade unions decided here last night to petition the South African and Ciskeian governments for the release of six trade union officials still in detention.

Four of the detained men are Mr Thozamile Gqweta, the national organiser of the South African Allied Workers' Union (Saawu), Mr Sisa

Njikelana, branch chairman of Saawu, Mr Sirking Goci and Mr Boyce Soci, both organisers for Saawu at the Ciskei Transport Corporation.

These men are being held in the Ciskei, and at a meeting at St John's Church hall last night, members of Saawu voted to ask East London employers to approach the Chief Minister of the

Ciskei, Chief Lennox Sebe, for their release.

Two other trade union officials, Mr P B Norushe and Mr Oscar Mpete, members of the African Food and Canning Workers' Union, are being held by the South African authorities.

The meeting voted to petition the South African government for their early release — DDR

East London hit by another factory strike

1454

Labour Reporter

EAST London was hit by yet another strike yesterday when the entire workforce of about 170 workers at East London Furniture Industries downed tools

A spokesman for the South African Allied Workers Union (Saawu), Mr Xolani Kota, said workers had been told to collect their pay and return to work on Monday when they would be re-employed selectively

The company could not be reached for comment last night

East London has been hit by a wave of strikes this year, many of which have been sparked by management unwillingness to talk to unregistered unions

Mr Kota said the strike followed considerable tension at the factory after management had "introduced" a parallel furniture workers union

He said management had been actively assisting this

union by calling workers in and asking them to sign membership forms

However, most of the workers had resigned from this union and had joined Saawu. They had disbanded their official in-house committee, which they rejected

Recently, management had asked workers to elect their own committee. When workers presented this committee to management, the company had refused to deal with it because it had been elected under Saawu's auspices

"They said they did not want to deal with an outside organisation, despite the fact that they are prepared to deal with a rival union. Workers explained that the committee was democratically elected, but management did not react," Mr Kota said

He added that management's decision to ask workers to elect a committee was "premature" because Saawu had been on the

verge of approaching the company and asking it to deal with a Saawu committee

However, yesterday's strike appears to have been directly caused by a meeting at which worker representatives met management to complain about a company notice claiming that workers were being "intimidated" into joining "a particular one" and warning that those responsible would be dismissed

Workers interpreted this as an attempt to dissuade workers from joining Saawu

Management had said at this meeting yesterday morning that it was prepared to discuss worker grievances at 3pm. However, workers became angry when they were told they would lose half-an-hour's pay as a result

"Management said workers were initiating the meeting and that they should be prepared to lose pay as a result. This appears to have made workers very angry," Mr Kota said

Has a degree in Operations Research from Tilburg, Holland. He has been with Shell International for 10 years and worked for that company as an international consultant in several countries around the world. His experience includes the design and development of systems for financial management, manufacturing control and production optimisation. He has taught courses in Management Information Systems and Operations Research at the business schools of the Universities of Cape Town and Stellenbosch. He is recognised as a member of the consultants group of the Computer Society of South Africa and specialises in requirement definition and design of industrial systems.

Klaas van der Poel

CURRICULUM VITAE

200
sacked
in EL
dispute

128
15/11/80
AR 444

1454

Weekend Aigus
Correspondent

JOHANNESBURG —
More labour unrest hit East London yesterday when the striking black labour force of a furniture factory was dismissed.

About 200 workers at East London Furniture Industries (Pty) Ltd were paid off after a dispute, said a South African Allied Workers' Union spokesman.

SAAWU, one of a number of unregistered unions active in the East London area, claims a phenomenal membership leap.

EXPLANATION

The dispute began when a worker's committee, newly-elected under the auspices of SAAWU, approached management for an explanation of a letter posted on the company notice board, the spokesman said.

The letter allegedly threatened to dismiss workers 'intimidating others into joining a certain union'.

The spokesman said management refused to deal with the union committee, because it was linked with 'an outside body'.

Conflict came to a head late when management agreed to meet the workers as a group.

The workers demanded the swift redress of a number of grievances with which management did not agree.

170 dismissed after dispute at EL factory

DD 18/11/80

139

134

138

151

1454

EAST LONDON — About 170 black workers at East London Furniture Industries here were dismissed when they returned to work yesterday after downing tools on Friday, according to the South African Allied Workers Union (Saawu)

The decision to down tools came after the workers and management were involved in a dispute about the workers joining a parallel furniture workers' union, the union said

Most of the dismissed workers belonged to the Furniture and Allied Workers Union initiated by Saawu

Yesterday Mr Xolani Kota, the branch secretary of Saawu in East London, said Saawu condemned the action taken by management and said they had not considered grievances listed and presented to them

He said workers were forced to sign membership forms of the parallel union for fear of dismissal and that this amounted to intimidation

Two of the dismissed workers, Mr Siphon Dlutu and Mr Elvis Salman, said

they both belonged to the Furniture and Allied Workers Union. Mr Dlutu had 12 months' service at the company and Mr Salman five months

They said management forced them to join the parallel union by calling workers in one by one and threatening them with dismissal if they did not sign the membership form

Within two weeks of signing they received a membership card, and the constitution was explained to them at the meeting. They did not feel "at all satisfied with it"

He said workers gave their membership cards to their own union officials who suggested they present their grievances to management. They did that and management objected because Saawu was involved. Management also suggested the workers select a committee of five. This was done and the committee presented the workers' grievances

Mr Dlutu said management did not accept the grievances. He said management then offered to listen to their grievances again and they

were called in one by one. Management listened to the grievances, but did not do anything about them.

Mr Dlutu said workers felt dissatisfied and decided to stay in the restroom where the meeting was held. They then phoned Mr Kota, who suggested they go back to work. They were on the verge of doing this when three representatives of the Department of Labour arrived

The workers were told that it was an offence to strike and Mr Dlutu said after this it was decided not to go back to work

When they went home later in the afternoon, they were told by a management official to get their wages

They were also told that when they came to work yesterday some would be re-employed selectively. Mr Dlutu said when workers arrived at the factory yesterday at 7 am they were told they had been dismissed. They were also told to collect their holiday pay this afternoon

The managing director of the company, Mr P W Mackie, declined to comment yesterday — DDR

AD 18/11/80

EL firm

(139)

sacks 170

workers

EAST LONDON — About 170 black workers at East London Furniture Industries here were dismissed yesterday as a result of a strike on Friday, according to the South African Allied Workers' Union (Saawu).

Saawu said the workers downed tools after a dispute with management about attempts to make them join a parallel union to the Furniture and Allied Workers' Union initiated by Saawu. — DDR

Full report page 13.

147A

4 SAAWU

STAR 18/1/80

(224)

members

(152)

(139)

arrested

(106)

1454

Four more members of the South African Allied Workers Union (SAAWU) — an unregistered body active in the East London area — have been arrested by Ciskeian security police

All were union organisers employed by Border Passenger Transport, of which the Ciskeian Government is a part-owner, a SAAWU spokesman said today. They are Mr Boyce Soci, Mr Sirking Goci, Mr Michael Ngesman and another whose name is not yet known, he said

Thirteen unionists — eight of them SAAWU officials — were detained by the Ciskeian authorities last week in the East London township of Mdantsane, to be released five days later SAAWU national organiser Mr Thozamile Goweta and East London branch secretary Mr Sisa Njikelana detained two weeks ago, are still in Ciskeian police hands

Management 'running away'

Own Correspondent

CAPE TOWN — The management of East London Furniture Industries was yesterday accused of "running away" from negotiation after dismissing 170 black workers on Friday.

The secretary of the South African Allied Workers Union (SAAWU), Mr Xolandi Kota, said the union was trying to negotiate with management to get the fired employees

back to work.
"I have been trying to put out feelers for two days now, but the managing director Mr P W Makie has been unavailable for this time.

"We have telephoned, called and left messages but management refuses to answer them."

Mr Kota said the workers had refused to collect their pay because they did not regard themselves as dismissed. He

denied the workers had gone on strike. They had only held a grievance meeting on the factory's premises.

They were about to return to work, when officials from the Labour Department arrived and threatened them with prison or fines for striking illegally, he said.

The workers then refused to return to their jobs.

KHSA

STAR 19/11/80

152 181 132 188

DD 19/10/80 (47)
**EL firm explains
stoppage** (139)

1457

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.

DD 19/4/80 (139) (125) (115) (152)

EL firm says workers wouldn't allow meeting

(145) y

EAST LONDON — The current stoppage of work at East London Furniture Industries had come about because of a refusal by the workers to allow a meeting to take place between their representatives and management, the managing director Mr P W Mackie said yesterday

It was reported this week that about 170 workers had been dismissed following a dispute between the workers and the management

In a written statement, Mr Mackie said "For many years, we have operated within the framework of the Industrial Conciliation Act. This Act, which is designed to provide security for both employer and employee by means of open negotiation at Industrial Councils by both parties in arriving at a mutually acceptable agreement for the regulation of an industry, has resulted in many years of industrial peace in our industry in this area

"During these years, we have dealt with registered unions, who represented

white and coloured workers, and with black labour officers, appointed by the Department of Manpower. These unions concerned themselves only with matters relevant to the furniture industry. They adopted a responsible attitude and, therefore, we were prepared to negotiate with them

"Since it became legal as from August 1980 for black employees to join unions, we believe that, like any innovation, there will be a period during which both employers and employees will have to become accustomed to handling the new situation

"As black employees were previously not allowed to be members of registered unions, they have not had the opportunity to develop such unions. We understand that, but we are not prepared to meet with unregistered unions that do not concern themselves with our industry only, or who have aims and objectives that lie outside our scope

"During the period of adjustment mentioned

above, we are always prepared to meet representatives of our black employees to resolve difficulties that may arise, but for the sake of progress and good order, these meetings must be properly organised

"It has always been our way to deal with problems as they arise. That is the reason we have had a Works Committee, meeting with management on a monthly basis, since 1973.

"The current stoppage of work in our factory, which constitutes an illegal strike, appears to have resulted from a complete refusal by the black workers to allow a meeting to take place between their representatives and management. The situation is inexplicable, for it has arisen despite two meetings of management with general meetings of all the black workers, and a similar meeting addressed by officials of the Department of Manpower Utilisation, at all of which they were requested to put forward their grievances through

representatives. On only one occasion was a list of grievances submitted. It was completely anonymous and could not be identified as being the grievances of the workers

"When they were asked, through the Works Committee, to put forward an agreed list, the return of the anonymous list was demanded, and no further list was forthcoming

"The management of this factory is extremely concerned, not only about loss of output and customer service, but also because of the effect this work abandonment will have on the lives of former employees. Many people in this area, who lost their jobs through strikes or walking off the job, are now not working and have no income

"It was not our wish that such a situation should come to pass, and we believe that the situation has been manipulated to achieve aims outside the scope of our industry

"It is not anticipated at this time that any further press statement will be issued," Mr Mackie said — DDR

Saawu threatens legal action

DD 19/11/80 (139) (150) (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

(145)

Nationwide boycott planned by union

STMR

22/11/80

ed, to "show management that SAAWU is not a union to be fooled around with"

By Drew Forrest
The South African Allied Workers' Union (SAAWU) is to stage a nationwide boycott of an East London furniture group which has refused to negotiate on the reinstatement of its black workforce, dismissed after striking last week.

Union members throughout the country would be asked to boycott the products of East London Furniture Industries (Pty) Ltd over the Christmas period, SAAWU general secretary Mr Sam Kikane said yesterday.

The union would also seek the support of community organisations, churches, trade unions and foreign labour groupings such as the Zimbabwe Congress of Trade Unions, Mr Kikane said. A large proportion of the furniture produced by the factory is exported to Zimbabwe.

Draastic measures had become necessary, he stress-

ed, to "show management that SAAWU is not a union to be fooled around with". Mr Kikane said that since the 176 workers had been dismissed last Friday management had "dodged" all union overtures to discuss their reinstatement.

Central to the workers' grievances is the claim that they were forced to join the National Union of Furniture and Allied Workers' of South Africa (NUFAW) — a registered body affiliated to Tucsa.

In a Press statement, NUFAW assistant secretary Mr A J M Groenewald said that in terms of a registered "closed shop" agreement the company could employ only members of his union.

"The South African Allied Workers' Union has no legal right to approach any employee in the furniture industry to discuss terms with them," he said.

1454

Closed shop bars Saawu says union official

Men to test labour laws

EAST LONDON — The South African Allied Workers' Union (Saawu) had no legal right to approach any employee in the furniture industry, the director of organisation for a registered trade union said yesterday.

Mr A J H Groenewald, of the National Union of Furniture and Allied Workers, yesterday dismissed Saawu claims that the management of East London Furniture Industries was assisting a rival union to recruit members as completely false.

"There is no rival parallel union in the furniture manufacturing industry. The South African Allied Workers' Union has no legal right to approach any employee in the furniture industry or even discuss any terms with them," he said.

In a statement to the Daily Dispatch, Mr Groenewald said in terms of an industrial agreement no employee who was not registered as a member of his union could be allowed to work for any employer registered with the employers' association.

Mr Groenewald's full statement reads:

"The strike action at the firm of East London Furniture Industries was instituted by the direct actions of the South African Allied Workers' Union which is not a registered union in terms of the Industrial Conciliation Act No 28 of 1956 as amended.

"During the period 1932-1956 employees employed in furniture manufacturing were eligible for trade union membership of the East London and Border Furniture Workers' Union.

"This union was registered in terms of the IC Act. From 1959 the National Union of Furniture and Allied Workers of South Africa incorporated the East London and Border Furniture Workers' Union.

"The National Union of Furniture and Allied

Workers of South Africa is a registered trade union in terms of the Act and is fully integrated for all race groups.

"The National Union of Furniture and Allied Workers is registered to represent employees employed in the furniture manufacturing industry, the coffin manufacturing industry, the sawmilling industry, the woodworking industry and the plywood industry of South Africa.

"East London Furniture Industries, which was previously known as Beard, Ellis and Berlin, is a registered member of the East London Border and District Manufacturers' Association. This employers' association is registered in terms of the IC Act.

"Prior to the formation of the employers' association in the East London Area, the firm was a registered member of the Midland Furniture Manufacturers' Association, which still exists and is also registered in terms of the Act.

"This employers' association covers various areas, inter alia the East London area.

"During the early part of 1980 a separate industrial council known as the Border Industrial Council for the Furniture Manufacturing Industry was registered in terms of the IC Act.

"The parties to this Industrial Council comprise the East London, Border and Districts Furniture Manufacturers' Association, the National Union of Furniture and Allied Workers and the National Association of Furniture and Allied Workers.

"The last named trade union has now amalgamated with the National Union of Furniture and Allied Workers of South Africa.

"An industrial agreement negotiated by the parties to this industrial council is currently in force and only expires on

March 20 1982

"The National Union of Furniture and Allied Workers is the only legal body which has the right to negotiate conditions of employment and benefits for the employees in the furniture manufacturing industry.

"The union is fully represented throughout South Africa.

"The statement made by the South African Allied Workers' Union that the company was actively assisting a rival parallel union to recruit members is completely false.

"There is no rival parallel union in the furniture manufacturing industry. The South African Allied Workers' Union has no legal right to approach any employee in the furniture manufacturing industry to register or even discuss any terms with them.

"They have no legal standing.

"In terms of clause 23 of the industrial agreement no employee who is not registered as a member of the National Union of Furniture and Allied Workers may be permitted to work for any employer who is registered with the employers' association.

"The company has been officially informed that it may only employ persons who comply in all respects with the provisions of the industrial agreement, including the closed shop provision.

"These employees must comply with the membership provision of the National Union of Furniture and Allied Workers' constitution.

"The media must clearly understand that the National Union of Furniture and Allied Workers has, and always will, work in the best interests of its members and, as a responsible registered trade union, will not involve its members in any strike action — DDR

EAST LONDON —

Workers dismissed after a stoppage at East London Furniture Industries planned to turn up for work as normal today as part of a strategy to test new labour legislation and the Wiehahn recommendations, Mr S K B Kikine general secretary of the South African Allied Workers' Union (Saawu), said yesterday.

According to Saawu, about 170 workers were dismissed after a dispute with management last Friday about attempts to make them join a "parallel union".

Mr Kikine said some of the dismissed workers were approached by security police on Wednesday night who told them they could report for work yesterday.

About 30 had turned up for work and all except two had been re-employed. The two who were turned away said they had been told they were inciters.

Mr Kikine said the re-employed workers suspected they had been given back their jobs only so they could train new workers and that they could then run the risk of dismissal.

All the workers, apart from one or two who feared victimisation because they had been labelled as inciters, would report for work today to see if they would be taken back.

If the company did not re-instate all the workers, it would be a contravention of industrial laws and would amount to a "lockout".

Mr Kikine said the workers' view was they had not gone on strike. They discussed their grievances with management and, while waiting for a reply, were called together by three representatives of the Department of Manpower Utilisation and told they were on strike and could face charges.

Accusing the company of "unfair labour practices", Mr Kikine said it was illegal for an employer to force a worker to join a union of the employer's choice. He said workers had been threatened initially and told they would be dis-

145

DDR
21/11/80

missed if they did not join the union.

"We will test the new laws and the Wichahn recommendations and if they are ineffective, they will be exposed," he said.

The head of the security police in East London, Colonel A. van der Merwe, said yesterday he was not aware his men had called on dismissed workers, but it is quite possible it has been done in the past. "People are afraid of intimidation and we visit them and give them an assurance they can return to work," he said.

Mr Kikine also called on the company to send a representative to Saawu's office to return workers' building society books held by the company.

The books were until recently held for the workers by the building society concerned, but a spokesman said this system had proved unsatisfactory. He said workers would quote their clock-in numbers when wanting to draw money and in some cases had no other identification. This situation had resulted in some cases of fraud and it had been decided to return the books to the paymasters of companies whose employees banked under this system.

He said the paymasters were in a better position to identify workers and emphasised the decision affected a number of other companies and had no bearing on the situation at East London Furniture Industry.

Mr Kikine said dismissed workers would be unwilling to approach the company individually to collect their books for fear of victimisation.

He said he would approach the company to send a representative to the Saawu offices to return workers' books there — DDR

Mvubelo Tselets Saa-wu Claim

1454

25/7/56

EAST LONDON — It was unfortunate that ever since the government allowed blacks to form organised trade unions, everyone wanted to get onto the bandwagon, veteran trade unionist, Mrs Lucy Mvubelo, said here yesterday.

The general secretary of the National Union of Clothing Workers was commenting on industrial disputes and strikes in the Border area.

Mrs Mvubelo is visiting East London for four days as part of her routine programme of visits to her union's branches.

She was angered by a statement in a weekend newspaper claiming that strikes in the East London area were being caused by the Trade Union Council of South Africa and its agents.

MRS MVUBELO... Angered by Saa-wu

"If Saa-wu will leave organised workers in peace and concentrate on the numerous industries with no organised unions, I would be happy to assist them because they would be assisting in organising the unorganised," she said.

The Garment Workers Union, of which her union is part, had been responsible for negotiating agreements, including the Eastern Cape, for all workers in the clothing industry, she said.

"To my surprise Saa-wu is now asserting that they are organising a better deal for workers."

What worried her most was that this struggle between black trade unions was being some people in government circles a chance to justify their belief that blacks were not ready for trade unionism. "If Saa-wu is such a strong organisation they can't consult with other trade unions which have

been operating all these years and have actually made it possible today that they (Saa-wu) can operate as a trade union?"

Mrs Mvubelo called for closer co-operation between all trade unions.

"We do need is co-operation and consultation, not confrontation."

She felt the efforts made by her union for 27 years in trying to get recognition of black workers' unions were not being appreciated by those who sought to discredit them.

Black workers have struggled to improve their living standards and working conditions ever since the promulgation of the first Industrial Conciliation Act in 1924.

The exclusion of such workers, defined as employers under the Act, made them open to all forms of exploitation by employers. Fortunately black women were not subject to this, not then and when we entered the clothing industry in 1942 we became members of a registered union hence our wages and working conditions were better than those of our men-folk.

She said women were paid the rate for the job in all industries falling under agreements at that time.

When the law was changed and the Native Labour Settlement of Disputes Act was promulgated in 1953 they were forced by law to separate from workers of other race groups.

"We did not blame the union for this because they had nothing to do with it, it was government law."

Neither did we sit down and cry over the tragedy. We worked ourselves up and proved that a black worker is just as valuable as any other in this country."

25/11/80 DD

1454

~~12/11/80~~
~~12/11/80~~
~~12/11/80~~
~~12/11/80~~

We not being used — Sebe

EAST LONDON — The Ciskei Central Intelligence Service (Ccis) was fully fledged intelligence security organisation with its golden rules, the Secretary for the Ccis, Brig Charles Sebe, said yesterday

Brig Sebe was reacting to a weekend report that the Ciskei security police were being used by the South African government to detain members of the South African Allied Workers Union (Saawu)

The claim had been made by the general secretary of Saawu, Mr S K. D. Kikine

Brig Sebe said it was a pity Mr Kikine did not base his claim on any stated facts

"All he has done is to come up with ambiguous claims about people detained in the Ciskei

"Our records are with the Ccis and not the South African government and we are a fully fledged intelligence-security organisation

"For Mr Kikine to say we are being used by other intelligence organisations to perpetuate the South African government's policy is unfounded and stupidity of the first order"

He said a better leader would have sought an interview with the Ccis and been informed about the reasons for which his men were being detained —
DDR.

145
377
142
178
139

Petition for release of Ciskei unionists

By Drew Forrest
EAST LONDON — The South African Allied Workers Union (Saawu) is to launch a nationwide petition calling for the release of six union officials currently in Ciskeian security police hands.

This was revealed today by the acting secretary of Saawu's East London branch, Mr Xolani Khota. Saawu members have been at the centre of a number of recent strikes in East London, and the local branch of the union claims a phenomenal leap in membership in recent months.

A petition calling for the charging or release of

Saawu national organiser, Mr Thozamile Gqweta, East London branch secretary Mr Sisa Njikelana, would be forwarded to the Ciskeian Minister of Justice he said.

It will also call for the charge or release of four union organisers employed by the Ciskei Transport Corporation of which the Ciskeian Government is believed to be part owner.

All six are held under a proclamation which provides for the indefinite detention of Ciskeians without trial.

The petition will be circulated on a countrywide basis, Mr Khota said.

145

DATE: Dec 24/11/80 (329)

Gqweta's case struck off roll (139)

(145)

MDANTSANE — A case in which the national organiser of the South African Allied Workers' Union (SAAWU), Mr. Inozimile Richard Gqweta, 28, was to have appeared on a charge of incitement to strike, was struck off the roll in the regional court here yesterday.

Mr Gqweta, who is detained under the Ciskei emergency regulations, was not in court when the prosecutor, Mr S. Mzaidume, asked that the case be struck off the roll. He did not give reasons.

Asked later if the decision had been taken by the

Attorney General, he said: "I decided on my own."

Mr Gqweta's attorney, Mr B. B. Ntonga, said afterwards Mr Gqweta was still in detention.

Mr Ntonga said bail would not be granted and would remain with the state and would not be defended at his next appearance.

Mr Gqweta's appearance on previous occasions followed a strike at Mdantsane Special Organisation on April 16.

When he appeared in September the matter was set for hearing over two days — yesterday and today — DDR.

148A

(255) (121) C-7
9/12/58
Relief fund for jobless workers

JOHANNESBURG — A relief fund to cater for the needs of all unemployed members of the South African Allied Workers' Union (SAAWU) was launched in Durban over the weekend

The Unemployed Workers' Relief Fund was started by the executive of the Unemployed Workers' Union which was inaugurated early last month

145A

Fund started for strike jobless

Staff Reporter

A RELIEF fund to help unemployed members of the South African Allied Workers Union (Saawu) was launched in Durban at the weekend

It will assist mainly Saawu members dismissed during strikes

The fund — the Unemployed Workers Relief Fund — was started by the executive of the Unemployed Workers Union, which was founded last month

Mr S K B Kikine, general secretary of the South African National Federation of Workers, told the Rand Daily Mail "Most initiated and affiliated unions came together and launched an unemployment campaign, which resulted in the formation of the fund to help the black unemployed masses"

He said only workers who were members of the Saawu, and all non-registered unions working in close co-operation with Saawu would benefit from the fund

Saawu has also agreed to make representation for recognition on behalf of the recently-formed farm and domestic unions, and to have regulations introduced which would protect their worker members

"This is a challenge to the union to struggle for the basic human rights of these workers who are often exploited by employers," said Mr Kikine "They are the toiling masses, and should enjoy their work and have basic privileges like all other workers"

The headquarters of the Unemployed Workers Relief Fund will be in East London

139

(KJ)

SAAWU launches fund for jobless

JOHANNESBURG -- A relief fund to cater for the needs of all unemployed members of the South African Allied Workers Union (SAAWU) was launched in Durban over the weekend.

The Unemployed Workers Relief Fund was started by the executive of the Unemployed Workers Union, which was inaugurated early last month.

Mr S K B Kikine, general secretary of the South African National Federation of Workers said, 'An unemployment campaign was launched which resulted in the formation of the fund to help the black unemployed masses.'

He said only members

of SAAWU and of all non registered unions working in close co operation with SAAWU would benefit from the fund.

SAAWU has also agreed to support the struggle of the recently formed Farm and Domestic Unions to have regulations introduced that would protect farm and domestic workers.

'SAAWU will support those workers in their struggle for basic human rights.

'They are the toiling masses and they should enjoy their work and have basic privileges like all other workers,' said Mr Kikine.

The headquarters of the Unemployed Workers Relief Fund will be in East London.

1454

Ciskei ^{STAR}
12/12/80
continues
crackdown
on unions

By Drew Forrest

Another member of the South African Allied Workers Union (Saawu) has been detained by Ciskeian security police — bringing to eight the number of East London unionists in Ciskeian security police hands.

Mr Victor Kale, a Saawu shop-steward at the Wilson-Rowntree sweet factory, was arrested at his home in Mdantsane on Monday, a union spokesman said.

He added that the arrest was a joint operation involving both South African and Ciskeian security services.

Mr Kale is believed to be held under the Ciskeian proclamation B252 which provides for indefinite detention without trial. According to the spokesman, the arresting officers made it clear to Mr Kale that his arrest was the outcome of his union activities.

STOPPAGE

Two other Saawu members, active at Wilson-Rowntree, including the union's branch chairman Mr Eric Mtonga, had been visited by police, the spokesman said. This followed a brief stoppage at the factory last week, caused by management's refusal to deal with the union committee.

A dispute over the same issue led to a walkout by the entire 1500 Wilson-Rowntree workforce in October this year.

The head of the Ciskeian security police, Brigadier Charles Sebe, could not be contacted last night but the current wave of arrests is seen in many quarters as a crackdown on independent unions operating in the East London area.

Seven Saawu members, among them national organiser Mr Thozamile Gqweta and East London branch secretary Mr Sisa Nukelane, are in detention in the Ciskei, together with the branch secretary of the closely linked African Food and Canning Workers' Union, Mr Welile Mzozoyana.

DO
Sweet factory clerk
detained at Mdantsane

1457

EAST LONDON — A clerk at a sweet factory here, Mr Victor Kale, was detained by Ciskei intelligence men on Monday night, his wife said yesterday

Mrs G Kale said her husband was picked up from their Mdantsane home at 10 pm

She said the men said they had been sent "by the Ciskei" to come and fetch him

"They searched the house and found South African Allied Workers' Union registration

forms," Mrs Kale said

"They asked my husband what Saawu was doing for the people because many companies that had no trade unions dealing with them were giving their employees better deals than what the unregistered union could ever hope to achieve," she said

The Secretary for the Ciskei Central Intelligence Services Brig Charles Sebe, was not available for comment yesterday — DDR

145A

1307 024
5/11/82 11/12/80

Ciskei continues union crackdown

By Drew Forrest

The Ciskeian security police crackdown on East London trade unionists continued yesterday with the detention of three more members of the South African Allied Workers' Union (Saawu)

Eleven unionists are now known to be held by the Ciskeians, including Saawu national organiser Mr Thozamile Gqweta, Saawu branch secretary Mr Sisa Njikelana and the branch chairman of the closely linked African Food and Canning Workers' Union, Mr Welhe Mzozoyana

The current crackdown has been directed against Saawu members active in the Wilson-Rowntree sweet factory in East London, according to a union spokesman, and follows a stoppage over management's refusal to deal with the union

The names of three of the detained Wilson-Rown-

tree workers — Mr Godfrey Shiba, Mr Boy Mandi and Mr Wilton Hloyi — were released by the union yesterday. They and a fellow-worker Mr Victor Kale, also arrested this week, are being held by the Ciskeians under proclamation R252 which provides for indefinite detention without trial

Confirming the detentions, Ciskeian security police chief Brigadier Charles Sebe said the unionists were not being held for their union activities

They had used Saawu to "further the aims and objects of a banned organisation," he said

He denied that the Ciskeian security police were acting on South African police instructions, as the union has claimed

The entire black workforce at the Wilson Rowntree factory staged a brief stoppage yesterday in protest against the spate of arrests

1/5/54

GENE
Union men
refuse
all food

By Drew Forrest

Two trade-union leaders detained by Ciskeian security police have been on a hunger strike, the Ciskeian police chief Brigadier Charles Sebe revealed yesterday.

Mr Thozamile Gqweta, national organiser of the South African Allied Workers Union, and Mr Sisa Njikelana, Saawu's East London branch secretary, were admitted to hospital after refusing all food for a period, Brigadier Sebe said.

Both unionists, who have been held for five weeks under a Ciskeian Government proclamation providing for indefinite detention without trial, demanded their immediate indictment or release.

The men had since been discharged from hospital, Brigadier Sebe said, and the situation was "back to normal."

But, according to the secretary of Saawu, Mr Sam Kikine, the union leaders had threatened to resume their hunger-strike next week unless charged or released. This had come from a source within the security services, he said.

1454

Detainees go on hunger strike

EAST LONDON — South African Allied Workers' Union officials, Mr Thozamile Gqweta and Mr Sisa Njikelana, detained under the Ciskei emergency regulations, have been taken to hospital twice following hunger strikes

The Secretary for the Ciskei Central Intelligence Services, Brig Charles Sebe, yesterday confirmed Mr Gqweta had been taken to Mount Coke hospital for treatment while Mr Njikelana was admitted to the St Matthews' Hospital, near Keiskammahoek

Brig Sebe said there had been some hunger strikes by detainees in Dimbaza and Keiskammahoek, particularly Saawu people

He said some students, who were due for release a few days after the first hunger strike at Dimbaza had started, had also joined the strike but were released

"I remember well there were two occasions when we had these strikes, the first was when they did not eat for two or three days and then I had talks with them and they resumed having meals

"Last week a report was submitted to the station commander, at Dimbaza and Keiskammahoek about Njikelana and Gqweta respectively

"Both were taken to hospital at Mount Coke and St Matthews and were later released after two or three days treatment"

Brig Sebe said his department was not frightened by the hunger strikes

"We shall continue with our investigations and take them to doctors for treatment when necessary"

According to Saawu sources in East London the two men had gone on hunger strikes because they insisted on being charged or released

Initially they had insisted that they meet Brig Sebe about their continued detention — DDR

00 13/12/80

Workers stage protest over detentions

(145A) (139) (146) (147)

(145A)

EAST LONDON — Several hundred Wilson Rowntree sweet factory workers staged a 90 minute protest yesterday in solidarity with 17 detainees in the Ciskei

The protest, in which there were no incidents, was staged after a delegation from the workers gave the company's management an ultimatum to approach the authorities to charge or release the detainees

The protest was confirmed by the company's personnel manager, Mr A Lightbody and the general secretary of the South African Allied Workers' Union (SAAWU), Mr F B Kikine, who said 900 workers staged the protest

Mr Kikine's statement, on behalf of a Saawu af

filiate, the Sweet, Beverage and Allied Workers' Union, said

"Wilson Rowntree workers, concerned about the continued detention and harassment of their elected union leaders, sent a delegation to management and demanded that they interfere on behalf of the detainees and demand that they be charged or released

"Management agreed to approach the authorities on behalf of the workers and management also denied collaboration with either the Ciskei Security Police, or the South African Security Police

The workers notified management they would stage a sort of solidarity protest with their comrades if management failed in their efforts. The deadline was set for Thursday, but management asked for an extension to Friday

"When the extension period elapsed, the workers proceeded with their protest

"But following the workers' peaceful protest, a shop steward, Mr Nt sikelolo Nibe, was detained by the South African Security Police"

Mr Lightbody confirmed the meeting with the delegation and said there was no doubt the company had been used as a political football and that the whole thing had been stage managed to get the detainees released

"We telephoned both the Ciskei Chief Minister, Chief L. Sebe, and the head of the Ciskei Central Intelligence Services, Brigadier Charles Sebe, who advised us on two occasions not to have anything to do with the arrests as the men had been held for political reasons

"We explained to the workers that we were an apolitical company and that we recognised their right to participate in political matters, but that this should be done outside working hours"

Mr Lightbody said it was laughable to claim 900 workers protested

"I would not even say there were 500 and after they were challenged to return to work, only about 50 remained. They too lost considerable face later when they returned to work after being challenged," Mr Lightbody said — DDR

Harassment denied, page 7

1/15-7

13/12/80 00 (139) (4) (52) 32A
No harassment **Hunger**
says Sebe **strikers**
warned

EAST LONDON — Eleven members of the South African Allied Workers' Union (Saawu) are detained in the Ciskei, the Secretary for the Ciskei Central Intelligence Services, Brig Charles Sebe, said in a statement issued here

But there was no harassment of workers from Wilson-Rowntree as had been suggested, Brig Sebe added

He said four men employed at the sweet factory had been detained on Tuesday. They are Mr Makwenkwe Hloyi, Mr Victor Kale, Mr Godfrey Shimba and Mr Boy Mandi

Brig Sebe said the CCIS had no special dealings with the sweet factory

"I do not even know who the directors of the company are," he said

His men were investigating certain actions by members of Saawu and would continue to do so regardless of allegations levelled against them

"Being accused of

harassing workers at Wilson Rowntree is utter nonsense to me

"I must warn many people who claim that trade unions have been operating for many years

"Many of these are like the ANC which was formed in 1912 with the best intentions then. What it is now is a matter in which anybody's guess could be considered"

He said his men were fulltime workers who were doing extensive research on the operation of organisations. "We have what we have about the activities of Saawu. These people are detained for subversive activities which any country would action

"We have what we have about their activities and we are not prepared to succumb to any pressures exerted on us — pressures such as 'charge or release'

Brig Sebe said these men would be taken to court to stand trial if his department deemed it fit to do so — DDR

KING WILLIAM'S TOWN — The hunger strike by detainees would not halt investigations into the activities of the trade unions the head of the Ciskei Central Intelligence Services, Brigadier Charles Sebe, said yesterday

Brig Sebe confirmed on Thursday that two executive members of the South African Allied Workers Union (Saawu), Mr Thozamile Gqweta and Mr Sisa Njikalane, had been in hospital following a hunger strike

Brig Sebe said the trade unionists were using the hunger strike "as the sword of Damocles over our heads to try to frighten us about death in detention"

He said everything "humanly required to be done" would be done to provide the detainees with food and medicine but the hunger strike will not force us to abandon our investigations into Saawu's activities — DDR

145A

DD 18/12/80
Saawu detainee on hunger strike

EAST LONDON — A South African Allied Workers Union (Saawu) official, Mr Sisa Njikelana, detained under the Ciskei emergency regulations, went on a hunger strike again this week, the Secretary for the Ciskei Central Intelligence Services, Brig Charles Sebe, said yesterday.

Njikelana went on a hunger strike on Monday and was taken to a doctor yesterday.
 He said Mr Njikelana was weak but he was not detained in hospital as the doctor had not deemed it necessary.
 Mr Njikelana and the national organiser of Saawu, Mr Thozamile

Gqweta, who has been in detention since November 2, went on a hunger strike early this month and threatened to do so again on December 15 if they were not charged or released.
 Brig Sebe said he had not received any information in connection with Mr Gqweta and the hunger strike this week — DDR

preceding be ready

to we 59

What are we to make of these rates? The first thing to note is that CPS activity rates are considerably lower than those reported by the 1970 Population Census; if one takes the entire male and female populations as denominators, the 1970 figures are 14% and 26% higher for males and females respectively in the 'white' areas and 54% and 62% higher for males and females in the homelands (Stimkins, 1979a:81). Table 3 shows that series A employment estimates (based on Stimkins, 1978a) and series B estimates (CPS) yield very similar employment totals (though there are important sectoral differences), so that it seems that a large part of African unemployment dissolves into economic inactivity when one uses the more rigorous CPS definition of unemployment (to be unemployed, one must be between 15 and 64 if male, 15 and

Source: Stimkins (1979a) Tables 1 and 2.

Region	% of age group economically active		Unemployment rates (%)	
	M 16-64	F 16-59	M	F
Metropolitan	92	58	8,0	22,6
Urban	97	53	2,3	15,5
Rural	93	50	2,6	9,0
Homelands	55	26	18,1	25,9
TOTAL	85	43	6,9	18,3

TABLE 10: AFRICAN AVERAGE ACTIVITY RATES AND UNEMPLOYMENT BY REGION AND SEX, MAY 1978

145A

The main explanation for the CPS estimate of agricultural unemployment that I have overestimated. It may also be the case that 'white' agriculture is a trend between 1970 and employment to contract terms is a major 'demand understand unemployment of the process remaining. It is possible, using an analysis of African unemployment

Ciskeian detainees released
 Fourteen East London trade unionists held by Ciskeian security police for periods of up to five weeks were today released without charge.
 This was announced by the secretary of the South African Allied Workers Union Mr Sam Kikine.
 Among those released are the Saawu national organiser Mr Thozamile Gueza Saawu East London branch secretary Mr Sisa Ntshelana and the branch chairman of the African Food and Canning Workers Union Mr Welile Mzozozana.
 All the unionists had been held under a Ciskeian Government proclamation providing for indefinite detention without trial.

195
 134
 221

between my estimate and the CPS estimate of agricultural unemployment, then, is probably a result of the inhomogeneity of the South African homeland agriculture. The level of employment in the agricultural sector in 1976, continuing the trend between 1970 and 1976, is probably a preliminary for agricultural a priori, in relative terms against which to a detailed understanding account of unemployment. Population Censuses, to provide a region-type. The re-

Results are presented in Table 4: (see following page)

1454

Mr Gqweta and Mr Njikelana enjoy a meal after being released from detention yesterday

Ciskei frees 11 trade union detainees

DD.
20/12/80 (108) (136)

EAST LONDON — Eleven trade unionists detained under the Ciskei emergency regulations were released yesterday.

The men included the national organiser of the South African Allied Workers Union, (Saawu), Mr Thozamile Gqweta, and another Saawu official, Mr Sisa Njikelana. Both men went on hunger strikes during their detention.

Others released were Mr Godfrey Shiba, Mr Victor Kale, Mr Boy Mandi, Mr Wilton Hloyi (all workers at a sweet factory here), Mr Solomon Goci, Mr Boyce Soci, Mr Michale Ngesimane, a Mr Matshoba (all from a local bus company) and Mr Welile Mzozovana, branch chairman of the African Food and Canning Workers Union here.

Mr Gqweta, who was detained from his Mdantsane home on November 2, said he went through three hunger strikes during the period.

"I started the first on November 3 and continued until the 9th," he said.

The first strike was to get the Ciskei authorities who had detained him to give reasons why he was detained, he said.

He was taken in on November 9 and told a report had been submitted to the Ciskei cabinet for a decision.

"I was eating from November 10 to 12. On November 13 I was taken in and questioned for three days and Brigadier Sebe said he was through with me when I saw him

on November 17. Mr Gqweta said he waited from November 18 to 23 and then on November 24 he told the magistrate visiting at Keskammahook that he would wait until November 26 for the cabinet decision, failing which he would go on another hunger strike if he got no reply.

He went on another hunger strike from November 27 to December 3 when he became dizzy and weak and was taken to St Matthews Hospital where he was put on drip and discharged on December 8.

On December 7 he was joined by Mr Njikelana who was on his third hunger strike. Mr Njikelana left hospital on December 10 and went on his fourth hunger strike on December 12. This continued until Thursday when they were told they would be released yesterday.

Mr Gqweta and other detainees include Mr Tckwe, an Mdantsane businessman, and Mr Shepherd Dumezweni, a former National Converter Industries worker who was on his 139th day in detention yesterday — had also joined him on his last hunger strike.

Mr Njikelana's first hunger strike started on November 5 and ended on Sunday, November 9. He resumed it on November 16 with 13 other detainees who were released the following day. His third strike started on November 29 and went on until he was taken to hospital on December 7.

The Secretary of the Ciskei Central Intelligence Services, Brig Charles Sebe, was not available for comment on the release of the men yesterday.

Officials at his office said he would be away until Monday — DDR

11. SOLUBILITY PRODUCT

11.1 The solubility product of silver chloride is 1×10^{-10} . Calculate its solubility, in mg/litre, in pure water

(i) pure water
 (ii) sodium chloride solution of concentration 20 g/litre.

[1] 1,435 mg dm⁻³; (ii) $4,2 \times 10^{-5}$ mg dm⁻³

11.2 The solubility of lead sulphate in water at 25°C is 20 mg/litre. What is its solubility in 0,1 M Na₂SO₄ solution?

[0,013 mg dm⁻³]

11.3 The solubility of silver bromide is 6×10^{-7} mole per litre at 18°C. What mass of silver bromide will be precipitated when 0,119 g of potassium bromide is dissolved in 1 litre of a saturated solution of AgBr?

[0,113 mg]

11.4 Given that the solubility of CaF₂ is 27 p.p.m. calculate the solubility product of CaF₂.

[$1,7 \times 10^{-10}$]

11.5 The solubility product of SrF₂ is

solubility (g dm⁻³) in pure water and

(i) 0,010 M NaF.
 (ii) 0,010 M Mg(OH)₂

11.6 The solubility of SA's unemployed workers' Union aims to

- Highlight the plight of SA's unemployed who are estimated to number 20 percent of the labour force
- Collect money for the unemployed. An unemployment relief fund was recently established in four centres
- Discourage its members from scabbing

Mr Kikine appealed to workers with jobs to make contributions to their less fortunate comrades during the Christmas season

New black union for unemployed

The Allied Workers Union — an unregistered union with a strong following in the East London area — has set up a union for unemployed workers

The Unemployed Workers' Union will serve the interests of members of SAAWU and sister union workers who have lost their jobs as a result of union activity

SAWU general secretary, Mr Samuel Kikine, says it will be a national body designed to "keep the flame of unionism burning" among the unemployed. Bianche had been established in Durban, Ladysmith, Newcastle and East London

Mr Kikine said the many hundreds of workers dismissed in the recent Johannesburg municipal workers' strike were likely to join the new body. SAAWU is seeking closer links

with the Black Municipality Workers Union. The Unemployed Workers' Union aims to

● Highlight the plight of SA's unemployed who are estimated to number 20 percent of the labour force

● Collect money for the unemployed. An unemployment relief fund was recently established in four centres

● Discourage its members from scabbing

Mr Kikine appealed to workers with jobs to make contributions to their less fortunate comrades during the Christmas season

1451

24/11/80
 235
 139

11.7 The solubility of Fe(OH)₂ is 0,01 M. Calculate (a) CaCl₂, (b) What, (c) What

(i) 0,010 M NaF.
 (ii) 0,010 M Mg(OH)₂

(i) pure water and
 (ii) 0,010 M NaF.

The Allied Workers Union — an unregistered union with a strong following in the East London area — has set up a union for unemployed workers

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INDUSTRIAL RELATIONS - WORKERS' ORGANISATIONS - SAAWU.

20 JANUARY 1981 — ~~30 SEPT.~~ 29 DEC '81

Macwusa invites Gqweta

145A

NEW BRIGHTON - The first national congress of the Motor Assemblers and Component Workers' Union of South Africa (Macwusa) will be held at the Centenary Great Hall here on February 1

This was announced by the local chairman of the union, Mr Dumile Makhanda yesterday. He said the opening theme would be "Worker united in the 80's"

The Johannesburg Transport and Allied Workers' Union under the leadership of Mr Joseph Mavi, the Western Province General Workers' Union, the African Food and Canning Workers Union and other unions have been invited to the congress

Mr Mavi, who led more than 1 000 municipal workers at the time of his arrest during the strikes in Johannesburg will be the main guest speaker, followed by Mr Thozamile Gqweta the national organiser of the South African Allied Workers' Union (Saaawu) -- DDR

22113
Appliance firm and
union holding talks

145A

Labour Reporter

Hoover, the American-owned appliance giant, has held talks with the South African Allied Workers' Union (SAAWU) in East London

The union, which represents most of the workers at the Hoover plant, has been involved in labour unrest in the Western Cape and has refused to register

The managing director of Hoover in East London, Mr Edward Ashdown, said that because SAAWU represented most of the company's employees, management had met union

officials at the plant and in East London

"A lot of us (managements) realise the black man is going to find an affinity to a trade union movement," Mr Ashdown said

"We have not accorded them formal recognition but we have to talk to our employees, and so we do so through elected shop stewards of SAAWU"

He also said the company had talked to SAAWU about its reluctance to register and said he personally could not agree with this attitude because it was better to negotiate with a registered body

145A

DN 22/11/81 (134)
EAST LONDON — The Border Chamber of Industries (BCI) has supported a call by the Federated Chamber of Industries (FCI) to talk to unregistered trade unions

And yesterday spokesmen for the South African Allied Workers Union said they would be prepared to talk to organised industry — providing no pressure is put on them to register against their will

After an executive committee meeting on Wednesday night, the BCI said it strongly endorses the Federated Chamber of Industries document on the Guidelines for Industrial Relations in the 1980s

Yesterday Mr Thozamile Gqweta of Saawu said the union would talk with organised industry, "if such talks are for the benefit of workers"

But Mr Gqweta warned that attempts to use such talks to force unregistered unions to register would not be successful

Explaining the Saawu stance in respect of registration, another official of the union, Mr Sisa Njikelana, said black workers opposed registration because registration meant swearing an oath of allegiance to racially discriminatory laws with

(145A) (134)
We'll talk says Gqweta

which the worker did not agree

"If we were to register now we would in effect be asking the workers of our union to say they agree with the Group Areas Act, the Urban Areas Act, Pass Laws and other laws which discriminate against black labour," he said

"When registration of unions was opened to all in 1979, labour laws were not changed, and so if we were to register into the institutionalised labour system we would be acknowledging support for the present labour laws

"This we cannot do because the workers do not want to," Mr Njikelana said

But both Mr Gqweta and Mr Njikelana said if talks between unions and managements lead to improvements in black

labour conditions then they would support such talks

In their statement, the BCI said the FCI guidelines on industrial relations suggest that structures should be introduced to discussions between employers and workers' organisations in an environment of "trust and good faith"

"Agreements reached between parties should not conflict with current Industrial Council agreements

"The Federated Chamber of Industries document gives employers guidelines in setting industrial relations policies — it gives employers the confidence that they need in dealing with both registered and unregistered unions and importantly, it strongly encourages employers to take more notice of the needs and aspirations of employees in the region — particularly black employees.

"The document must therefore be seen as having a positive influence on employer-trade union relations in the Border

"The Border Chamber of Industries supports totally the concept of co-prosperity zoning and believes that it is the only approach which will maximise the creation of jobs in the region"

For the best student
David Haddon Prize

Miss C Tredgold

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

P A Rappoport

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

P F Dunckley

Sixth Year

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

ARCHITECTURE

145A

STAR 26/1/81
Strike hits ink firm

A strike hit the Coates Brothers printing ink company in Durban today after management refused to negotiate with union leaders

Workers belonging to the South African Allied Workers' Union (SAAWU) had called on management to reinstate one of their colleagues who was dismissed last week and to grant recognition of the union

Production was reportedly halted as striking SAAWU members stopped working and members belonging to the rival Tucsia typographical union had to stop work as a result of the walkout

The general secretary of SAAWU, Mr Sam Kikine, said he had tried to meet management to discuss workers' complaints but they had refused

He accused management of being "intransigent" and said SAAWU was interested in maintaining industrial peace

A senior official at Coates Brothers would not comment today on the dispute

ARCHITECTURE

(Continued)

Prize

s

n Prize
has made
a his

R Stubbs Award

For the best project in structure and design.

M R I Ness

BUILDING

National Development Fund for the Building Industry

Book Prizes

For the best student in each year of study of the degree course.

First Year

J A L Chapman

Second Year

C S Jones

Third Year

B de Jong

Fourth Year

R W Kohne

George Strachan Prize

For the best final year student of the degree course.

R W Kohne

LTA Prize

For the best student obtaining a first class pass for a dissertation in Building Management.

S F Richardson

Deadline today for sacked factory men

film 2811/81
445
137
152

Mercury Reporter

FIFTY-NINE workers sacked from Coates Brothers (South Africa) Ltd at Isipingo on Tuesday have been given until early this morning to return to work

Mr D P Jordan, general manager of the printing ink factory, said yesterday the workers had been dismissed after downing tools in support of a colleague who had been fired for 'refusing to do a particular job of work and for threatening his supervisor with

physical violence if he were fired'

Mr Jordan said the 59 workers' reluctance to return to their posts appeared to be organised by the South African Allied Workers' Union, which is not registered and not recognised by Coates

He said the walk-out appeared to have stemmed from the union attempting to test its strength at the factory

'I am not against unionism but I feel that a

union must have at least the support of 50 percent of the work force and must be representative of the industry before it can have the power to negotiate'

He was not aware of any dues being paid by any of his workers to the SAAWU

He said he had intended speaking to Mr K B Kikine, general secretary of the union but had been told that Mr Kikine was 'unavailable for a meeting'

Mr Jordan said it was

likely that all the 'dismissed' workers who applied for reinstatement would be returned to work without prejudice

'If they don't come back we will merely employ other workers to take their place,' he said

Mr Kikine said no attempts would be made to picket the factory to prevent workers returning to work or to stop new workers for applying for the vacant jobs

S A Read

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

D H Pryce Lewis

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

Miss C Tredgold

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

P A Rappoport

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

P F Dunkley

Sixth Year

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

ARCHITECTURE

FINE ART & ARCHITECTURE

5/1/68 DD

Detention costs five their jobs

EAST LONDON — Five Ciskei Transport Corporation employees have lost their jobs for "absconding" while under detention in Ciskei.

The five men were being held under Ciskei's security proclamation R252 when the CTC sent them letters of dismissal, apparently unaware the men were being detained.

The reason given for their dismissal was that they had been away from work without letting their employers know where they were.

In terms of Proclamation R252 no detainee is permitted to communicate with anyone.

The South African Allied Workers Union (SAAWU) claims the dismissals are unfair and

says it will fight the issue "right to the end".

The letter of dismissal was sent to the workers by the CTC's chief personnel officer, Mr D van der Mescht, on November 27 last year.

The men, all detained before that date, were only released by Ciskei authorities on December 19 last year.

The men, Mr B Soci, Mr S Matsnoba, Mr S Goci, Mr M Ngesiman and Mr N. Ngabeni, reapplied for their jobs, but in a letter from Mr Van der Mescht dated January 29 their applications were rejected on the grounds there were no vacancies.

Yesterday Mr Van der Mescht said he had not been notified by anyone that the men were being held in detention — DDR

145A

CHEMICAL

Professor George Menzies Prize
Awarded on results of final
examinations to the best male
student in Land Surveying or
Civil Engineering.
J H Rens

- Corporation Medals
For the best student in each
of the 2nd, 3rd and final years.
- Second Year (Bronze Medal) Miss G C Littlewort
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 - Fourth Year (Gold Medal)
 - P M Salmon
 - T J Cumming
 - D P Weeks
 - J H Rens
 - B F McClelland

FACULTY OF ENGINEERING

SAAWU FM 6/2/81

Splitting up

135

145A

The South African Allied Workers' Union (Saawu) — the union that has taken East London by storm during the last year — is planning to split into a number of smaller 'industry' unions

The union, which has operated as a single body, but always planned to break up into smaller unions, is trying to streamline its organisational tactics "We want to do a clean-up right through the shopfloor," says Saawu national organiser, Thozamile Gqweta

He says the decision fits in with Saawu's main objective "One of the union's aims is to create consciousness among workers about trade unionism so that there can be true worker democracy. There is a serious lack of knowledge on the part of workers as to how a union works and what its functions are. In SA this knowledge is known only to union officials.

Saawu, which now represents some 20 000 workers, will be trying to form a nucleus of membership in each company, from which workers' committees will be elected "These committees will gain first-hand experience of how to run a trade union. The executive officials, after they have gained support and experience, will resign from the companies and become full-time union officials," says Gqweta

He adds that one of the motivating forces behind splitting up has been the antagonistic attitude of the SA and Ciskei governments. Last year 14 Saawu organisers including Gqweta were detained for periods of up to two months.

Gqweta and four other organisers have also been charged with incitement. The five were acquitted on Monday, but Gqweta still faces a further charge of incitement.

"Even if Saawu is swept off the face of the earth, there will still be other unions to continue the work," says Gqweta.

Some union observers see Saawu's decision to split as the first step to the union applying for registration. Saawu, along with the Western Province General Workers' Union and the African Food and Canning Workers' Union has refused to join government's formal industrial relations structure.

Speculation has risen because one of the prerequisites for registration is that unions define the industries in which they intend organising. Saawu operates in 22 different industries and, in terms of the

law, could not apply for general representation.

But Gqweta dismisses this suggestion "Saawu is not considering registration. There are certain problems we want government to sort out before we do anything

of the sort."

He says the union rejects the controls imposed by registration and feels that if it registered, it would be aligning itself with laws which interfere with the rights of workers, such as influx control and the

Group Areas Act "If we agreed to become part of the system, we would be agreeing to abide by all the laws which hinder blacks. We demand that such laws be removed. Only then will we consider registration."

Hulett's meets strikers

152
139
180

145A

By Drew Forrest
Top Hulett's management has met representatives of the South African Allied Workers' Union in an effort to resolve the strike at one of their Durban subsidiaries — Warehousing and Shipping Services (Pty) Ltd.

After 'promising' discussions management had agreed to examine the strikers' demands, said SAAWU general secretary, Mr Sam Kikine.

About 20 workers walked off the job on Wednesday apparently after the new owners of the warehouse, the Hulett's group had failed to re-register members of the SAAWU workers' committee.

The warehouse management had refused to deal with the union, Mr Kikine said and had stated a preference for an "in-company" organisation, the National Union of Sugar Manufacturing and Refining Employees.

The strikers were demanding the re-instatement of the committee members and the full recognition of SAAWU as their representative.

Mr Kikine warned that a failure to reach a satisfactory settlement could lead to a consumer boycott of Hulett's products. Already stevedores at four other Durban firms had taken sympathy action by "blacking" the company's goods, he said.

DD 16/2/81 (AA) 739 125 332

Firm may recognise Saawu says Gqweta

145A

EAST LONDON — The management of Johnson and Johnson here has made tentative moves towards the recognition of the South African Allied Workers Union (Saawu) as being representative of the workers in its factory

This was announced by Mr Thozamile Gqweta, the national organiser of Saawu, at a mass meeting in the city hall on Saturday afternoon before a crowd of approximately 1 000 people

Mr Gqweta said there had been discussions between the management of Johnson and Johnson and representatives of Saawu and that Saawu had been promised recognition if they could prove they had the backing of

the majority of workers in the factory

Mr W Monroe, the personnel manager of Johnson and Johnson, confirmed that they were working towards an "acceptable form of recognition subject to us reaching an agreement"

Mr Monroe said Johnson and Johnson was prepared to talk with anyone who could prove they represented the majority of the workers

At the same meeting, Mr Gqweta said that five employees of the Ciskei Transport Corporation who had lost their jobs in November last year had been reinstated after a report appeared in the Daily Dispatch last week saying that Saawu was

dealing with the matter. Mr Gqweta said he took this as an indication of the respect with which Saawu was viewed

Mr Sisha Njikilena, the branch chairman of Saawu, addressed the meeting and said that the basic principles of Saawu were active mass participation

He said Saawu was not struggling against any particular race but rather against people who exploited the workers, no matter what their colour was

He said that if Saawu was to succeed as a mass movement there had to be unity and discipline among the workers —
DDR

90 fired at sweet factory says workers' chairman

EAST LONDON — About 90 workers at the Wilson-Rowntree factory here have been laid off, according to the chairman of the workers' committee, Mr Eric Mntonga.

Mr Mntonga said the 90 workers had been fired for downing tools in sympathy with three operators in the toffee department who they felt had been unfairly dismissed.

He said the three operators had been sacked

last Sunday night for refusing to repair machinery which they had not been trained to fix.

Last October when these men did the same job, they were reprimanded by management, Mr Mntonga said.

Now they are fired for refusing to do that very work.

Mr Mntonga said about 50 workers in the toffee department and another 40 in the mulling department had downed tools on

Monday until such time as the three workers were reinstated. Management had reacted by laying them off as well.

"We spoke to management about the situation on Tuesday, demanding that all the workers be reinstated," he said, and we gave them until Friday to reply.

On Friday they said we must wait until Monday, when they would give a proper reply to our demands.

Mr Mntonga said if the matter was not resolved today the workers would have to consider other means of expressing their grievances.

A spokesman for the management of Wilson-Rowntree was approached for comment last night but said he would not issue a statement until today —
DPP

145A

Community workers for SAAWU Durban indaba

By STEVEN FRIEDMAN
Labour Reporter

IN A sign of growing involvement in community issues by some unregistered trade unions, several community organisations have been invited to attend a meeting of the South African Allied Workers Union (SAAWU) in Durban on Sunday.

The union's general secretary, Mr Samuel Kikine, said yesterday the meeting would be attended by representatives of the Soweto Civic Association, the Merewent Ratepayers' As-

sociation and the Parents' Action Committee.

He added that the leader of the Black Municipality Workers Union, Mr Joseph Mavi, had agreed to attend the meeting and that the union had invited Miss Zinzi Mandela, daughter of the imprisoned African National Congress leader, Mr Nelson Mandela, to attend.

Mr Kikine said these organisations and individuals had been invited to attend the meeting because "we want to show that workers are part of the

community".

He said SAAWU rejected "the idea that workers stop being members of the community when they arrive at work".

Mr Kikine also claimed that non-black workers would attend the meeting. SAAWU is a non-racial union but has been assumed to represent only black workers and a handful of coloured workers.

According to Mr Kikine, Sunday's meeting is a special SAAWU congress which will be followed by a series of similar congresses throughout the year.

A E & C I Prize

L Menegaldo

Drawing.

best classwork in Engineering

Awarded to the student with the

Sammy Sacks Memorial Prize

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Civil Engineering.

student in Land Surveying or

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Professor George Menzies Prize

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For the best student in each

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FACULTY OF ENGINEERING

CHEMICAL

~~SAWU~~ ~~139~~
Union calls

for boycott
of Huletts

145A

The South African Allied Workers Union (SAAWU) — South Africa's fastest-growing black worker body — is to launch a consumer boycott of the products of the giant Huletts group

Mr Sam Kikine, SAAWU general secretary said the decision to launch the boycott was made after negotiations between the union and Huletts management over the reinstatement of dismissed workers had broken down

The workers, said to be SAAWU shop-stewards, were sacked after taking part in a strike at Warehousing and Shipping Services, a Huletts subsidiary in Durban a fortnight ago

Mr Kikine said local and international support would be sought for the boycott. Meanwhile about 40 workers at Ace Haniel International, yesterday downed tools in sympathy with the sacked Huletts workers and over wages

145A

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Drawing.

Awarded to the student with the best classwork in Engineering
Sammy Sacks Memorial Prize

J H Rens

Awarded on results of final examinations to the best male student in Land Surveying or Civil Engineering.
Professor George Menzies Prize

- P M Salmon
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Fourth Year (Gold Medal)

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Second Year (Bronze Medal)

of the 2nd, 3rd and final years.

For the best student in each
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CHEMICAL

145A

CT 21/2/81
Call to boycott Huletts sugar

Own Correspondent
DURBAN - The South African Allied Workers Union has called a national boycott of Huletts products in protest at 13 workers who they understood were to be reinstated at the refinery on Mavdon Wharf yesterday being fined for striking.

He said Huletts had bought the company and had agreed to employ the 13 workers but would not take on another six who were committee members of the Sugar and Allied Workers Union and the Stevedore Workers Union.

The general secretary of SAAWU Mr Sam Kikine said these 13 workers had previously worked for a company belonging to a Mr C G Smith.

He said Huletts had bought the company and had agreed to employ the 13 workers but would not take on another six who were committee members of the Sugar and Allied Workers Union and the Stevedore Workers Union.

The general secretary of SAAWU Mr Sam Kikine said these 13 workers had previously worked for a company belonging to a Mr C G Smith.

A different perspective on industrial accidents is provided by Nuttysen (197), who argued that management cannot afford to be wasteful of productive time, resulting in financial disadvantages.

Losses due to industrial accidents are estimated to be at least a day's work for every 50000 man-hours worked. In the UK, the cost of lost production is estimated to be £100 million a year in the form of lost production and repair costs. The cost of lost production is estimated to be £100 million a year in the form of lost production and repair costs.

The fact is that the use of a 'medical team approach' to the health of workers is suggested, like 'stress', that it is in the interests of management to maintain and improve their health, because this leads to increased productivity and efficiency, the reduction of time lost due to ill-health and treatment and the prevention of 'premature wastage of trained manpower'.

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M 23/2/81

Union for unemployed planned for E.L.

EAST LONDON — A trade union for the unemployed — the first in South Africa — is to be formed in East London next month, according to Mr Thozamile Gqweta, the national organiser of the South African Allied Workers Union (Saawu).

Mr Gqweta, who was addressing a large crowd at a mass meeting in the city hall here at the weekend, said the union was being formed in response to 'the systematic victimisation of workers by employers in the East London area'.

He estimated that between 600 and 700 workers had been dismissed by employers since last July over issues such as demanding union recognition and disputes over pension funds.

"It is important to keep these workers within the trade union movement."

Mr Gqweta said the unemployed were being used by employers as black mail

against employed workers.

He listed as an example of this the way lists of unemployed people's names were shown to workers at a local industrial plant here during a dispute to force the workers to return to work.

"We know it is part of the hold-down strategy of employers to use the unemployed workers against the employed workers, to crush the power of the trade union movement."

"Therefore we want to organise the unemployed so that they will not be prepared to take over the jobs of workers who have been unfairly dismissed."

The union, which would come into existence on March 1, would aim to unite all the unemployed workers of East London.

It could be a separate union from Saawu with its own constitution. This would be in keeping with Saawu's stated policy of splitting into smaller un-

ions along trade union lines to eliminate bureaucratic control from above.

Mr Gqweta dwelt at length on the contentious issue of pension fund contributions and called on workers not to take or initiate strike action but to consult the union first if they had problems.

There was much confusion over this issue because the workers were never told if they were members of the funds or what this entailed.

He blamed the employers and the registered unions who had signed pension agreements without consulting or informing the workers concerned.

He urged the workers not to act until they had consulted Saawu, which was making a thorough investigation of the matter.

"We are trying to defuse an explosive situation. We don't want workers to lose their jobs for nothing." — DDR

Jobless union

RDM 25/2/81

move gains

momentum

By STEVEN FRIEDMAN
Labour Reporter

ATTEMPTS to form an unemployed workers' union — chiefly as a defence against employers who dismiss striking workers — gained new impetus at a meeting of the South African Allied Workers Union at the weekend, according to the union's general secretary, Mr Samuel Kikine

Saawu's East London branch has already announced the formation of an organisation for unemployed workers

However, Mr Kikine said that a union meeting at the weekend had resolved to intensify efforts to form the unemployed workers' union

Such a union would cater primarily for workers who lost their jobs after taking industrial action. He said it would enable them to remain members of the union movement even if they could not find jobs

Other jobless workers could also join.

Another aim would be to prevent employers from using unemployed workers to take the place of those who lose their jobs

Unemployed workers who joined the union would be encouraged not to take the jobs of union members who were fired

"We hope the time will come

when employers will not be able to break the union by hiring new workers because they will find they that the new workers they want to hire are also union members," he said

Saawu claims that employers — particularly in the East London area — are using the large pool of unemployed workers to thwart trade unionism by threatening to replace union activists with the unemployed

Mr Kikine said the union would mobilise unemployed workers to pressure the Government to improve conditions for the jobless

The meeting had also resolved "unanimously" to boycott the Hulett's sugar company after a labour dispute at one of its subsidiaries

Organisations from Natal, the Cape and the Transvaal had agreed to support this call, he said

He added that Saawu would soon begin to focus attention on the Pass laws

The meeting had also been devoted in part to a memorial service for the "workers and poor people" killed in the SADF raid on ANC centres in Maputo

"We believe politics and labour are inseparable and that there should be more politics in labour," he said

325 139 152 145

DD 25/2/31 (185) (57) (132)

Firm: workers broke job terms

145A

EAST LONDON — The management of Wilson Rowntree, where 200 workers downed tools on Monday said yesterday the workers had broken their terms of employment by refusing to return to work and so had dismissed themselves.

More than 300 workers are reported to have lost their jobs since February 9 following a protracted dispute which workers said was caused by conflicting instructions in the toffee department.

In a statement, the company said:

"Management has adopted an understanding attitude toward union activity within the factory, as it was obvious that with the new changes in labour legislation, some feeling period of disruption and muscle flexing could be expected.

"On Monday, the company was presented with an ultimatum by certain workers who downed tools and demanded that the company reinstate those workers who have staged 'wild cat' strikes during the past few weeks.

"Management will not be influenced by threats of this nature and, therefore, categorically rejected the demand. The workers refused to go back to work, effectively breaking their terms of employment and have thus dismissed themselves.

Those involved were, in the main, the instigators of the irresponsible November, 1920 strike and subsequent numerous work stoppages, breaches of discipline, pension demands and unauthorized meetings.

"Their blatant disregard for correct channels of communication on all these occasions and the inability of their workers' central executive to exercise control culminating in Monday's strike, is completely unacceptable, particularly as at a meeting of the Industrial Council for the Sweetmaking Industry, the company's actions were completely accepted and could not be faulted, while the allegations of the three machine operators in the toffee department were disproved." - DDR

25/11/61 (186)
Rowntree
57 Mr
work force

145A

downs tools

Labour Reporter

Most of the work-force at the Wilson-Rowntree factory in East London have walked out of their jobs

The dispute arose after the dismissal of several workers, according to union officials of the South African Allied Workers' Union

When workers downed tools in support of their dismissed colleagues this week they were told by management that they had dismissed themselves

Yesterday police baton-charged about 400 people holding an unlawful gathering outside the factory gates. Many of the workers involved were those who had been dismissed

SAAWU has fought with Wilson-Rowntree management over the issue of union recognition

category with a mean of 36. (8)

Concentration is not an indicator of monopoly power unless barriers to entry can be identified. The definition of sub-markets in terms of therapeutic requirements is therefore not a useful one. For in order to see the extent of monopoly power one would want to know the extent of substitutability of drugs not in demand, but in supply. It is clear that if a firm earns higher profits in a particular therapeutic category, another firm active in a different category using similar technology in production will soon enter the market of higher profit. Collusion cannot be presumed to exist and even if drug firms do agree not to enter each others' markets, their ability to prevent new entry, particularly by firms already active in the chemical industry, is probably very limited. Even where monopoly power exists, however, it would not necessarily be profitable. For although competition "within the field" is absent, there still exists competition "for the field". Monopoly power is therefore converted into costs for the firm which competes to secure the monopoly position. (10) Thus the existence of monopoly power would not be evident from the level of profit in the industry.

The conclusion is that the monopoly-hypothesis can not be supported either. Again, some other explanation of the higher profits must be sought.

(3.3.3) Accounting and Profits in a Growth Industry:

It is common knowledge that in times of inflation what is reported as profit includes the inflation of the value of capital replacement. As a result stated profits are greater than real profits.

The drug industry, being capital-intensive, is affected relatively more than other industries by this accounting bias.

A further problem concerns what is included in the term capital. At present items such as research are treated as

current expenditures. But research, investment in knowledge, were treated as capital expenditures, return on capital as measured would decline.

Again, with research and development constituting a major item of expenditure in the drug industry, the accounting bias affects it relatively more than other industries.

Because these two effects are stronger in the drug industry than in most others, the difference in profit between it and other industries would narrow markedly if accounting procedures were improved.

Union plans a youth league

Labour Staff

The South African Allied Workers' Union (Saawu) is organising a youth league to prepare them for the labour market

This was said in Johannesburg this week by the general secretary of Saawu, Mr Sam Kikine

He said youth should be aware of the realities of the labour market system

The formation of the league would also ensure that youths were not "recruited by the system" to oppose their parents

Mr Kikine, who is also involved in organising domestic and farm workers, said Saawu had a steadily growing membership

The federation's unemployed union already had 800 members Its function was to keep the unemployed in the union and to counter the threat of "scab" workers.

Page 13 The union that just grows and grows.

keep the entrepreneur in the industry and innovation... promise the possibility of reward. Profits are not excessive unless they are greater than is necessary to call forth and keep the entrepreneur in the industry.

But such a conclusion about the level of profits in the industry does not necessarily imply that prices are optimal. Competing firms may make expenditures that raise prices so that, although profits are not excessive, prices may be "too high". Such an assertion clearly needs further investigation.

145

"Just give us five members on the work floor, and we'll have the whole factory," says South African Allied Workers' Union general secretary, Mr Sam Kikine

This is how Mr Kikine accounts for Saawu's magnetism in attracting worker support across the country

Saawu has now moved from its strongholds in East London and Natal and is making its presence felt in the Transvaal

Mr Kikine said Saawu set out to represent all workers, including domestics and farm labourers

Defunct

Durban-born Sam Kikine has been a unionist since the late 1960s and is well-known for his oratory which comes out at mass rallies. Even when talking to reporters about labour issues, he warns to the subject and his hands rush about to express his points of view

Saawu was started in early 1979 after rising from the ashes of the now defunct Black Allied Workers' Union (Bawu)

Unlike Bawu's aims of black consciousness, Saawu held for non-racialism as its basis

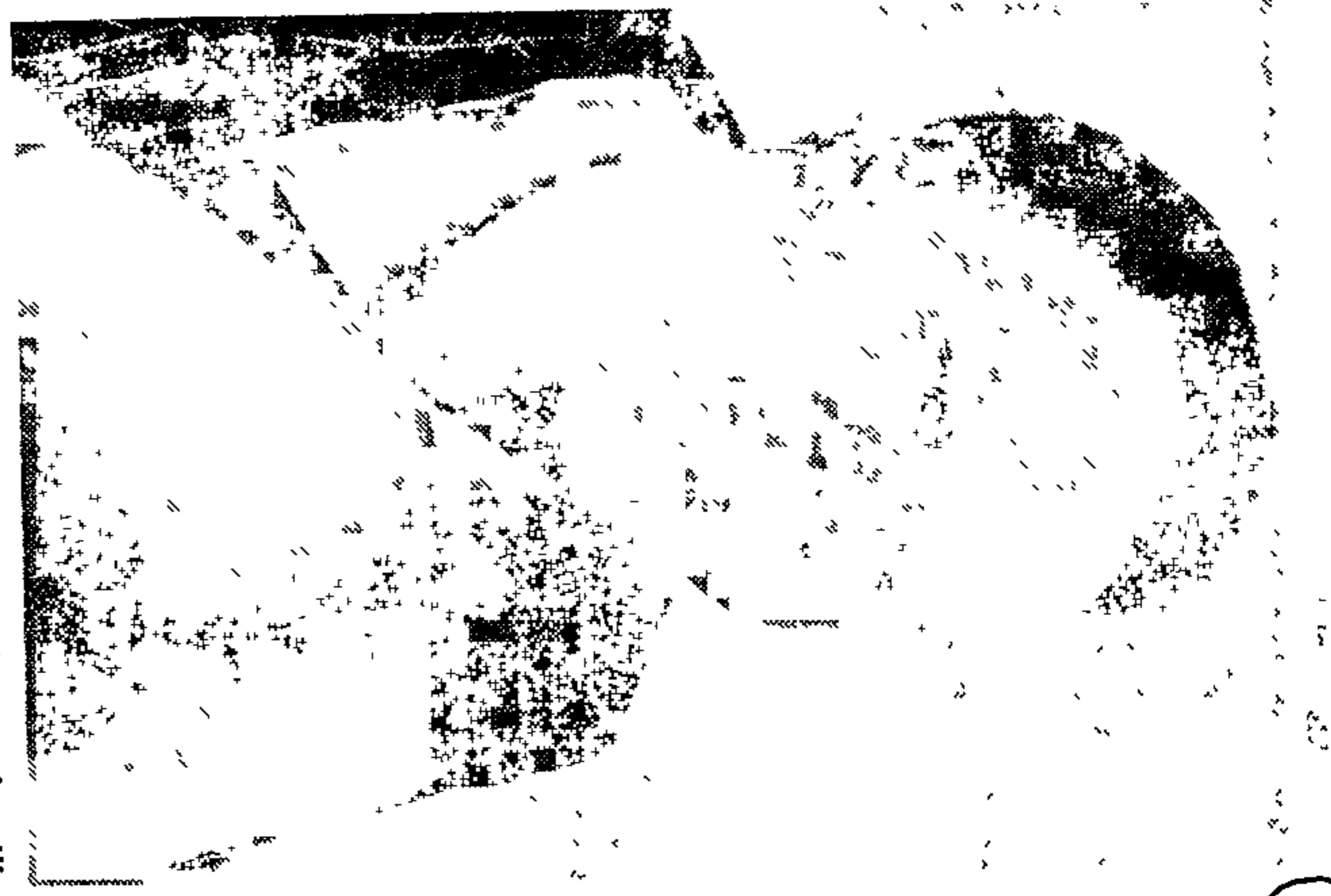
"We do have Coloured and Indian membership in areas such as East London, Durban and Empangeni," Mr Kikine said

Support

He said Saawu was a federation with 26 affiliate unions and a national membership of 75 000, with a majority of members in Natal

Bawu had operated from 1972 to 1979 but had gained little worker support, largely because it addressed itself to black consciousness issues and not worker needs

The union also suffered from its searers' neglect on going to interested areas. But will Coloured and white workers in appropriate countries. But will Coloured and white workers in appropriate countries. But will Coloured and white workers in appropriate countries.



Mr Sam Kikine "give us five members and we'll have the whole factory."

You cannot divorce the worker from the community man — they are one and the same," said Mr Kikine

And Saawu will not even begin to consider registration until several conditions are met: the scrapping of pass laws, the Group Areas Act, security legislation and influx control, and the release of leaders from detention

Mr Kikine said Saawu organised through mass rallies and allowed opposition unions to speak, too

"Victory for Saawu is certain if there is a ballot," Mr Kikine said. "We know how to campaign."

In the Transvaal, Saawu was moving into the motor, steel and textile industries from its base in Benoni. There were also plans to open a branch in Cape Town

Mr Kikine has been detained for questioning at least six times while he was organising for both the Transvaal and Natal. Other military skills in bygone days are being used to train the secretaries of the various departments. Mr Staffan Buren declared that the management of the union is now in the hands of the staff.

ganising unemployed members into a union to continue their support, Mr Kikine said

There were also plans to establish a "youth league" in which youths would be prepared for the labour market

Many companies in the Eastern Cape had already accorded Saawu a "de facto"

an awareness that public authorities and private entrepreneurs bring the benefits of modern medicine to these peoples. It can be inferred from these considerations that benefit in health terms from the most modern facilities medicine, including drug therapy, whilst the full benefit not as yet enjoyed by the black and coloured community may be relevant in considering drug prescribing in South Africa.

EXPENDITURE ON HUMAN PHARMACEUTICALS AS A PROPORTION OF ON HEALTH

Drug therapy cannot be considered in isolation from other health care. Nevertheless, the pharmaceutical vote represents a proportion of the health budget in the public sector, a proportion of the amount spent on their health by patients (v. infra).

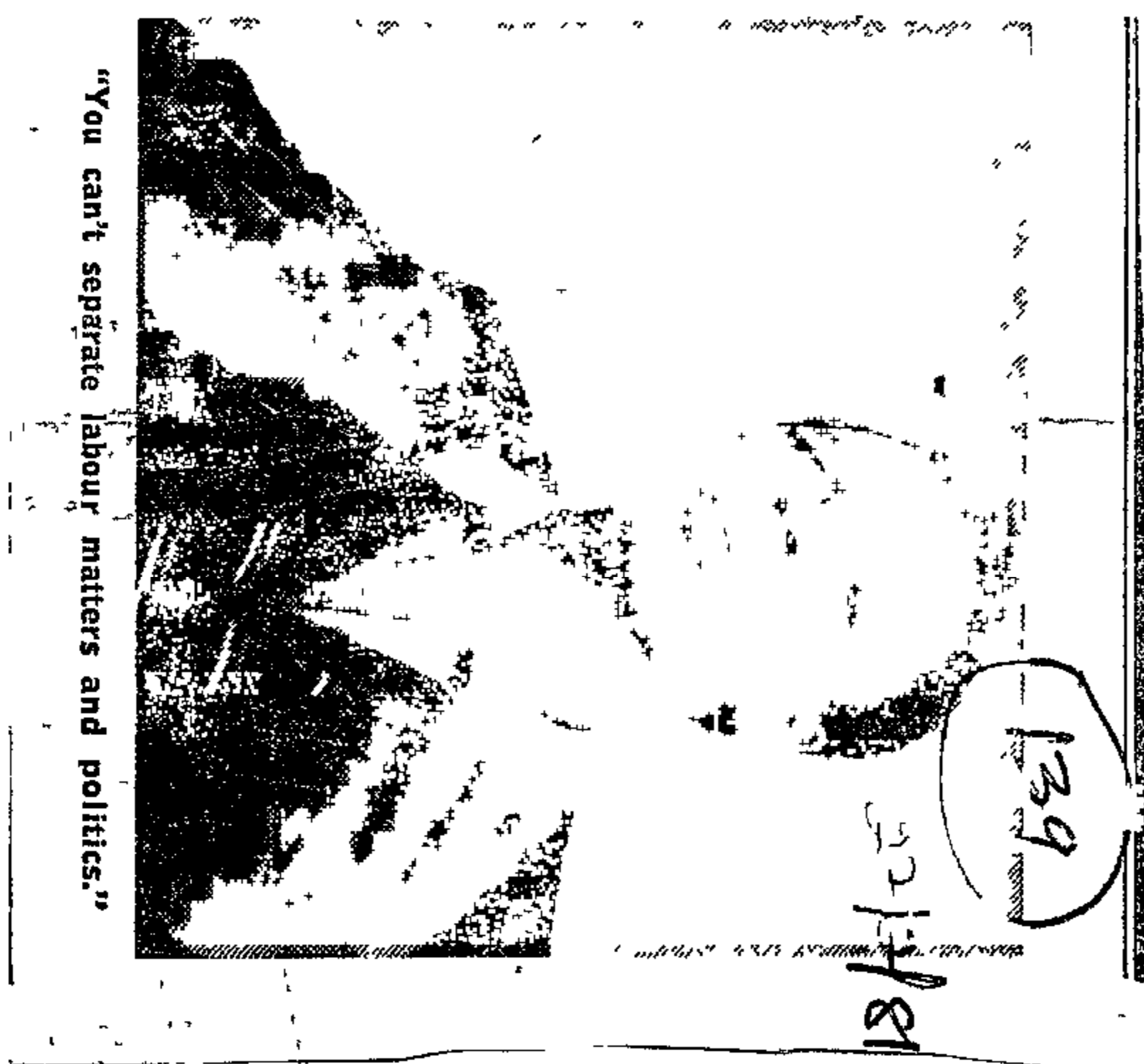
The estimated global expenditure in South Africa is in the order of 290 million United States dollars each year.

The South African Allied Workers' Union (Saawu) is one of the fastest growing unions in South Africa today. The union claims a membership of 75 000 and already there are plans

underway to form an unemployed workers' union and a Saawu youth league. TONY DAVIS talked to Saawu's general secretary, Mr Sam Kikine.

to" recognition in that managements were willing to talk to Saawu. Saawu was looking into establishing links with other unions across the country, such as the Motor Workers Union and Communist Workers Union of South Africa (Mawusa). which is based in Port Elizabeth. And Saawu already has support from overseas unions, Mr Kikine said. "Saawu will continue to grow and we will continue to represent all workers and struggle against any form of segregation."

Presence felt in the Transvaal



"You can't separate labour matters and politics."

145X
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Sweet Union tells of intimidation

DD 27/2/81

139
1/5/4

EAST LONDON — Allegations of violent intimidation of their members at a sweet factory here were made by the Sweet Workers Union (SWU) yesterday.

The union said one of their members was in intensive care in hospital, petrol bombs were thrown at some members' homes while others received intimidating phone calls.

In a statement issued yesterday by the general secretary of SWU, Mrs H Wierzbowski, and Mr L C Scheepers, Johannesburg branch secretary and acting president of SWU, who were in East London yesterday the union blamed the recent labour unrest in the city on SAAWU, saying the industry had been plagued by unrest since SAAWU's formation.

Condemning the "wild cat" strikes by SAAWU members, the union said these revealed the inability of SAAWU's executive to control their shops stewards and members.

The full statement said:

"The Sweet Workers Union deplores the violent attacks made by strikers on loyal Wilson Rowntree employees, many of whom are members of our union. These attacks have resulted in three employees being so seriously injured that they have been admitted to hospital, one in intensive care.

"Of particular concern are the threats to wives and families which occur at all hours of the day and night. Two employees had petrol bombs thrown into their houses. Another employee, on returning home from night shift, found his car burnt out.

"We are particularly concerned at the fact that some of our members were intimidated into joining the strike. The extent of this intimidation is particularly worrying because of the geography of Mdantsane where it is almost impossible for the police to give protection.

"The strikers responsible for these acts are members of SAAWU who had opted for temporary employee status resulting from a strike demanding the repayment of their pension monies in November last year — an issue which we, as a trade union of long standing, found to be totally irresponsible particularly

is unprecedented in trade union circles.

Trade unionism has been built up on democratic principles using the tools of negotiation, conciliation and arbitration. The weapon of labour withdrawal, the strike is a tool of last resort which should always be used judiciously as there are never winners, only losers in the aftermath.

"The industrial council system, which is a proven one, is the only machinery which should be employed because it is equally enforceable by both parties.

"The 'wild cat' strikes by SAAWU members is an indictment against the executive of SAAWU which either supports and is behind such actions or clearly shows its inability to control its executives, shop stewards and members.

East London industry has been plagued by unrest since the inception of SAAWU and has been labelled 'Labour's Siege City'. The ability of certain of the media outside of East London to either

ignore or manipulate the facts in our opinion has contributed to the seriousness of the situation which can only affect investment in a city which requires above all else, entrepreneurial confidence for investment to bring about job opportunities for thousands of unemployed.

"It is our opinion that no entrepreneur in his right mind would consider investment in an area where employees are being totally misled into irresponsible acts.

"The Sweet Workers Union has been associated with Wilson Rowntree since 1942. We entered into an industrial council agreement with the company more than 30 years ago and have the proud record of never having had a stoppage or strike in that company.

"Our agreement, when compared with industry at large, leaves little to be desired and improvements are negotiated annually.

"Since the advent of the Workers Central Executive Committee

operating under the auspices of SAAWU in October last year, there have been 17 stoppages, strikes and 15 serious breaches of discipline. Many of these we have first-hand knowledge of, and would not discredit our credibility by condoning the acts concerned.

"The company has had to lay on special transport to get their employees safely to and from their homes. It has been necessary to make application to the South African and Ciskeian Police to give protection to Wilson-Rowntree employees from the atrocities previously referred to.

"The matter is so serious and our concern for our members and those other employees who have been loyal to the company and do not want to be party to this irresponsibility, that we publicly call upon the authorities to restore peace and order and to control the militant acts of SAAWU members, who, in our discussions, have shown a total disregard for law and order." — DDR

"The strikers responsible for these acts are members of SAAWU who had opted for temporary employee status resulting from a strike demanding the repayment of their pension monies in November last year — an issue which we, as a trade union of long standing, found to be totally irresponsible, particularly to the older members who were forced into leaving the pension scheme.

"The fact that SAAWU's workers central executive committee ultimately refused to negotiate or talk to the employees who downed tools bringing about their own dismissal

(13)

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Gqweta: we won't sling mud

DD 28/2/81

EAST LONDON — The South African Allied Workers' Union (Saawu) would stick to its task of organising and conscientising workers and would not be drawn into a mud-slinging war with the Sweet Workers' Union (SWU), the national organiser of Saawu, Mr Thozamile Gqweta, said in a statement yesterday.

Mr Gqweta was reacting to an attack on Saawu claiming the union had either supported and was behind disturbances at Wilson Rowntree or was unable to control workers' executives, shop stewards and members.

In 1970, ... some form of family planning The Day Hospitals themselves also provide a family planning service. Since 1972, there

"The SWU should be hanging its head in shame for having suppressed the feelings of workers at Wilson Rowntree for the past 39 years," Mr Gqweta said.

SWU had claimed the union had been involved with organising workers at the factory since 1942 and for all that time had had no strike.

Mr Gqweta said the SWU was never concerned about the protection of black workers and their security at Wilson Rowntree.

"It only functioned as a funeral scheme for black workers, something in

which workers were not interested because they have their own burial associations."

He said the SWU only extended full membership rights to black workers after being advised of the strength of Saawu at Wilson Rowntree last October to protect individual workers' rights in the factory.

He accused SWU of being a puppet of the company's management.

Mr Gqweta yesterday disclosed there was a meeting between Saawu officials and the personnel manager at Wilson-Rowntree Mr A

Lightbody, at an hotel here on Wednesday.

The meeting was interrupted when Mr Lightbody had to leave to investigate a report that some workers were attacking others at the main bus terminal, Aldantsane.

Mr Gqweta said the meeting had been arranged to iron out differences between the workers who had been fired and management.

Saawu invited members of the central executive committee of the workers to be present to give them an opportunity to answer criticisms by management — DDR

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S. Tribune 1/3/81

**NEW
UNION
FOR
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UNION activity in East London, the scene of 10 strikes in the past 14 months, will take on a new dimension on March 15 when an entirely new concept in labour relations, a union for the unemployed, is formed.

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The union, aimed at preventing industry hiring "scab" labour during strikes and at bringing the plight of fired striking labourers home to those who may be taking their jobs, could become a major force in industrial relations in the city.

With unemployment running at 25 percent of the economically active black population in the area, industry has had little difficulty in recruiting new labour following factory unrest and has been able to take a tough line in firing strikers.

In reply the national organiser for the South African Allied Workers Union, Mr Thosamile Gqweta, and his branch chairman, Mr Sisa Njikelana plan to launch a union for the unemployed which could attain a membership of 30 to 40 000 if the concept is favourably received.

Representatives of the new union would approach management together with the union involved in any factory dispute. "The determining factor of success will be the co-operation they receive from management."

While there are no plans at this stage to establish unions for the unemployed elsewhere, this is on the cards for the future.

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Factory dispute: union plea to headquarters

EAST LONDON — The South African Allied Workers Union (Saawu) has sent a telex message to the head office of Wilson-Rowntree in London calling for the reinstatement of workers who have lost their jobs at the South African subsidiary here over the past few weeks

According to Mr Thozamile Gqweta, the regional organiser of Saawu, over 500 workers have now lost their jobs through the dispute

In the telex Saawu calls on the Wilson-Rowntree head office management to "use your powers and influence on the Wilson-Rowntree management to review its decision and reinstate all dismissed worker."

The circumstances which Saawu claims led to the dispute are recorded in detail and the telex says. "The foreman and senior Wilson-Rowntree managerial staff never even used the company's grievance procedure in

effecting the dismissals of the three workers on February 9 and as such all other workers were dismissed on the same basis

"Violence has erupted between newly employed workers and the 500 dismissed workers and three Wilson-Rowntree workers are in hospital as a result thereof"

The telex concludes that only the unconditional reinstatement of all dismissed workers can prevent the disruption of industrial peace in East London

Meanwhile a gathering of dismissed workers was held in the Victory Cinema yesterday and it was resolved to approach workers in other centres for support

One of the resolutions passed was that workers should approach their managements and request that they write to the management of Wilson-Rowntree calling on them to settle the matter equitably

The personnel manager of Wilson-Rowntree, Mr A Lightbody, was not available for comment yesterday but it has been management's repeated stand that by going on a "wildcat strike" all the workers had discharged themselves — DDR

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at current wages:

Distribution of farmers

TABLE 42.

additional workers could you find at current wages? ... s were :

When the question was asked in a slightly different form - 'How many One farmer said it would take him 6 months to find any workers at all. would take considerably longer to find 'good' or 'trustworthy' workers. (to find 17 workers). However, several farmers added the rider that it gave replies ranging from a few days (to find 5 workers) to 3-4 months wage rates), 3 farmers said it would be impossible, 8 did not know and 19 Asked how long it would take to double their labour forces (at current 4 said they noticed a shortage, of both skilled and general workers. hard-working); 4 were not prepared to commit themselves and only work or they were not 'suitable' (sober, reliable, responsible and plenty of surplus workers around but either they were not prepared to work then there had been 10 years ago; 7 said there were shortage; one said simply that there were fewer people asking for at current wages or that they personally did not suffer from a of 31 farmers, 15 said outright either that there was no shortage The farmers interviewed in this survey are a notable exception :

It has often been said that farmers always complain of a labour shortage.

DO 3/3/81 (139) (122) (121) (184)

Saawu blamed for factory unrest

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EAST LONDON — The South African Allied Workers' Union (Saawu) was accused yesterday, in a telegram from the British parent company, of condoning violence by its members at the Wilson-Rowntree sweet factory here

The telegram, from Sir Donald Barron, chairman of Rowntree Mackintosh Ltd, was addressed to Mr Thozamile Gqweta, the national organiser of the union

Sir Donald's message read

"We have been kept fully informed of the situation in East London and Mdantsane by our management at Wilson-Rowntree who have our complete support

"The unrest in the factory is caused by the escalation tactics of your union and its officials. Prior to your aggressive intervention, community relations were excellent with a long history of improving standards of living, amenities, security and prosperity

"The violence is a direct result of your union's activities. The workers attacked by your members

were not new employees but long service Wilson-Rowntree people

"This was a flagrant attempt, like the three petrol bomb attacks on February 25, to intimidate loyal Wilson-Rowntree employees and their families

"We have very good relations with trade unions around the world but it is not possible to have a relationship with a trade union which condones intimidation and violence by its members and has so little regard for truth

The telegram added that a letter would follow

The message follows a statement last week by the Sweet Workers' Union (SWU), which is recognised by the company, accusing Saawu members of violent attacks on its members

The SWU blamed unrest in the area on Saawu and said acts of violence by the union were aimed at its members

It also called on the authorities to restore order and control the

"militant acts" of Saawu members

In turn, Mr Gqweta accused the SWU of being a "reactionary" union used as a "puppet" by the company management

Mr Gqweta could not be reached for comment last night — DDR

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 practically impossible, even if jobs are available, so the
 mean that living on the farm and working in the town is

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Saawu blamed for plant unrest

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Labour Reporter

The parent company of the Wilson Sweet Factory in East London has accused the South African Allied Workers' Union (Saawu) of causing unrest at the plant.

The chairman of Rowntree-MacIntosh, Mr Donald Barroon, sent a telegram yesterday to Saawu's national organiser in East London, Mr Thozamile Gqweta.

Unrest at the factory which included a worker walk-out and worker assaults was "a direct result of your union activities," the telegram stated.

It accused Saawu of condoning intimidation.

The general secretary of Saawu, Mr Sam Kikine, today denied the allegations and described them as a "smear".

He criticised management for its unwillingness to meet with Saawu.

The other major union at the East London factory is the Sweet Workers Union which is affiliated to the Trade Union Council of South Africa.

The Sweet Union has accused Saawu of violent attacks on its members, some of whom were assaulted in nearby Mdantsane township.

Union is accused of condoning violence

RDM 4/3/81

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- 4. Common ailments, injuries and social problems
- 5. Problems in pregnancy and childbirth
- 6. Emergencies of all types

By RIAAN DE VILLIERS
Labour Correspondent

IN AN unprecedented move, the chairman of a major British company has accused the South African Allied Workers' Union (Saawu) of condoning "violent intimidation" of workers at a South African subsidiary firm

The accusation is contained in a sharply worded message sent to Saawu by Sir Donald Barron, chairman of Rowntree MacIntosh, parent company of Wilson-Rowntree in East London

Mr Thozamile Gqweta, Saawu's national organiser to whom the message was sent, said yesterday the matter had been referred to Saawu's lawyers

He would not comment further, but it is understood the union believes the accusation to be defamatory

The message is the latest development in a growing row over inter-union warfare at Wilson-Rowntree between the militant Saawu and the Sweet Workers' Union (SWU), an established union recognised by the firm for many years

Last week the SWU claimed that Saawu members had assaulted other workers and that petrol bombs had been thrown in workers' homes

Five former Wilson-Rowntree workers appeared in court last week, charged with assault on company employees, and the Security Police detained another former worker who is to

be charged under the Riotous Assemblies Act

In his message, Sir Donald said the company had been kept fully informed of the situation in East London and Mdantsane by the local management, which had its complete support

"The unrest in the factory is caused by the escalation tactics of your union and its officials," he said

"The violence is a direct result of your union's activities. The workers attacked by your members were not new employees but long-service Wilson-Rowntree people

"This was a flagrant attempt, like the three petrol bomb attacks on February 25, to intimidate loyal employees and their families," he said

Introduction

The purpose of this article is to summarize the existing system of

COOPERATIVE HEALTH CARE IN RURAL AREAS

OF MADAGASCAR

DR. A. O. PUGH

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We have analysed the health problems and we know what needs to be done to counteract them. Our challenge is to provide a system of comprehensive health care which will reach the people who need it most in ways which yield the greatest benefits, and yet are within the country's financial capabilities. By comprehensive health service we mean a system of health care (and I quote) which must "reach into the communities and homes, and influence patterns of living - the construction of dwellings, the protection of water, the delivery of babies, the feeding of children, the size of families". (Bryant 1971)

For convenience, the description of the system will be divided into the aspects of personal health care, environmental health services and costs.

I: Personal Health Care

The existing system may be represented diagrammatically as shown (Fig. 1)

AT DISTRICT LEVEL (population up to 100 000)



Hospital staffed by District Medical Officer or Mission doctor and / or Advanced Clinical Nurse

Nursing Sister (Community Health)

Senior Health Assistant

AT LOCAL LEVEL (population up to 10 000)



Rural hospital staffed by Medical Assistants

Health Assistant

AT VILLAGE LEVEL



Village Health Workers

DD 4/3/81 (145) (134) (131) (132) (135)

Gqweta: no comment

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EAST LONDON — The national organiser of the South African Allied Workers' Union (Saawu), Mr Thozamile Gqweta, yesterday refused to comment on a statement implicating the union in the intimidation of workers who did not down tools at Wilson Rowntree

The statement was made in a telegram from the chairman of Rowntree Mackintosh Ltd, Sir Donald Barron, to Mr Gqweta.

Mr Gqweta said they had referred the statement to their attorneys and would not comment on it

Sir Donald Barron had alleged that the unrest in the factory had been caused by the escalation tactics of Mr Gqweta's union and its officials.

He said before the advent of Saawu community relations had been excellent with a long history of improving standards of living, amenities, security and prosperity

He accused Saawu of activities that had brought about violence, the attack of workers and petrol bomb attacks on loyal Wilson Rowntree employees and their families. — DDR

MR GQWETA

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A full discussion of the advantages and disadvantages of such measures would require more space and more expert knowledge than are at the disposal of this paper, but a few remarks seem necessary. The fixing of wages by farmers certainly does seem arbitrary, as the 1951 Commission implies; some farmers may be paying acceptable wages but there is no pressure on them to do so, and it seems a little unjust that workers should have to rely on the farmer's goodwill. Wide differences between farms, regions, districts, provinces, etc. seem to argue more for the need for minimum wage fixing than against it. Wages should clearly not be set without regard to working hours, seasons, etc. which probably do differ widely, but it should not be impossible to lay down maximum hours, and minimum leave periods for various districts and types of farming. A set of uniform values could be established for payment in kind and minimum levels of payment in both kind and cash could be discussed (alternatively, a minimum total payment could be laid down, of which a stipulated proportion, at least, would have to be in cash). The fact that farm and domestic workers have a generally low level of education would again seem to be an argument in favour of granting them some statutory protection.

This looks remarkably like a cop-out; and the reasons given for the 1951 Commission's disapproval of statutory minimum wage fixing — quoted by the Theron Commission without comment — seem weak. does not lend itself to such protection'. (20) statutory protection for farm workers because 'the agricultural sector percent of all farmers interviewed by the Unisa researchers were against minimum wage fixing could lead to maximum wages. Not surprisingly, 81 of their work, obvious differences in productivity and the danger than any

Crisis week for union in East London dispute

S. Tribune 5/3/81

Tribune
Correspondent

THE black South African Allied Workers' Union, holding its second annual congress in Durban this weekend, faced major crises during the week.

● Four of its detained 23 members in the Ciskei went on a hunger strike.

● The home of one of its senior office bearers was fire-bombed

● And the union was the centre of a row in Britain over a BBC film on the Wilson Rowntree labour dispute in East London

The head of the Ciskei central intelligence services, Brigadier Charles Sebe, confirmed that the four men on hunger strike had since been released from hospital and that everything was back to

normal with the detainees.

Police also confirmed they were investigating arson after the home of the East London branch secretary of the union, Sisa Njikelana, was petrol-bombed. Hundreds of rands of damage was caused but nobody was injured. Mr Njikelana was on his way to Durban for the congress at the time.

He and the national organiser of the union Thozamile Goweta, said yesterday such acts would not intimate them.

Mr Gqweta said: "We have a history of such harassment. My home was bombed, our general

secretary, Sam Kikine, had his car taken from the airport in Durban and burnt and now Sisa's home is bombed.

"We realise we will be the victims of such acts in the future but they only make us more committed in the black struggle."

Mr Njikelana said: "I am not prepared to boast that I am prepared to die, but the march must go on and such acts expose the fact that our cause is a good one."

"I don't see the attack as one on me alone. It is an attack on the workers' struggle and I can only speculate it is because I am committed to this struggle."

In London, the confectionary firm Rowntree-MacIntosh described a BBC film on its East London subsidiary's dispute with the union as biased and unfair.

The company said the union's condonation of violence and intimidation discredited it as a trade union and that the company's East London subsidiary was right in the action it took in hiring other workers when union workers dismissed themselves by walking out.

Mr Gqweta said the Wilson Rowntree issue, where 500 workers had already lost their jobs in the dispute, would be cussed at the congress and the union would release a statement later.

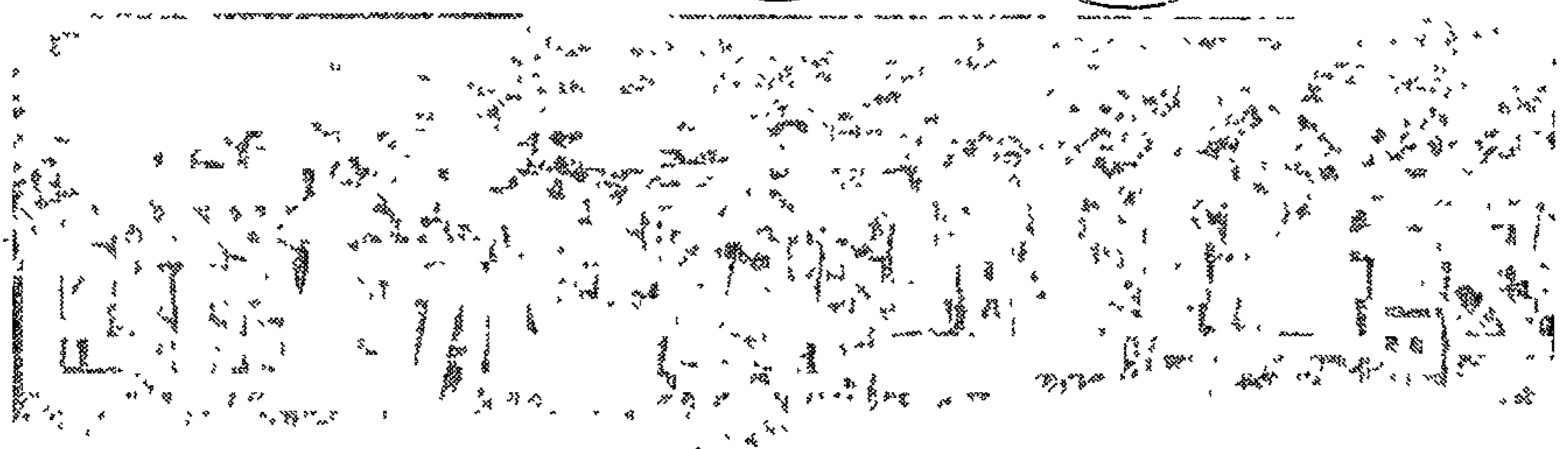
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Some of the workers who downed tools and were ordered to leave the premises, outside the Berkshire International factory yesterday

Police disperse striking clothing factory women

EAST LONDON — Police were called in to disperse more than 300 women workers who downed tools in a section of the Berkshire factory here yesterday morning

The police public relations officer, Major W W Brown, said police had been asked to assist after 325 black and coloured women had downed tools

He said the officer in charge of the unit that went to the factory told the workers they were committing an offence by being involved in an illegal strike and they should leave the premises

Major Brown said the workers obeyed the order and there were no incidents and no arrests

A worker, Mrs T Kanana, who said she and Miss Caroline Thomas had been accused by manage-

ment of having incited workers to strike, said trouble started when the factory's production manager, a Mr Fletcher, resigned

"He was replaced by Mr Mitchley and since the change many workers had problems with their production bonuses," she said

She said that after they had downed tools on Thursday afternoon two officials from the Department of Manpower Utilisation, Mr Hoyana and a Mr Swartz, had addressed them and told them management had said they were refusing to accept R43 a week

"We told them we were earning R28 a week and that even with the production bonus we did not get R43 a week"

Mrs Kanana said workers in the LeeJeans department downed tools

on Thursday afternoon after several abortive attempts to get management to work out an acceptable solution to the grievance

She said they were told by management they would have to start work or be out of the factory by 6 30 am yesterday

At 6 30 they were told they were being given until 7 am to leave the premises

She said police with quirts and batons arrived after 7 am. Coloured workers had been told to leave before police arrived

In a statement yesterday the managing director of Berkshire International, Mr Mike Strong, said

A work stoppage over a request for the withdrawal of an existing basic wage plus incentive bonus scheme and its

replacement by an enhanced basic weekly wage has taken place in one section of the factory

"At a meeting of members of the liaison committee attended by representatives of the Department of Manpower Utilisation no other grievances were expressed

"Several efforts were made to persuade personnel to resume work but to no avail, and the stage was reached where the failure to restart had to be taken as a breach of contract in which the workers effectively discharged themselves

"The company will be engaging labour as from Monday March 9 and the personnel involved who wish to return to work have been advised that they may re apply for employment at that time"

— DDR

OMISSIONS FROM THESE ESTIMATES

have been imputed where values are unknown. litres of skim milk a week, valued at about 30c. No figures 'erratic' milk rations have been entered as average - 15,1 terms. In making these calculations, 'unlimited' and 'presents' and medical payments, translated into weekly meat, milk, clothing, rations, grazing rights, Christmas

Labour Reporter

The labour unrest at the Wilson Rowntree factory in East London shows every sign of developing into a drawn-out dispute with everyone the loser

The parties in the dispute are the company management, the management's head office in England, the Sweet Workers' Union, the South African Allied Workers' Union, the police and 500 unhappy unemployed workers

The workers were dismissed over one in a series of disputes since late last year and the SA Allied Workers' Union (Saawu) has demanded their unconditional re-employment

Management at Wilson-Rowntree recognises the Sweet Workers' Union, which is affiliated to the Trade Union Council of South Africa

But this union is in conflict with Saawu over membership on the factory floor

And the Sweet Workers' Union has accused Saawu of intimidating members and, in some cases, assaulting them

Saawu's general secretary, Mr Sam Kikine has denied the allegations and says the assaults were the results of bitterness on the part of some dismissed workers

Saawu and management have met, but the recent

Sweets row
could be a
bitter dispute

dismissal of the 500 workers and their replacement has resulted in a breakdown of talks

A boycott of Wilson Rowntree products has been called by Saawu and Mr Kikine said he had written to overseas and local unions asking for support

The Sweet Workers' Union acting president, Mr Steve Scheepers, has blamed Saawu for unrest at the plant

And even the chairman of Rowntree-MacIntosh in England, Mr Donald Barroon sent a telegram to Saawu blaming the union for the unrest

The managing-director of Wilson-Rowntree, Mr Peter Preston, has apparently flown to England to meet Mr Barroon over the dispute — a clear indication that the problem is getting more serious

His secretary would only confirm that Mr Preston "was overseas"

Police were called in to

disperse dismissed workers outside the factory gates recently and several former workers have been taken to court over allegations of assaulting other workers

The Sweet Workers' Union has claimed that petrol bombs have been thrown at a member's home

In response to the allegation about Saawu violence, Mr Kikine said his union believed in consultation and not confrontation

Saawu claims about half the company's 1500 workers are union members

Mr Kikine has replied in a telegram to Mr Barroon about his allegations of Saawu's activism

"We asked him to review the situation and unconditionally re-employ the 500 workers — that is our condition for ending the boycott and holding talks with management," Mr Kikine said

1454

Not all are rehired at Berkshire

Most of the workers dismissed after last week's stoppage at the Berkshire International clothing factory in East London have been re-employed without loss of service benefits, management has said.

But according to a spokesman for the South African Allied Workers Union (SAAWU), close to 100 workers have not been taken back.

BONUS SCHEME

About 300 black and coloured women stopped work last Thursday demanding the withdrawal of an unpopular production bonus scheme. They were later ordered to vacate the premises by police.

The entire workforce then stopped work in sympathy, the union spokesman said, and all workers were told to report for re-engagement after the weekend.

The bonus scheme had worked smoothly until the company's production manager was replaced, the spokesman said, and unrealistically high production goals were instituted.

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11/3/81

Union to be launched for unemployed

CT 14/3/81

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(145)

Own Correspondent

PORT ELIZABETH — Organizers of a union for unemployed workers, to be launched in East London tomorrow, are considering opening an office here

The union, believed to be the first of its kind in South Africa, will operate under the aegis of the South African Allied Workers' Union (Saawu), the national organizer, Mr Thozamile Gqwetha, said.

He said the union, which would accommodate workers from all industries, was being formed to counter the "systematic victimization" of workers by employers

"We want to keep people unionized. Even if they are out of their jobs, they should not lose track of the union movement

"The function of the union will be to educate workers and workseekers generally and keep them unified"

Mr Gqwetha said it was the employers' "dismiss-and-rehire" system — put to frequent use in East London's industrial unrest — which had prompted formation of the union

Flock to gates

"This area is inundated by so many workseekers from neighbouring rural areas. Where there is a strike and workers are dismissed, hundreds of these people flock to the gates to grab strikers' jobs. The only reason for this is that these people are not unionized

"Employers exploit the opportunity, and in most cases do not even listen to the strikers' grievances. They simply dismiss today and employ tomorrow"

Mr Gqwetha said that apart from the workseekers from rural areas, there were hundreds who had lost their jobs through industrial disputes. Recently some 700 found themselves jobless after confusion surrounding the proposed pension legislation

"We want to regroup these people, give them an office and a constitution of their own and Saawu will be there all the time to assist them"

He said workers affiliated to Saawu and the African Food and Canning Workers' Union would automatically belong to the unemployed workers' union if they lost their jobs

Resume membership

On becoming re-employed they would then resume membership of their former unions

Mr Gqwetha said Saawu, which organized workers of various trades, had gained recognition at a number of East London firms. Other firms were in the process of recognizing the union

Saawu would negotiate with employers to re-employ the union's members when there were vacancies

Although the union was still in its formative stages, a number of other trade unions had shown keen interest, Mr Gqwetha said

Saawu in call for food boycott action

145A

not been included.
 146 workers
 no could take

Labour Reporter
 The South African Allied Workers Union has called for a consumer boycott of products from two major food groups.
 At the weekend meeting in Durban Saawu's general secretary, Mr Sam Kikine, said people should boycott produce from Wilson-Rowntree and Huletts.
 The boycott call was made against the Wilson-Rowntree sweet business as the result of the mass dismissal of about 500 workers following a recent

dispute at the East London plant.
 The Huletts dispute is over the dismissal of 19 workers at Warehousing Services in Durban which is a subsidiary of Huletts.
 Mr Kikine has called for the unconditional reinstatement of workers in both disputes or the companies will face a continued consumer boycott.
 He said he had appealed to local and overseas unions to support the boycott.

received
 'unlimited'
 The

Milk, litres a week	Number of workers	Cumulative %
0 - 2,50	15	12,00
2,51 - 5,00	10	20,00
5,01 - 7,50	33	46,40
7,51 - 10,00	18	60,80
10,01 - 12,50	22	78,40
12,51 - 15,00	0	78,40
15,01 - 17,50	0	78,40
17,51 - 20,00	0	78,40
20,01 - 22,50	0	78,40
22,51 - 25,00	0	78,40
> 25,00	27	100,00

Distribution of workers according to milk received, litres a week.

TABLE 11

Most of the workers (89%) were given, free, a daily milk ration. On some farms the farmer took the 'top' off the milk before handing it out to workers, on others workers were given full milk and on a few farms workers were given some skim and some full milk daily. The table below shows the distribution of workers according to milk ration (skim plus full milk) in litres a week.

(11) MILK.

Union calls for 3-prong boycott

By SUF DENNY

THE Durban branch of the South African Allied Workers' Union yesterday called for a country-wide boycott of Wilson-Rowntree, Hulett's and Rainbow Chicken products

The call, made at a SAAWU meeting attended by church organisations and trade unions in Durban, follows the dismissal of workers at Warehousing Services, a Durban subsidiary of Hulett's, and at Wilson-Rowntree's East London factory

The meeting resolved that Rainbow Chickens would also be boycotted until it produced halaal birds

In a statement after the meeting, Mr Sam Kikine, general secretary of SAAWU, said it was resolved that Hulett's products would not be bought until 19 workers, dismissed by the firm, were reinstated unconditionally. Wilson-Rowntree products would also not be bought until the company reinstated the 500 workers it had dismissed, the statement said.

There have been several work stoppages at the Wilson-Rowntree factory during the last few months and Hulett's workers went on strike last month.

The meeting condemned the Springbok rugby tour of New Zealand and resolved that the Government should abolish pass laws, work seekers' permits, the migratory labour system and the child labour system.

It was agreed that letters should be sent to national and international labour, church and other organisations calling for solidarity.

Mr Kikine claimed last week that Durban and East London workers had been boycotting Wilson-Rowntree and Hulett's products for several weeks.

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16/3/81
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**Saawu
calls for
boycott
of firms**

145A

THE South African Allied Workers Union (Saawu) has called for a consumer boycott of the products of two major food groups.

At a weekend meeting in Durban, Saawu's general secretary, Mr Sam Kikine, said people should boycott produce from Wilson Rowntree and Huletts. The boycott call was made against the Wilson-Rowntree sweet business as the result of the mass dismissal of about 500 workers following a recent dispute at the East London plant.

The Huletts dispute is over the dismissal of 19 workers at Warehousing Service in Durban which is a subsidiary of Huletts.

Mr Kikine has called for the unconditional reinstatement of workers in both disputes or the companies will face a continued consumer boycott.

He said he had appealed to local and overseas unions for support.

DD 15/3/81
Saawu men delayed at airport

145A

(2)

EAST LONDON — A claim that two South African Allied Workers Union (Saawu) officials missed their morning plane here yesterday because security police were questioning them could not be confirmed by the head of the security police here

Col A P van der Merwe said none of his officials had any knowledge of the incident

The secretary of Saawu here, Mr Xolani Kota, said he had learnt that the national organiser of Saawu, Mr Thozamile Gqweta, and the chairman of the union's workers' committee at Chloride Electrical, Mr Ben Sifingo, had been delayed at the

airport here

"They were supposed to have left for Johannesburg at 8 05 am but they could not leave although they were already at the airport at the time," Mr Kota said

He was not certain whether they left on the 11 am flight but they were in Johannesburg by yesterday afternoon

Chloride Electrical in Johannesburg confirmed there had been an incident at the airport. They would not comment further.

Mr Gqweta and Mr Sifingo went to Johannesburg for top-level talks with officials of the company — DDR

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- (1) days
- (1) work

because the farmer refused to pay money he had

because of flights with other workers (also for unspecified reasons) (3)

left because of flights with the farmer (for unspecified reasons) (3)

left because 'it was time to go' (5)

left to be with other members of the family (4)

wages too low (7)

work was too hard (1)

jobs. Reasons given for leaving other farms were:

deduced from the reasons they gave for leaving their previous

However, some information on workers' priorities can be

trying.

problems: they said working hours were long or the work was

value. Only a few workers volunteered information on their

etc., but answers elicited in this way are probably of little

better to have a bigger house, more money, longer holidays,

When pressed, workers would agree that it would be

case they landed in trouble later.

suspicious and unwilling to voice their complaints in

DD K13/8
**Saawu call
for boycott**

DURBAN — The South African Allied Workers' Union (Saawu) has called for a boycott of Wilson-Rowntree, Huletts and Rainbow Chicken products, following disputes with the companies

At a Saawu meeting, attended by church organisations and other trade unions, the union also condemned the Springbok rugby tour of New Zealand — SAPA

145A

1402

SP caused

unionists to miss plane

RDM 18/3/81

139 138 157 329

183

Saawu

By STEVEN FRIEDMAN
Labour Reporter

SECURITY Police have questioned two trade unionists at East London airport in an attempt to "disrupt" a recognition agreement between their union and an employer, it was claimed yesterday

The unregistered South African Allied Workers Union (Saawu) said that two of its officials had been questioned by police shortly before they were to board a plane for Johannesburg

They were due at a negotiation meeting with senior executives of Chloride (SA), which recognises the union. According to Saawu, police questioned the unionists until their plane took off and then released them

A senior official of the East London Security Police told the Rand Daily Mail's East London correspondent yesterday that he had "no knowledge" of the incident

The two SAAWU officials — its national organiser, Mr Thozamile Gqweta, and a member of the union committee at Chloride, Mr Bennie Sisingo, were due in Johannesburg yesterday to discuss a new job grading system with Chloride management

A union spokesman said yesterday, however, that the two men were stopped at East London airport by two men who identified themselves as Security Policemen

They were questioned about a detained unionist, Mr Bomsile

Norushe, and were forced to miss their flight as a result, the spokesman said. As soon as their plane had left, they were released, he claimed

This had delayed their arrival in Johannesburg by more than three hours, he said

"This appears to be harrassment, aimed at disrupting our negotiations with Chloride — the only company to recognise us in East London," the spokesman added

Chloride recognised the union late last year. Earlier in the year the Minister of Manpower Utilisation had urged East London employers not to recognise SAAWU as the Government was opposed to the recognition of unregistered unions

Unionists have claimed that the authorities are opposed to any negotiations with unions outside the Government's official labour system

A Chloride spokesman yesterday confirmed that the two unionists had been delayed for three hours at East London airport

"We understand that there was an incident at the airport which delayed them," he added

He said the meeting had been called to plan a new job grading system for the company. The two unionists had been invited to attend because "we recognise SAAWU and we felt it best to have a union view on the new system we are planning," he added

ROM 19/3/81

Frame group denies dispute

181
157 137
139

145A

By STEVEN FRIEDMAN
Labour Reporter

THE giant Frame group has flatly denied an allegation by the unregistered SA Allied Workers Union that a worker at one of its subsidiaries, Natal Canvas, has been fired for refusing to join a registered union.

The Frame Group's joint managing director, Mr Selwyn Lurie said yesterday "It is certainly not our policy to force workers to join unions. We have never heard of Saawu and we know of no trouble at Natal Canvas. We do not even know of any dismissal there."

Saawu's general secretary, Mr Samuel Kikine, claims that the chairman of a Saawu committee at Natal Canvas was fired for refusing to join a registered leather workers' union which recently opened its doors to black workers.

He said workers had been told to join this union or be

fired. He also claimed that a similar incident had occurred at a Natal printing works where workers had resigned after being told to join a registered union or be fired.

Mr Lurie said, however, that he knew of no incident at Natal Canvas. He said the 300-odd black workers at the plant were all registered union members, but added "We are employers — why should we force workers to belong to a trade union, which is on the other side of the bargaining table?"

A clause in the industrial agreement governing the leather and footwear industry says employers must show "preferential treatment" to members of the registered union.

But Mr Lurie said the company had never understood this to mean workers could be forced to join the union. "Membership of the union is entirely voluntary and this entire story is total nonsense", he added.

1481A

CT 20/3/81

139

134/90

135

Frame denies union claim

Own Correspondent

DURBAN — The giant Frame group has flatly denied an allegation by the unregistered South African Allied Workers' Union that a worker at one of its subsidiaries, Natal Canvas, has been fired for refusing to join a registered union

The Frame Group's joint managing director, Mr Selwyn Lurie, said on Wednesday "It is certainly not our policy to force workers to join unions. We have never heard of the SAAWU and we know of no trouble at Natal Canvas. We do not even know of any dismissal there."

The SAAWU's general secretary, Mr Samuel Kikine,

claims that the chairman of a SAAWU committee at Natal Canvas was fired for refusing to join a registered leather workers' union which recently opened its doors to black workers

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A clause in the industrial agreement governing the leather and footwear industry says that employers must show "preferential treatment" to members of the registered union. However, Mr Lurie said the company had not understood this to mean that workers could be forced to join.

"Membership of the union is entirely voluntary, and this entire story is total nonsense."

Union claims good support for boycott

ST/ML 23/3/51 (124)

145A

Labour Reporter

The Eastern Cape boycott of Wilson-Rowntree, Huletts and Rainbow Chickens entered its second week today

The consumer boycott was launched by the South African Allied Workers' Union (Saawu) as a protest against recent worker dismissals at the three food groups

A strike at Wilson-Rowntree has seen violence and the mass dismissal of about 500

workers at the East London plant Management at Wilson-Rowntree has refused to comment on the unrest

The Huletts dispute involves the dismissal of 19 workers at one of the company's subsidiaries and the Rainbow Chickens dispute also involves the lay-off of staff

Mr Sam Kikine, general secretary of Saawu, said there was a "good public response" to the boycott call



ROM 25/3/81
475, 477, 103, 139, 457
Workers made to
join closed union

By STEVEN FRIEDMAN
Labour Reporter

ALL black workers in the Natal furniture industry are forced to join a registered trade union — on pain of losing their jobs

Rival unionists say this stipulation — the result of a "closed shop" agreement between employers and the Tucsa-affiliated National Union of Furniture and Allied Workers — has serious implications throughout the industry

By signing such an agreement, they argue, registered unions which have gained permission to enrol black workers could make it "extremely difficult" for other unions to recruit workers in the industry

They add that established unions can thus gain the right to represent all black workers in an industry — without actually recruiting one

It was also established yesterday that "closed shop" agreements of this sort — whereby employers are not allowed to employ workers who do not belong to a particular union — make it more difficult

for new unions to register

The general secretary of the SA Allied Workers Union, Mr Samuel Kikine, has claimed that the stipulation is "an attempt to freeze out real unions and ensure that employers only have to deal with tame unions of their choice"

Mr Kikine claims that SAAWU has been organising furniture workers and that many of them wish to resign from the registered union. However, the "closed shop" provision means they cannot do so

A notice signed by the Industrial Council for the Furniture Industry, Natal, and posted in factories reads "Important Notice As From August 1 1980, all black employees working in this factory must become members of the National Union of Furniture and Allied Workers of South Africa"

The council's secretary, Mr D J Rossouw, said yesterday the notice was issued after the "closed shop" clause in the industry's industrial agreement was extended to black workers

The "closed shop" is common in agreements, but usually covers non-black workers only. Since the extension of the clause to black workers, those who have not joined are subject to dismissal

Mr Rossouw said that "98% of the black workers have joined the union"

He added "We are not planning to see that those who don't join are dismissed. But we have told the union to be patient because workers usually join when the legal position is explained to them"

He said that "in this industry workers cannot join another union". It has been established, however, that workers are legally entitled to do this as long as they remain registered union members

The clause could hamper new unions who try to win official bargaining rights in the industry

According to industrial law, unions already registered may object to the registration application of a new union. If the union which objects can prove

it represents a majority in the industry, the new union may not be registered

A "closed shop" clause would obviously enable a registered union to claim majority membership even if this was not voluntary

The industrial registrar, Mr Matt le Roux, said yesterday that labour legislation did allow him to take into account the fact that the objecting union had enrolled members through a closed shop

If the objecting union had a closed shop, he could assume that workers who had also joined another union were not voluntary registered union members

But the new union would have to prove majority membership, not the established one

Labour experts say this would make it extremely difficult for a new union to gain registration

• The Government's National Manpower Commission is currently investigating the "closed shop"

Crucial poll for union

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The unregistered South African Allied Workers Union (SAAWU) appeared on the brink of a crucial breakthrough today with a ballot to test support among workers at the Johnson and Johnson plant in East London.

Success in the ballot would lead to the negotiation of a formal recognition agreement with SAAWU, the company's personnel manager, Mr Wayne Munro, said yesterday.

The developments at Johnson and Johnson, an American-based international company have only one precedent.

In November last year another multinational company Chloride (SA) recognised SAAWU after testing worker opinion at its East London plant.

145
145
145
Everite fires
230 after strike

EAST LONDON — All 230 black workers at the Everite factory in Wilsonia have been fired following a strike at the factory yesterday. The workers stopped work after two were dismissed for poor work performance.

Mr H Durst said the company had refused to recognise the workers' committee of the South African Allied Workers Union — Sapa

145

145A

Strike: EL workers sacked

EAST LONDON — All 230 black workers at the Everite factory in Wilsonia have been fired following a strike at the factory yesterday

The workers stopped work at the factory after two workers were dismissed by the company for poor work performance over a number of weeks

In a statement, the regional manager of Everite for the Eastern Cape, Mr H Durst detailed the management's version of events leading to the dismissal

On February 10 this year the South African Allied Workers Union (Saawu) advised Everite management that a workers committee functioning under the auspices of Saawu had been elected at Everite, East London to replace the existing liaison committee

Everite refused to accept the Saawu committee because Everite had a democratically-elected liaison committee whose term of office had not expired Saawu could

not satisfy Everite that its committee had been democratically elected, Everite had no formal relationship with Saawu and therefore recognition of such a committee was premature

Over the last month Everite has closely examined the constitution and representativeness of Saawu as well as its attitude towards registration during meetings held with union officials

Saawu was unable to prove representativeness during the meetings The union also made it clear that at this time it does not wish to apply for registration

Therefore, after serious consideration, Everite advised Saawu on March 16 that they are unable to recognise the union or any of its workers committees

However, Saawu was also advised that Everite is prepared to resume discussions should the union's attitude towards registration change

On March 26 (yester

day), two workers whose performance has not been satisfactory were asked to leave the company

The two workers had been given repeated written warnings about poor performance over the past weeks, as well as additional training to help them improve

The termination of their employment was in terms of the company's disciplinary procedure which ensures complete fairness

Immediately after the dismissal all the black employees ceased work

No reason for the strike was given and the workers declined to send forward the liaison committee or a person nominated by them to set out their grievance

All the striking workers have been dismissed

Attempts by the Daily Dispatch to contact Saawu for their comment on the incident were unsuccessful last night
— DDR

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Several farmers considered themselves responsible for the health of the workers and their families and said they paid all medical expenses. Most said the workers could use divisional council clinics at little or no cost and that they would take workers to clinics but did not feel obliged either to take them to private doctors or to pay bills if the workers preferred not to use the clinics. On almost all farms the farmer's wife was in charge of a

(vii) Medical care.

Of the 57 workers in the lowest category, 27 (21 percent of all workers) received no extra payment at Christmas.

Strike: EL workers sacked

DD. 27/3/81

139 145A
149
150

TABLE 37
Distribution of workers by job type and cash wage (R per week)

EAST LONDON — All 230 black workers at the Everite factory in Wilsonia have been fired following a strike at the factory yesterday

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All the striking workers have been dismissed

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-- DDR

JOB WAGE (R PER WEEK)	General	Stock	Lands	Fencing	Dr
0-2,50		1	2		
2,51 - 5,00	10	2	2	2	
5,01 - 7,50	22	2	2	1	
7,51 - 10,00	14	3	1	1	
10,01 - 12,50	10	2			
12,50 - 15,00	2			1	
>15	5	1		1	
TOTAL NO. OF WORKERS	63	11	7	6	15

145A

Saawu: bid for talks refused

DD 28/3/58

EAST LONDON — An attempt by the South African Allied Workers Union (Saawu) to negotiate with Everite over the dismissal on Thursday of all 280 black workers from the factory failed yesterday morning, according to a Saawu official.

Mr Sisa Njikelana said an offer by Saawu to negotiate over the incident had been turned down by Everite.

"They told us they did not want to talk to us," he said.

Mr Njikelana strongly criticised a statement by Everite management explaining the company's reasons for the dismissal of the workers.

The statement covered the reasons for Everite rejecting Saawu overtures that workers' committees, under the auspices of Saawu, be established at the company.

"The dismissal of the workers has nothing to do with Saawu wanting recognition at Everite, and in fact had nothing to do with Saawu," Mr Njikelana said.

"The workers stopped work spontaneously after Everite dismissed two workers."

"What Everite management do not say in their statement is that the workers offered to send a delegation of five workers to discuss the problem with management."

"They refused to accept this delegation and said the workers should ap-

all ailments were mainly Gastro Enteritis which problem in the summer months. Traumatic mainly due to burns and wounds. The high rns seen at all clinics was probably due e houses for heating; most of these houses had a proper fire place. Most ear, nose ments were discharging ears, this also

point one man to talk with management and set out their grievances.

"Who would send one man to talk to the entire management about workers' grievances?"

The management statement also says a lot about the liaison committee, but again does not say that the liaison committee was done away with by the workers long ago.

"They talk about Saawu not being able to prove its committee had been democratically elected. Saawu has never imposed any workers' committee or membership on anyone. We believe in free association."

"They say that Saawu was not able to prove representativeness, but a referendum has never been held at Everite."

The statement also said Everite would not resume discussions with Saawu until the union's attitude towards registration changed.

"Why make such a precondition? There is no need for preconditions."

"Is this a commitment to helping industrial relations? Is this a move towards solving workers' problems which, if ignored, are a good seedbed for an explosive situation?"

Mr Njikelana said Saawu was not trying to force Everite to accept the union but that the company should be concerned about the problems of its workers.

See also page 2

show a high degree of correlation indicating as are representative of the type of problems the black community.

has been accepted to a fair degree. A fuller account of family planning is given below in the section 'Family Planning'. Further problems are the increase in Atherosclerosis and malignant diseases which may be attributed in part to the life expectancy of the black population.

TYPE OF AILMENT	DAY HOSPITAL (147 people)	BETHESDA (370 people)
Gastro intestinal	17%	20%
Respiratory	16%	15%
Genito-urinary tract	12%	2%
Traumatic injuries	12%	13%
Sores & sepsis	11%	13%
Musculoskeletal	10%	5%
	5%	7%
	5%	5%
	5%	4%
	5%	4%
	2%	4%
	0,5%	6%
	0,5%	0,5%

Diabetics
Duodenal ulcers

17

In a random survey of people attending the Day Hospital and the Bethesda clinic the following figures were obtained:-

seems to be a problem in the district and mainly found in young children i.e. below the age of 8 years. Genito urinal disease was mainly seen in the form of Cystitis. Thus of these major classes of ailments, 50% of the people seen suffered from one of the classes whose incidence is associated with poor hygiene, i.e. sores and sepsis, E.N.T., eyes, G.I.T., Skin and Genito Urinary disease.

DD 28/3/81

Another EL firm may recognise Saawu

1454

EAST LONDON - The South African Allied Workers Union (Saawu) has taken another step towards being recognised by major industry here as representative of workers

Last night workers at Johnson and Johnson voted overwhelmingly in favour of Saawu recognition at the end of a three-day referendum, and the firm is to begin negotiating formal relations

This follows another referendum recently in which workers at Chloride also voted for Saawu recognition, and Chloride now recognises Saawu as a

workers' mouthpiece

The referendum conducted by Johnson and Johnson was held to test the level of support for the unregistered trade union

Last night it was announced that 93.5 per cent of the workers were in favour of Saawu

In a joint statement after the result was announced, Johnson and Johnson management and Saawu said

In line with the Johnson and Johnson policy to negotiate with any party that truly represents the majority of workers, Johnson and Johnson will now proceed to negotiate a recognition

agreement that will lead to formalising relationships with the South African Allied Workers Union"

The referendum was held after lengthy discussions between the management and Saawu officials

Last night a Saawu official, Mr Sisa Njikelana, said Saawu was not trying to force its way into factories and was willing to be tested by referendum at any time in any factory

"We strongly believe in freedom of choice and the right of workers to be represented by any organisation they want," he said - DDR

BOOKS

The Process of Collective Bargaining and its implications for Industrial Relations Policies. (R0,75)	L.C.G. DouwesDekker	26
The Scarcity of Domestic Energy: A Study in Three Villages (R1,00)	Marc Best	27
Asbestos and Asbestos-Related Disease in South Africa (R1,00)	Jonathan Myers	28
Conflict on South African Mines: 1972-1979 (R0,75)	Dudley Horner/ Alde Kooy	29
The 'Quality of Life' Concept: An overall framework for assessment schemes (R2,00)	George Ellis	30
Telona: Some reflections on the work of a private labour recruiter (R2,00)	Don Pinnock	31

Farm Labour in South Africa. Francis Wilson, Alde Kooy and Delia Hendrie (eds.). (R9,00)	David Phillip, Cape Town, 1977.
Economies of Health in South Africa Volume I: Perspectives on the Health System. GILL Westcott and Francis Wilson (eds.). (R4,00)	Cape Town, 1979.
Economies of Health in South Africa Volume II: Hunger, Work and Health. Francis Wilson and GILL Westcott (eds.). (R4,00)	Ravan Press, Johannesburg and David Phillip, Cape Town, 1980.

145A

Black union's breakthrough

By Drew Forrest

In a major breakthrough, the unregistered South African Allied Workers' Union (SAAWU), yesterday won recognition from an employer after an overwhelming victory in a referendum at its East London plant

The union polled 93,5 percent of the votes at Johnson and Johnson (Pty) Ltd, and the company later announced that a formal recognition agree-

ment would be negotiated with it

SAAWU is one of a group of independent unions which have refused to register. This, and its reputation for toughness, have brought intense resistance from many East London employers

The decision by the American-based multinational company to recognise the union is the second on record. Last year, Chloride (SA) gran-

ted formal recognition to the SAAWU after its success in a similar ballot

The referendum, which began on Thursday, was held on company premises under the joint supervision of management and the union

The overwhelming result is seen as evidence of consolidation by the union after the massive upsurge of popular support last year.

The union's branch chairman Mr Sisa Njike-

iana, said the ballot had given tangible proof of SAAWU's commitment to sound industrial relations

After a one-day stoppage by about 500 workers at the Triomf Fertiliser Company at Richard's Bay, another union won effective recognition

Once the Fosatu-affiliated Chemical Workers' Industrial Union had proved majority support at the plant, the company would sign an agreement, a union spokesman said

EL company ROM 28/3/81 recognises black union

By STEVEN FRIEDMAN
Labour Reporter

THE unregistered SA Allied Workers Union (SAAWU) won another major breakthrough yesterday when a multinational company, Johnson and Johnson, agreed to recognise the union at its East London plant

A joint statement by the two parties last night said this resulted from a referendum at the plant, when 93.5% of workers voted to be represented by the SAAWU

Johnson and Johnson now become the third company to agree to recognise SAAWU. Last year Chloride (SA), a battery manufacturing company, said it was recognising SAAWU

The union's national organiser, Mr Thozamile Gqweta, said last night that it is to be recognised shortly at KSM, a South African-owned milling company in East London

Chloride and Johnson and Johnson are both multinational companies

The new announcement is an important breakthrough for the union. The Government is known to be unhappy about recognition agreements between

companies and SAAWU, which refuses to register under the new labour dispensation

Last year the Minister of Manpower Utilisation, Mr Fanie Botha, advised East London companies not to recognise SAAWU

For this reason, and because the union is regarded as "militant" by many employers, most companies have refused to recognise it

SAAWU has grown rapidly in the East London area, which has been hit by a series of strikes since last year

The latest was this week at the Everite construction company

The SAAWU-Johnson and Johnson statement said the two parties would now proceed to negotiate a written recognition agreement

"This is in line with Johnson and Johnson's policy of negotiating with anyone who truly represents most workers," the statement added

Mr Gqweta said he was happy with the company's decision. "Despite many problems, the SAAWU is continuing to make progress"

1054

Another

CT 28/3/81

major

gain for

union

137 188 151

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Own Correspondent

JOHANNESBURG — The unregistered SA Allied Workers Union won another major breakthrough yesterday when a multinational company, Johnson and Johnson, agreed to recognize the union at its East London plant

A joint statement released by the two parties last night said this had followed a referendum at the company in which 93,5 percent of workers had voted to be represented by the SAAWU

Johnson and Johnson now become the third company to agree to recognize the SAAWU. Last year, Chloride (SA), a battery manufacturing company, announced that it was recognizing the SAAWU

The union's national organizer, Mr Thozamile Gqweta, disclosed last night that the union is shortly to be recognized at KSM, a South African-owned milling company in East London

Chloride and Johnson and Johnson are both multinational companies

The announcement is an important breakthrough for the union. The government is known to be unhappy about recognition agreements between companies and the SAAWU, which refuses to register under the new labour dispensation

Last year, the Minister of Manpower Utilisation, Mr Fanie Botha, advised East London companies not to recognize SAAWU

For this reason, and because the union is regarded as 'militant' by many employers, most companies have refused to recognize the union

The SAAWU has experienced rapid growth in the East London area which has been hit by a series of strikes since early last year

This week, the Everite construction company became the latest East London company to be hit by a strike

The joint statement issued by the SAAWU and Johnson and Johnson says the two parties will now proceed to negotiate a written recognition agreement

'This is in line with Johnson and Johnson's policy of negotiating with anyone who truly represents the majority of workers,' the statement adds

Mr Gqweta said he was 'very happy' with the company's decision. 'Despite many problems, SAAWU is continuing to make progress,' he added

Workers back after threat

Labour Reporter

The 2500 workers at Ilco Homes in Durban returned to work today after management said it would pay them off if they did not stop their strike.

The strike over payments started on Monday at the Ilco Homes Phoenix housing project. Workers demanded to be paid fortnightly instead of monthly.

The managing director of Ilco, Mr Jos Demmers, said today the strikers

had been told they would be paid off if they did not return to work.

He said they would be able to vote on the issue of fortnightly pay tomorrow and that if a majority wanted this, the company would comply.

Mr Demmers said production had been affected by the strike and that at least a week's work had been lost. The South African Allied Workers' Union (Saawu) has been involved in the dispute.

tuberculosis, but this was not thought to be the principle cause of death. Thus 37% of those dying at St. Lucy's Hospital during this period had tuberculosis. Only 44 (15%) died of the next most commonly attributed cause, malnutrition.

In the Transkei at least tuberculosis is still the 'Captain of the Men of Death'.

Graph of $\ln q$ against t , 'a' representing the

ests are given in Table 4 and the rate of infection in Figure 2. The rate of infection up to the age of 10, 5% per annum (the 90% confidence limits being 1.5-8.5%). This figure is higher than that estimated by () for the Transkei as a whole. However, the figures for the Transkei Group (1974) which he was using one site to another (Grade III and IV reactors are tested in Site III, but only 28% of those in the figures for schools in the Tsolo district that Mshingo might be considered a location with

an two months mortality could not be measured, however, an inquiry was made as to how many in the previous Christmas, that is in a period age and the sex of the dead, and the nature of the deaths were also ascertained.

1-year estimate), including those who were away 32 deaths during the period (2.1%). Of these 25% were said to have died of 'tuberculosis'.

Respiratory symptoms do not imply a primary cause, but the relatives' statement that someone had been taken with some scepticism, it is notable that with the mortality estimates from within

In September 1976 there were 289 deaths in the principal cause of death attributed to 91 (31%) further 19 bore a diagnosis before death of

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g e-at
Taking logarithms, $\ln q = -at$

.....1.
.....2.
.....3.

...../3.

The Social Parameters of Infection

The question as to whether the incidence of tuberculosis is related with any social or economic parameter was studied by dividing the sample of children under 14 years old according to several groups. In this study and re-estimating the incidence for the several groups. In this study three parameters were selected as being of special interest: sleeping density, family income, and cattle ownership.

There is a generally held belief that tuberculosis will have a greater incidence where sleeping conditions are crowded, this hypothesis was tested in this survey by dividing the children into groups according to how many slept in their hut at night and then re-estimating the incidence for the different groups of children (Table 5, Figure 3). Surprisingly there was no correlation between crowding and infection. The first group (that is those sleeping 7 or more to a hut), the next group (that is those sleeping 6 or more to a hut), and the last group (that is those sleeping 3 or less to a hut), had all very much the same rate of infection as the rest of the sample. It is hard to find a satisfactory explanation for this result.

Tuberculosis has been traditionally associated not only with over-crowding but also with poverty. We therefore chose family income as our next parameter. We did not ask directly for an estimate of family income in the questionnaire because we were not sure how people would react to such a question, and because, as most of the respondents were women, it was not certain that they would know the answer to such a question. (Women tend not to be told the things, indeed many of them did not even know the nature of the work that their menfolk did in the towns.) We used instead an estimate of family income based on figures given in a recent survey of the same area by Westcott and Scott. They gave average figures for income from various sources (livestock, pensions, money earned locally, money earned in the towns), we therefore asked people how much livestock they had and how many of the household received a pension, how many earned money within the Transkei, how many earned money in the towns and sent some home. From this information we computed an estimated family income, and divided the family income by the number of people present in the household at the time. This gave an estimated income per person per month.

The children were then divided into two groups, those from families with incomes of R5 per person per month or more, and those from families with incomes below this level (Table 6; Figure 4), and the incidence was estimated for the two groups separately. The results were as might have been predicted. The richer children had an annual incidence of 9% (the 90% confidence limits being 13.72-5.48%), and the poorer children had an incidence of 14% (the 90% confidence limits being 18.56-10.24%).

Finally we looked at the effect of cattle ownership on the incidence of tuberculosis in children. Although it is well established that tuberculosis can be passed from cattle to man through infected milk, it was the general consensus of local medical opinion that this was not a problem in this area. This consensus is shared by doctors in other parts of Africa, even where there is considerable infection amongst the cattle (Maddipati, 1967). As cattle ownership is associated with wealth, and as the richer children had a lower incidence of tuberculosis, there was further evidence for believing that there would not be any association between cattle ownership and tuberculosis. The findings of this survey contradicted this supposition (Table 7, Figure 5), for the incidence among those children whose families did own cattle was 13.3 (95% confidence limits 18.28-9.40%), whilst among those children whose families did not own cattle it was 10.4% (14.38-6.96%). These figures suggest the need for further studies of the role of cattle in the area.

1454

Argus 2/4/81

Homes firm strikers go back to work

Argus Correspondent

DURBAN. — All 2300 strikers from the Phoenix and Queensburgh depots of Ilco Homes (Pty) Ltd and a further 700 from three other branches have today gone back to work.

The other three branches at which workers struck yesterday were at Isipingo, Cavendish and Mayville.

Mr Jos Demmers, general manager of the company, said today that they had prepared the strikers'

pay-outs' yesterday, but that today they were given a final warning.

'Early this morning I gave the strikers an ultimatum. Either come back to work today, or you will be paid off immediately,' he said.

Mr Demmers said that a referendum would be held tomorrow on whether the workers wished to be paid monthly or fortnightly.

He said he was not aware that branches in Soweto and Cape Town

had also considered striking.

He confirmed that a British television company would be arriving at the Phoenix depot to interview the strikers — 'although I don't know what for,' he said.

Mr Sam Kikine, the general secretary of the South African Allied Workers' Union, said that he commended Mr Demmers for the step he had taken.

The 460 African workers of the Dalton Sugar and Bark mill, who struck yesterday and on Tuesday, had not returned to work early today.

The management of the Union Co-operative Bark and Sugar Mill was negotiating with the workers.

Mr B A Charlton, personal assistant to the managing director, said the workers had come out on strike after a free meal had been stopped when they had received higher wages.

Arsonists bomb two Mdantsane homes

DD 8/4/81
295
152
139
186
143

MDANTSANE — The homes of two Wilson Rowntree workers were petrol bombed here while they were on night duty

The family of Mr Wilmot Mgcini Deluwe fled in their night clothing through the front door of their Zone 2 house because their kitchen door was tied with wire. Two bombs were thrown

His 70-year-old mother, Harriet, and sister, Ethel, were treated at the Cecilia Makiwane Hospital for shock and discharged

His father, Mr Issac Deluwe, 78-year-old urban representative in East London of the Imiqhayi tribe under Chief Bangilizwe Jali, said the blaze caused thousands of rands damage to furniture and two dogs suffocated

He said his son had heard of threats from former workmates because he did not go on strike when they downed tools last month after a dispute

They did not know where they were going to sleep as all their beds and blankets were destroyed

At the Zone 7 home of Mr Griffiths Ntlose, his wife, Nombeko, and eight-day-old baby girl were

awakened by a loud bang on her bedroom window and saw curtains burning

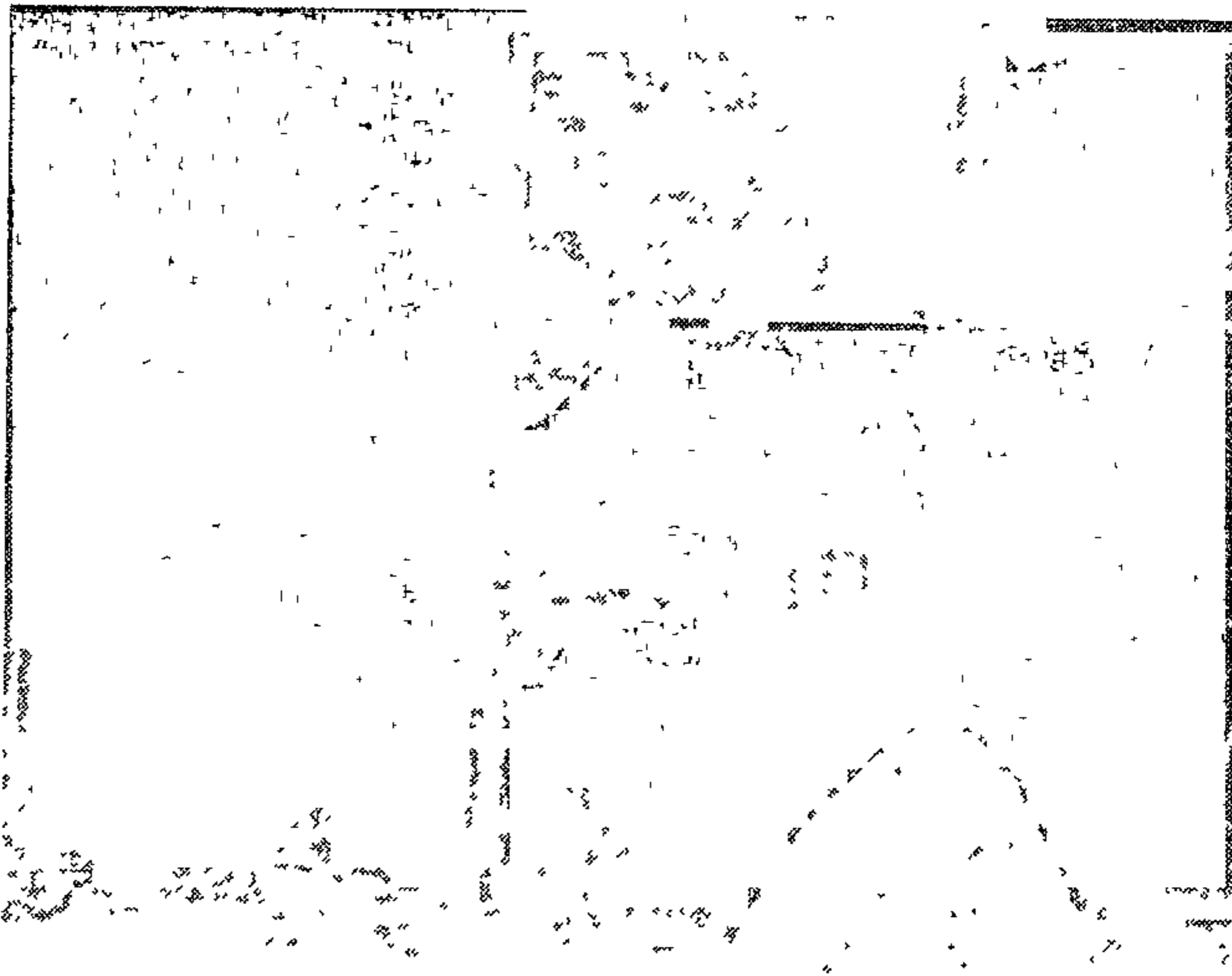
She took her baby to the lounge and together with her sister-in-law ex-

tinguished the fire with buckets of water.

All panes in her bedroom window were broken. Curtains and a radiogram and sideboard

were scorched by the fire.

She later found a broken bottle closed with a piece of cloth. The house smelt of petrol for some time.



Mr Isaac Deluwe next to the broken lounge windows through which two petrol bombs were hurled.

pe Town

Southern Africa Labour and Development Research Unit

THE DISTRIBUTION OF THE AFRICAN
POPULATION OF SOUTH AFRICA BY
AGE, SEX AND REGION-TYPE
1960, 1970 AND 1980
C.E.W. SIMKINS

Saldru Working Paper No. 32

January 1981

145A

1000 construction workers down tools

C Herald 4/4/81

139

ABOUT 1000 workers on the construction site of Ileo Homes in Kwamashu in Natal downed tools this week after presenting their bosses with a list of grievances.

On Monday morning 1000 workers of Ileo Homes (Pty) Ltd went on strike after rejecting the Labour Committee which the company recognised.

One of their other grievances is that they are paid monthly and by the time that they are paid the workers had taken out loans and in many cases the loans have overtaken their actual wage.

According to Mr Sam Kikine, general secretary of the South African Allied Workers' Union, 'the workers went on strike rather than allow a 'dummy' body such as the labour committee to represent them'.

Other grievances mentioned by Mr Kikine were, that the workers were not paid on public holidays and that the workers had no opportunity to meet top management except through the labour committee which very few workers recognised.

The Industrial Council of the Building Industry

has stated that they are aware of the public holiday dispute at Ileo Homes.

Female members of the staff received no maternity benefits either, according to Mr Kikine.

The 1000 workers have been suspended for the duration of discussions between SAAWU and the management.

Radio Bantu has been broadcasting talks on the strike and Mr Kikine said that the workers were disgusted in the false impression given by the broadcast.

Adult education projects would of necessity need to include leadership training and the encouragement of community participation in identifying needs and planning projects.

b) Community Betterment Schemes.

Once the community had been mobilised through adult education programmes and new confidence had been instilled into the people a number of projects could be planned and carried out. These should be aimed at contributing to community affairs; self help schemes aimed at combating malnutrition could be considered.

Projects should be placed on the following:

- 1) Water supply should be available to the community.
- 2) Agricultural projects should be seen as a priority. Community education with regard to improved farming techniques must be emphasized. Projects should be encouraged to form agricultural co-operatives for the purchase of seed, fertilizer etc. Properly organized projects should be established.
- 3) The improvement and protection of the community can best be effected by co-operation with the community and this will only come about when the need for a safe protected water supply is recognized.
- 4) The establishment of a community health centre is essential. This should be a priority project.
- 5) Community health projects should be encouraged to form health centres.
- 6) The establishment of a community health centre should be a priority project.
- 7) The establishment of a community health centre should be a priority project.
- 8) The establishment of a community health centre should be a priority project.
- 9) The establishment of a community health centre should be a priority project.
- 10) The establishment of a community health centre should be a priority project.

Many other projects are feasible but the essential ingredients of every one of them should be that they have been

planned and implemented by the people themselves.

c) Projects in Voluntary Worker Areas.

Community development workers in the rural areas face an almost insurmountable problem in the form of the migrant labour system.

People who live and work in the rural areas are locked out of the community and are unable to improve their living conditions. The migrant labour system is a major factor in this situation.

By Drew Forrest

Thirteen members of the South African Allied Workers Union (SAAWU) have been arrested, and are being held in the Ciskei under the homeland's security laws.

All are former employees of the Wilson-Rowntree sweet factory in East London, and were among the 500 odd workers dismissed after a strike at the plant in February.

Confirming the arrests, Ciskeian Security Police chief Brigadier Charles Sebe said the unionists were being held under proclamation R252 after being arrested in Mdantsane townships last Friday. The proclamation provides for 90-day detention without trial.

He said the police were investigating possible charges of arson and sabotage against the men.

Last year 14 SAAWU members, including some employed at Wilson-Rowntree, were held for periods of up to five weeks by the Ciskeians and were later released without charge.

Five former Wilson-Rowntree workers appeared in the magistrate's court in Mdantsane in February, charged with assault and another has reportedly been charged under the Riotous Assemblies Act.

The arrests follow a period of intense inter-union conflict and labour unrest at the Wilson-Rowntree plant culminating in mass dismissals after the February strike.

Ciskei police hold 13 union members

9/4/81
134
1454

re public... should be... project... all... talk... groups in hostels etc.

Some union detainees released

Fourteen members of the South African Allied Workers Union (SAAWU) have been released on bail after being charged by the Ciskeian authorities. Another 19 are still being held under the homeland's security laws.

All are former employees of the Wilson-Rowntree sweet factory in East London. According to the SAAWU branch secretary, Mr Xolani Khota, they include the chairman and secretary of the workers' committee at the plant and 12 shop stewards.

Mr Khota said those who had been released faced charges of public violence and riotous assembly. The remainder are known to be held under the Ciskeian Government proclamation R252, which provides for 90-day detention without trial.

The Ciskeian Security Police Chief Brigadier Charles Sebe said last week police were investigating possible charges of arson and sabotage against the men.

The Wilson-Rowntree plant has been the scene of intense inter-union strife and labour dissidence, culminating in the dismissal of about 500 workers in February this year.

replace the leaving white with black staff. He assured the Department that he would only take this step as a last resort.

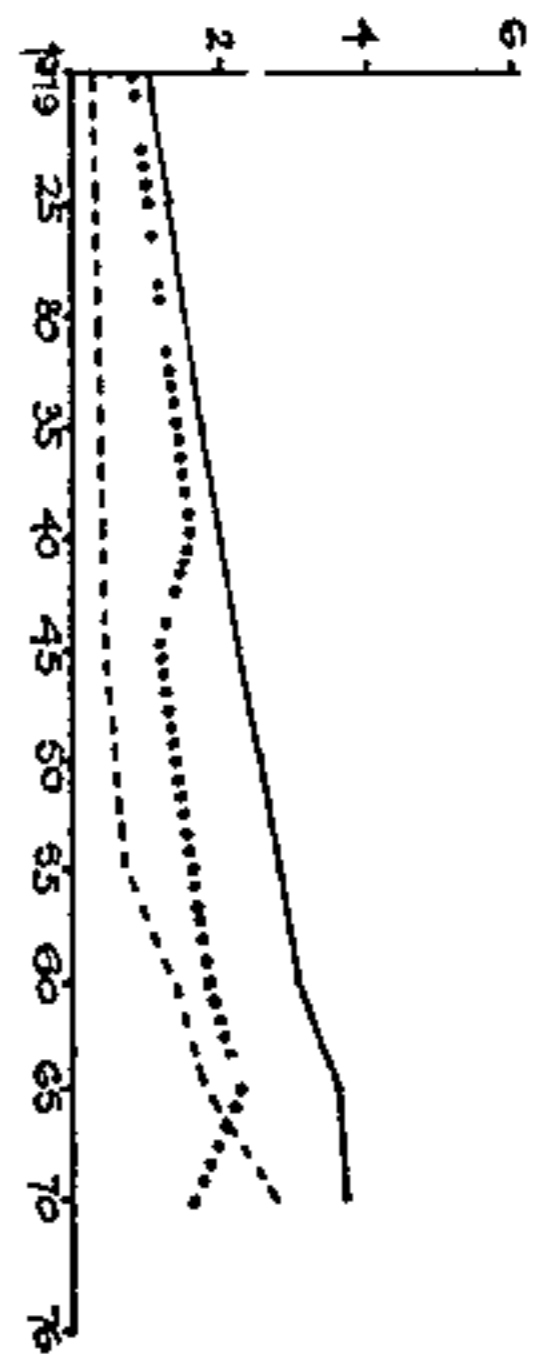
The Department, and particularly the private companies, have subsequently discovered that black nursing staff is indispensable to the adequate delivery of mental health care.

./...

black than white nurses. This is in spite of the absolute, though not relative, dominance of black inmates.

GRAPH 21

NURSING STAFF AT STATE MENTAL HOSPITALS 1976 - 1978



For many years, the mental health services were beleaguered by...

Many of these factors are in with and resolution of black staff, reducing the ones in urban areas.

testes the mental health post-superintendent of with an acute staffing department of Health to

Finances
It was not possible to distinguish between black and white expenses at state mental hospitals. The only parameter for exploring the racial bias in financial resource allocation was the government grants to the private companies who operate licensed institutions. The government paid these companies at an average rate of R4,77 per white patient per day, and R1,50 per black patient per day. Thus three to four times as much was spent daily on whites as on blacks in these licensed institutions. This discrepancy was manifest in a higher quality of food, accommodation and recreation for the whites, and a lower staff patient ratio. To the extent that the private com-

basic features of state mental hospitals, it is basis of the conditions observed at state and that at least a similar financial discrepancy between exists at state mental hospitals.

ned for completion by 1980. Thirty five planned for whites, the remainder for plans'. None are planned for blacks.

to be spent between 1980-85 on the creation at a rate of R4 000 per bed. Eighteen per cent (1 950) are planned for whites, 67% (7 840) for blacks and the remaining 16% (1 000) for 'Coloureds' and 'Asians'. If these plans materialise, assuming the present conditions of population ratio and bed numbers remain constant, 75% of the population will command 60% of the beds, while 25% will have 40%. At present, the white 25% have 60% of the beds.

It is interesting to note that of the 7 840 black beds only 2 200 are planned for the homelands. The remaining 5 640 (72%) are destined for the industrial areas of the country.

Mental Retardation and the Racial Question

The state has never provided facilities specifically for black mentally retarded children or adults. Until 1962 all its efforts in that direction were aimed at whites. (16)

16. In 1976, 3 133 beds for 2 204 white retards were provided at state mental hospitals.

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18/4/52
Saawu meeting

FAST LONDON -- The local branch of the South African Allied Workers Union (Saawu) will hold a general meeting tomorrow to discuss support for workers dismissed from local industries, the establishment of a

relief fund for unemployed workers, coordinating the boycott committee and the formation of a steering committee for the unemployed workers' union - DDR

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 DIVISION
 DIVISION

Mr D Rees
 Mr P B Gardner
 Assoc Prof S R Schach

Prof Z GURZVANSKI
 Prof K J Macgregor
 Mr M Walters

DIVISION OF ECONOMICS
 Computer Science
 Afrikaans

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 Mr A Wilson (Acc)
 Mr T Wegner (Bus.Sc.)
 Mr J Sussman (Acc)
 Mr D Schapiro (Acc)
 Mrs A Robinson (Acc)
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 Mr V V Razis (Bus.Sc.)
 Mr B D Phillips (Bus.Sc.)
 Mr S B Manyuku (Bus.Sc.)
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 Ms T Lamprecht (Bus.Sc.)
 Mr P K Haupt (Acc)
 Mr A Greyling (Acc)
 Mr A Gann (Acc)
 Mr M Eccles (Acc)

LECTURERS IN THE FACULTY

Mr R Young (Acc)
 Mr M C Vorster (G.S.B.)
 Mr E O Ullana (Acc)
 Mr T G Thomson (Bus.Sc.)
 Mr P Smith (Acc)
 Mr G Puttick (Acc)

21 go on hunger strike

STAR 27/4/81 (USA) ~~USA~~ ~~USA~~

Labour Reporter

Twenty-one detainees in the Ciskei went on a hunger strike today to protest at their detention.

They are all members of the South African Allied Workers Union (Saawu), and were recently detained by the Ciskei police after the Wilson-Rowntree company dispute.

Ciskei's Security Police chief, Brigadier Charles

Sebe, has confirmed the men are being held under section R252 which provides for 90 day detention without trial.

Saawu's branch chairman in East London, Misi Sisa Njikelana, said today the 21 detainees went on a hunger strike to protest at their imprisonment.

Fourteen other Saawu detainees in the Ciskei were released on bail earlier this month.

18/4/81
Gqweta predicts ban on Saawu

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item 8

item 2

PC 394

Business Science

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of current DC.

SA Advertising

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AT MEETINGS

EAST LONDON Mr Thozamile Gqweta, the national organiser of the South African Allied Workers Union (Saawu), predicted yesterday that the union would be banned in the Ciskei after it becomes independent in December

Speaking before a crowd of about 600 at a Saawu mass meeting here yesterday Mr Gqweta said "Chief Minister Sebe does not like to see that other people have support among the community

"That is why he locked up a number of union officials in December. He did not want us to hinder the referendum which was being held then

"Chief Sebe is not happy with Saawu. We have a membership of more than 15 000 in the East London area alone. He feels that we pose a threat to him "

Mr Gqweta alleged that the meeting a few weeks ago between Mr Fanie Botha, the Minister of Manpower Utilisation, and Chief Sebe was to discuss means of suppressing Saawu

Mr Gqweta said the long-term objective of Saawu was to move beyond organising on the shop floor

"We want to transform the status quo," he said. "We want to see the abolition of Draconian laws such as the Group Areas Act and the Industrial Conciliation Act.

"We are striving to do away with the exploitation of man by man in South Africa "

Mr Sisa Njikelana, the East London branch chairman of Saawu, said that "a trade union serves more than just the shop floor interests of workers "

He called for a government based on the interests of the workers, as for instance the Labour Party when it was in power in England.

He said one of the biggest drawbacks to gaining rights for black workers was resistance to change among white workers.

Mr Njikelana also criticised the government for allowing the exploitation of black workers

Mr Njikelana confirmed Saawu's rejection of registration and their opposition to the government's bantustan policy. **DDA**

5. New B.Com. and CTA courses
4. GSB budgets
3. Ph.D. Candidate Miss P Lomber
2. M.Com, R Bee
9. Entrance Requirements Higher Degrees
8. Statistical Business Computing.
7. 1981 Prospect entries
4. GSB examinations
3. New Rule for
5. Changes to B.Com. degree
3. Change : B.B Personnel
10. Doctoral Degree
6. Institute of Advertising Studies
5. Class Medal B.Bus.Sc.

AND THROUGH DEAN'S CIRCULARS

ACTION TAKEN ON THE RECOMMENDATIONS

ANNEXURE TO DEAN'S

Schedule of

DC 186
 19 September
 1980

DC 185
 12 August 1980

Minutes
 24 July 1980

DC 184
 11 July 1980

DC 183
 13 June 1980

DC 182
 22 May 1980

Source



November 1980 Examinations

1/100
2/100
3/100
4/100
5/100
6/100
7/100
8/100
9/100
10/100

COURSE DESCRIPTION	EXAMINATION RESULT SUMMARY										TOTAL					
	1	2	3	AS	AT	18	12	90	AB	AB/S		PASS	UP	3NX	3X	O/S
201202 ACCOUNTING A	6	15	52	134	92	42	25	0	7	0	0	0	0	0	0	382
201204 INTRO. TO MANAGEMENT ACCOUNTING	11	5	22	41	48	4	0	0	2	0	0	0	0	0	1	140
201302 ACCOUNTING B	5	10	57	104	84	11	0	0	2	0	0	0	0	0	0	276
201505 COSTING (MANAGEMENT ACCING) I	10	21	61	102	53	8	0	0	5	0	0	0	0	0	0	265

BBC focus on fastest growing SA union

The Star Bureau
LONDON — In East London black workers face white companies determined to hold the line against the local black trade union for fear that they will lose control of their work force, British television viewers have been told.

But other companies believe that black advancement is not to be feared, said commentator Ian Smith in a BBC documentary on industrial relations in the Eastern Cape seaport last night.

The programme dealt particularly with the Wilson-Rowntree strike.

Smith said the local black trade union, with around 15,000 members, was the "fastest growing black trade union in South Africa. It is also the one the management most like to hate"

The managements blamed for most of the union's activity was Mr Dsamile Gqweta (28) — its national organiser. But Mr Gqweta was philosophic about white opposition to him and his union.

"Anything in South Africa designed to fight for the rights of the oppressed masses is never liked by the people who have played a part in oppressing or victimising such masses," he said.

"They don't like us because we are not here to make compromises. We are here to speak on behalf of the workers..."

Mr Jock Allison, of the East London Chamber of Commerce, said most of the chamber's members disapproved of the trade union "as is exists at the moment."

"They don't object to the trade union as such, but of the way they are going about things." The union had come as a "shock," he added.

201410 COSTING II	6	4	18	100	70	28	0	12	6	0	0	0	0	0	0	253
201411 INSOLVENCY	30	36	87	41	1	0	0	8	1	0	0	0	0	0	0	208
201701 ACCOUNTING HONOURS	1	2	6	15	1	0	0	2	0	0	0	0	0	0	1	28
201702 MANAGEMENT ACCOUNT HONOURS	0	0	2	2	0	0	0	0	0	0	0	0	0	0	17	21
201703 TAXATION HONOURS	0	0	1	4	0	0	0	0	0	0	0	0	0	0	15	20
201704 ADVANCED DIPLOMA IN TAXATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
201705 ADVANCED DIP MANAGEMENT ACC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2
201710 BUSI. ESS DATA PROCESS (HONS)	0	1	8	4	0	0	0	0	0	0	0	0	0	0	16	29
201711 ADV DIP BUSINESS DATA PROCESS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
201801 ACCOUNTING M.COM.	0	0	0	0	0	0	0	0	0	2	0	0	0	0	4	6
201901 ACCOUNTING PH.D.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	5
202104 EMPLOY & STRUCT OF BUSINESS 1/2	3	2	49	59	33	13	3	1	0	0	0	0	0	0	0	163
202105 MANAGEMENT OF HUMAN RESOURCES-1/2	2	5	32	51	48	11	0	4	1	0	0	0	0	0	0	154
202203 BUSINESS ADMINISTRATION I	1	0	24	77	25	3	10	2	8	0	0	0	0	0	0	150

BBC film on EIL labour

Dispute

Slammed

By IAN HOSES, Daily Dispatch London Bureau.

A BBC television report on the strike troubles at the East London subsidiary of the British confectionery giant Rowntree - Mackintosh, was described yesterday as biased and unfair.

The BBC programme 'Newnight' said the company's 'legalistic approach' to the two-month-long 'strike' by nearly 500 blacks at Wilson Rowntree had led to a confrontation of 'enormous political significance' for South Africa, and ultimately threatened white power.

In a statement released yesterday, the Rowntree - Mackintosh headquarters at York said they fully supported the action taken by their South African management team in East London.

The statement said the actions of the South African Allied Workers Union (Saawu) were political and it was not a true union.

A company spokesman said the dismissed workers at the Wilson Rowntree subsidiary were not on strike but had dismissed themselves by walking out and had now been replaced.

The spokesman said the subsidiary had an exemplary employment record that conditions were well above the Common Market code of practice and the men the BBC called 'strikers' had been given repeated opportunities to air their grievances.

He claimed there had been intimidation and violence against non-strikers.

About 20 of the men who originally walked out were among those claiming they were victims of intimidation and they were against working for the company.

The spokesman said

following investigations, they concluded there were no grounds for strike action by the members of Saawu. It was now the company's duty to guarantee employment for its 1 600 employees.

The Rowntree Mackintosh statement said:

"The BBC programme, 'Newnight', broadcast a one-sided and a very pro-Saawu view of what in reality is a very complex situation affecting Wilson Rowntree.

"Wilson - Rowntree already have a recognised multi-racial sweet workers union representing its black white, coloured and Asian workforce.

"The company explored, with Saawu, ways in which Saawu might have a place in the company's industrial relations structure.

"However, Saawu, which has only black members, was not prepared to sit down with any other union.

Its condonation of violence and intimidation of employees in furtherance of political aims discredited it as a genuine trade union with the interests of the Wilson Rowntree workforce at heart.

"Statements issued from Saawu cannot be relied upon. Since October 1980, Saawu has caused 17 strikes or stoppages and 45 disputes on the basis of alleged grievances which, on investigation, were found to be groundless and were not pursued.

"Physical attacks on employees and petrol bomb attacks on their

homes have been part of the more recent developments.

"Wilson - Rowntree's record as an employer with enlightened policies is second to none. Its parent company is keenly informed of developments and fully supports the local South African management."

The BBC introduced its 20 minute film report on the Wilson-Rowntree troubles, made by a TV journalist, Mr Ian Hoses, as a study of 'the progress of black power in white industry' in South Africa.

The introduction said headline blacks seeking more control were increasingly joining unofficial unions and forcing white employers closer to recognising them.

Mr Smith said the East London-based Saawu, which already claimed 13,000 members, was the union management most loved to hate.

The demands they were making, he said, may ultimately threaten the power of white South

Africa much more than even the massive public demonstrations in favour of freedom and political rights of the early 1980s.

He said East London where top black wage earners still received only marginally more than the lowest paid whites earned five years ago, was a fruitful hunting ground for Saawu.

Conditions and wages had improved under pressure from foreign-owned companies but nowhere near enough to overcome the pent-up tide of black resentment.

He said Saawu had regularly proved it had the majority of workers behind it.

He said that in its dealings with Saawu, Rowntree had been careful not to do anything illegal, but the company's 'legalistic' approach to the unregistered union had created "a confrontation with enormous political significance."

Mr Thozamle Gweta, Saawu's national organiser, who was imprisoned and then released three times last year, was the dominant figure in the report.

He said Saawu was not there to make commitments, but to speak on behalf of the workers and



Thozamle Gweta, Saawu organiser — a storm around his head.

to "tell the bosses and anybody else what the workers actually say."

Mr Smith said the bursting down of the houses of some of the Rowntree workers after the start of the strike gave the Ciskei authorities "just the stick they wanted with which to beat Saawu."

Eighty members of the strike committee were arrested on the orders of Brigadier Charles Sebe of the Ciskei security police.

Brigadier Sebe said he had not detained Saawu members as trade

"But I think that before one enters that stage one has to take cognisance of what people are saying or desiring."

A period of conflict or a form of conflict is probably unavoidable, though I foresee further significant changes taking place.

"I say this because it seems to me the level of expectation of those people not participating in the system at the moment is growing, probably at the same speed as government is prepared to make concessions."

So I foresee in the next several years an increasing level of participation, but also maintenance of the gap between expectations and willingness to let people participate.

Mr Ferreira concluded that such time as people are capable of participating on an equal basis as everybody else in the whole process of the industrial mechanism there are going to be strikes and a degree of unrest.

"That does not mean I am suggesting that when there is total and full participation there is necessarily going to be industrial peace, because I think one will then start looking at possibly the degree to which people have been excluded in the past and the degree of redistribution almost that has to be made for that."

Mr Gweta's last word was that black workers themselves had to participate fully in democracy.

"They must not think that Saawu is going to liberate them," he said. "In fact Saawu is the workers themselves."

If Saawu had succeeded in raising the workers' consciousness and in trade unionising them in general, "they shall be able to look after themselves."

Brigadier Sebe said he had not detained Saawu members as trade

4 detainees in hospital

EAST LONDON — Four of the 21 former Wilson Rowntree employees detained under the Ciskei emergency regulations are in hospital after going on a hunger strike, the Secretary for the Ciskei Central Intelligence Services, Brig Charles Sebe, confirmed yesterday

Brig Sebe, who returned to his office yesterday after being away for three days, said he did not have the names of the men with him but had received a report that the men were in hospital in Mdantsane

There was nothing special about their admission to hospital, he said

"As a matter of routine we always take prisoners who are on a hunger strike to hospital," he said

Brig Sebe said charges were being preferred against the men and they would all appear in court soon

The men were detained four weeks ago — DDR

Dis 1/5/81 (1/5/81) (1/5/81) (1/5/81) (1/5/81) (1/5/81)

DAILY DISP (145A)
Saawu
1/5/81
man's

room

bombed

EAST LONDON —
Damage estimated at
several hundred rands
was caused when a petrol
bomb was thrown into a
room in Zone 3, Mdant-
sane, in which the local
chairman of the South
African Allied Worker
Union, Mr Sisa Njikelana,
lives

An official of the union
said they learnt from the
owner of the house that
the petrol bomb was
thrown at 1 am yesterday

Just after it had been
thrown they heard some
running in the yard and a
car drove off

Mr Njikelana was away
in Durban attending a
trade union confe. nec
- DDR

Disp 2/5/81
4 back in
~~(45 9) (52) (45)~~
detention

EAST LONDON -- The four former Wilson Rowntree workers who were in hospital following a hunger strike had been discharged and were back in detention, the head of the Ciskei Central Intelligence Services, Brigadier Charles Sebhe, confirmed here last night.

He said everything was back to normal -- DDR

Traders may be 'compelled' to boycott

Staff Reporter

TRADERS affiliated to the Western Cape Trade Association (WCTA) would be "compelled" not to stock Wilson-Rowntree products if the 500 dismissed workers were not reinstated by the end of the month, a spokesman for the WCTA said yesterday.

The executive of the WCTA had decided in principle to support a boycott of the products, but the final decision would be taken at the general meeting to be held at the end of the month, he said.

"At this 11th hour, we ask the management to reinstate the workers or force traders to take their business elsewhere," he said.

The workers who all belong to the South African Allied Workers' Union (SAAWU) lost their jobs in February after demanding the reinstatement of three workers dismissed over a dispute.

"With the trade unions and the university students supporting the boycott, it won't be long before the consumer will force the traders not to stock the products," the spokesman said.

Boycott call

Last week, the two strongest unions in Cape Town, the Food and Canning Workers' Union and the General Workers' Union, gave their support to the call to boycott all products of Wilson-Rowntree.

Support for the boycott also came from students at the University of Western Cape and the University of Cape Town on Friday.

According to one of the dismissed workers, Mr Johnson Ndidwa, who addressed students at the two universities last week, the dispute which led to the dismissal of all the workers arose when three workers refused to fit belts that had come loose.

They refused because they had been warned last year to leave such jobs to the fitters, he said.

At that time, they had to sign reprimand slips agreeing not to fix the machines.

Dispute

Mr Ndidwa said that on the night of the dispute the workers had demanded written authorization to go ahead and repair the belts because they feared dismissal. They had also asked to be paid for doing work which was not their job.

"After the three had to leave, 49 others downed tools, followed by another 40 workers, demanding the reinstatement of the three. All were dismissed," he said.

After two weeks, the rest of the workers downed tools and they were dismissed.

The workers and SAAWU were demanding the reinstatement of all those presently dismissed, he said.

4/6/51 SIM
Union man's home hit

Labour Report

The home of a trade union leader in Sidcup, East London, was petrol-bombed last week.

No one was injured in the attack on the home of Mr Sisa Ntshelana, the East London head of the South African Allied Workers' Union (SAAU) although furniture and several rooms were damaged.

Mr Ntshelana was not at home at the time. Police are investigating.

DAILY DISP 5/5/81 (145A) (244)

Ciskei police probe bombing

MDANTSANE — Ciskei police were investigating the petrol bombing of the Zone 3 home of the East London chairman of the South African Allied Workers' Union, Mr Sisa Njikelana, the head of the Ciskei Central Intelligence Services, Brig

Charles Sebe, said yesterday

Mr Njikelana's room was petrol bombed last Wednesday. He was away in Durban at the time.

Extensive damage to his bedding and clothing was caused. — DDR

145A

Gqweta elected new Saawu president

EAST LONDON — Mr thozamile Gqweta was elected national president of the South African Allied Workers Union (Saawu) at the national conference of the union held in Durban.

Saawu, which claims a membership of about 5 000 in the East London area, has approximately 60 000 members nationwide. Apart from the branch here it has branches in Durban, Port

Elizabeth and
Johannesburg

Mr Gqweta, who is based in East London, was previously the national organiser of Saawu. This position has now been filled by Mr H K Barnabas of Johannesburg. According to a Saawu spokesman Mr Barnabas' election is significant because Johannesburg is regarded as Saawu's biggest future growth area. — DDR



MR GQWETA

Bill 145A
8/5/81
condemned

Labour Reporter

THE SA Allied Workers Union (SAAWU) has reaffirmed its opposition to union registration and has called for fundamental changes in South Africa at its third annual congress in Durban.

In a statement, Saawu said the congress had condemned the Industrial Conciliation Amendment Bill as it is 'intended to destroy the only peaceful weapon the workers could have used in their struggle for their rights.'

It reiterated a demand for the unconditional right of workers to strike in support of their demands, and to form or join trade unions of their own choice.

Describing apartheid as 'a brutal system of labour control', it called for the abolition of the pass laws and the migratory labour system. It demanded an end to discrimination in education and training, including apprenticeships.

Saawu said a minimum wage of R50 a week should be paid in rural areas and at least R2 an hour in urban areas, with both rates indexed to inflation.

Support for sweet boycott claimed

July 20/8/56
14.5 P
14.5 P
14.5 P

LAST LONDON - The boycott of Wilson Rowntree products has become a national issue, according to Mr Thozamile Gqweta, the national president of the South African Allied Workers Union.

Mr Gqweta said here yesterday that he was pleased with the support that the boycott had received from organisations in other centres, especially in Durban and Cape Town.

Organisations which were supporting the boycott included the SRCs of the Universities of Natal, Durban, Westville, Cape Town and Western Cape as well as the Food and Canning Workers Union and the General Workers Union.

Mr Gqweta said he could not gauge at present what the effect of the boycott had been on sales of Wilson-Rowntree products.

"That information can only be obtained from Wilson Rowntree and we think it is unlikely they will release it."

The personnel manager of Wilson Rowntree, Mr Alistair Lightbody, was unavailable for comment yesterday.

The Wilson-Rowntree boycott was called after the dismissal of about 500 workers at the firm's plant here in February. DDR

Anatomy of a labour dispute

A view from the outside

By ALLEN HIRSCH, lecturer in Economic History, UCT, and PHILIPPA GREEN, researcher, South African Labour Development Research Unit

FOR nearly three months now, 500 workers from the Wilson Rowntree factory in East London have been out of work after downing tools in protest at the dismissal of fellow workers.

The dismissed workers and their union, the South African Allied Workers Union (Saawu), have called for a boycott of all Wilson-Rowntree products in support of their demands for reinstatement and recognition of their workers committee.

The dispute began on February 9 when three workers on night shift were dismissed for refusing to repair a machine — a job usually done by skilled workers. According to Saawu, workers were formally reprimanded in October last year for damaging a machine which they had been asked to repair. Consequently the three night shift workers were reluctant to undertake machine repairs. They asked the foreman instructing them for written permission from management and for skilled rates of pay if they did the job.

The foreman refused to agree to this and after consulting with management dismissed the workers for refusing to carry out instructions.

After negotiation between the (formally unrecognized) Saawu workers' committee and management on the reinstatement of the dismissed workers had failed, a total of 500 workers who department by department, had protested about the dismissal, were in turn dismissed.

Saawu then sent a telex to the management of the parent company in Britain Wilson-Mackintosh (Pty) Ltd appealing to them to intervene. In his reply, the company's chairman Sir Donald Barron accused Saawu of intimidation of the workers.

This dispute at Wilson-Rowntree has been the culmination of an involved series of struggles between workers and management.

The issue has been complicated by disputes between two unions — Saawu and the Sweet Workers' Union (SWU), a Tucsa affiliate.

Although the SWU claims to have been operating in Wilson-Rowntree for almost 40 years, Saawu claims 90 percent membership of the workers. Subsequent events seem to confirm the substantial support enjoyed by the Saawu-organized workers' executive committee.

Workers claim to have been victimized because of their Saawu membership. Although management has negotiated with this workers' committee

on at least four occasions it still has not recognized them officially.

Disputes over the dismissal of workers in the moulding, tuffee and gum departments at different times last year were settled after management had negotiated with the unrecognized workers committee.

Wilson-Rowntree workers also reacted strongly to the government's controversial proposed legislation on pensions. Again management negotiated with the Saawu committee and workers' pension contributions were refunded in December 1980.

Since the re-opening of the factory this year, after the Christmas break, the workers' executive committee and management have been negotiating about official recognition for the union. Management said it would recognize only a black workers committee. The workers rejected this as they organize on a principle of non-racialism.

It was in the midst of these negotiations that the three workers were dismissed on February 9.

But it is important to understand these disputes in the context of the history of the Saawu in East London.

The Saawu was born in March 1979 after a controversial conference of the Black Allied Workers Union (Bawu). It was decided to dissolve the black consciousness union in favour of a new non-racial union, Saawu. It emerged first in Durban and then in East London in November.

Since March 1980, when its offices were established in East London with Mr Thozamile Gqwetha and Mr Sisa Njikelana as principal officials, the Saawu has grown rapidly. Its leaders attribute its growth to the success of its "democratic factory committee policy" and the frequent popular mass meetings it organizes for the East London workers.

The Department of Manpower Utilization has been concerned about Saawu's rapid rise to popularity because of its militance and its stand against the State's current labour dispensation. The Saawu has refused to consider registration under the Amended Industrial Conciliation Act, even when promised recognition by employers under those conditions. It regards the system as a form of state control of trade unions.

The government's concern has taken several forms. In October last year, the Minister of Manpower Utilization flew down to East London to encourage employers to "hold out" against Saawu until new legislation was introduced that would assist them. The department has also intervened in strikes in

There have been calls by some trade unionists for a boycott of the products of Messrs Wilson Rowntree following a labour dispute at the firm's East London plant. Here is the story of the dispute as seen by outside observers and by the management of the firm.

an attempt to counter the Saawu.

More serious has been the frequent harassment of Saawu officials and shop stewards by the police. Both the South African and the Ciskei security police have detained Saawu officials and members under security legislation. Charges of incitement to strike were laid against Mr Gqwetha and others last year. However, in February this year the State withdrew the case before evidence was heard.

In spite of the open antagonism of various departments of the South African state, the Saawu in East London has had a great deal of success. By February this year estimates of membership varied from 10 to 20 000,

spread over 22 industries. Furthermore, it has been officially recognized by two firms in East London — SA Chloride in November last year and Johnson and Johnson in April this year. Referenda held at the factories showed that over 90 percent of the workers favoured Saawu.

These companies, both subsidiaries of international companies, represent the exception today. Most firms in East London are wary of Saawu's growing strength and are following Mr Fanie Botha's recommendation to "hold out".

Wilson-Rowntree's uncompromising attitude in the February dispute was the first sign of an employers' offensive against Saawu. The Wilson's example has been followed by another East London firm Everite first refused to recognize a workers committee formed by Saawu workers and then dismissed about 230 workers who struck during a dispute over the dismissal of two workers.

The situation in East London is clearly an explosive one. On the one hand there is a militant trade union which has immense popular appeal little more than a year after its foundation, and on the other, there are some hardline managers who refuse to negotiate with unions or committees not of their own choosing.

In a final attempt to get management to back down on its uncompromising stand, the Saawu and the workers have organized a boycott of Wilson-Rowntree products in East London. A call for support has already gone out to other major centres. And now the possibility of another national boycott looms.

The view of management

MESSRS WILSON-ROWNTREE, East London responded as follows when asked for their comments.

THE FACTS are: The three workers were never dismissed and the 500 workers (actually 470 workers) were never dismissed. They walked off the job and broke their contracts and the allegations made by the machine operators in respect of what they were asked to do are completely false. We have evidence both written and on tapes to prove this and we are prepared to produce this evidence. The facts are not as stated by Saawu and the three workers.

This was not by any means the first incident in which the employees were concerned, many of whom had been involved in some 17 strikes or work stoppages and 45 serious breaches of discipline during the four months from the Saawu's appearance in September last year until February 1981.

There is no doubt that these were attempts at contrived confrontation, aided and abetted by the Saawu's executive.

Wilson-Rowntree is an apolitical company and has a multi-racial work force. Indeed it is a founder and prime mover in enlightened industrial relations practices. The Saawu's disregard for other ethnic groups at Wilson-Rowntree, particularly the coloured people, as evidenced in the first strike of last year, is both repugnant and disconcerting from an industrial relations point of view.

The article claims that the South African Allied Workers Union represents the workers at Wilson-Rowntree. This is incorrect. It should be stressed that our 350 coloured employees neither supported or participated in the strikes and confrontations. Indeed they see Saawu as a threat to their job security.

The article claims that workers have been victimized for joining Saawu. No Wilson-Rowntree employee has ever been victimized for joining Saawu. No Wilson-Rowntree employee has ever been victimized for joining any trade union or association. This company believes in freedom of association.

We have evidence that Saawu intimidated and coerced many of its claimed membership at Wilson-Rowntree into joining its ranks which the victims did as a form of insurance to protect themselves and their families.

We will not comment on the subsequent bombings and violent attacks on loyal Wilson-Rowntree employees and their houses as these events are awaiting adjudication by the criminal courts.

The article claims that Wilson-Rowntree management will not recognize Saawu. The company at the time of the incident had given de facto recognition to the workers' central executive committee and was following a policy of holding Saawu in the negotiating process. Again, the company had a choice of stance if it is required.

This was in spite of Saawu's refusal to deal with or even talk to the SWU (the Sweet Workers' Union). The SWU is a multi-racial union which we officially recognized in 1982. Currently its membership consists of 36 percent of the white employees, 94 percent of the coloured employees, 72 percent of the Asian employees and 83 percent of the black employees of Wilson-Rowntree.

We would gladly have accepted Saawu had Saawu adopted a different and non-racialistic approach and taken into account our coloured, Asiatic and white employees. Our philosophy basically is that it does not matter whom we negotiate with. All we want to do is reach agreement with the true representatives of all race groups knowing that the agreement we have established is valid, binding and equally enforceable on all parties.

Mr Steve Scheepers, deputy vice-president of the Trade Union Council of South Africa has gone on record as saying "I think Wilson-Rowntree went out of their way to meet the demands of Saawu — but they were demands that couldn't possibly be met by any reasonable management."

"I blame the Saawu leadership entirely for the workers losing their jobs and believe that Wilson-Rowntree showed considerable restraint in their dealings with strikers."

We believe our efforts to improve the future of all employees are substantial and in the best interests of both management and workers. A senior employee of the company would be happy to go to Cape Town to give you any further facts or figures you require, if you feel this would help us to get a fair and honest hearing.

We believe the boycott, as referred to in the article, is completely unwarranted and prejudicial to both employer and employees. This company has an international history of sound industrial relations since it was established.

The section of the article commencing "the Department of Manpower Utilization and continuing until "Mr Fanie Botha's recommendation to hold out" describes issues and events and State views and expressions of persons and organizations not connected with our company and we object to being associated with these comments.

The remainder of the article which implies an uncompromising attitude on the part of management is totally incorrect. On the contrary, it was the uncompromising attitude of Saawu in not being prepared to sit down and talk with the Sweet Workers' Union and hammer out some form of agreement and whereby all (black, white, coloured and Asiatic) employees have proper representation which led to the current situation.

DAILY Star 9/5/81

Spell out union policy Sebe told

PORT ELIZABETH — The independent South African Allied Workers' Union, which claims a membership of more than 75 000 workers in East London and Durban, has challenged the Ciskei Government to spell out what its policy on trade unions will be after independence.

A resolution adopted at Saawu's national congress in Durban this week said it rejected the "abhorrent system of bantustanisation which makes foreigners of us in the land of our birth."

Although it demanded to know what the policy towards trade unions would be in independent Ciskei, Saawu said it did not recognise this independence.

The resolution condemned the arbitrary eviction of workers from their homes by supporters of the ruling parties of the homelands, including

Ciskei, and the practice of detaining workers and their leaders without trial. It demanded an explanation why workers were not allowed to hold meetings in Mdantsane.

Speaking from Durban, the union's general secretary, Mr Sam Kikine, said Saawu had come under a great deal of harassment from Ciskei and warned that the territory's government would face problems if it did not come to terms with Saawu.

The congress also demanded the release of the "internationally accepted leader of South Africa," Nelson Mandela, reaffirmed its stand against registration and called for the abolition of the pass laws and migrant labour system.

It called for a national minimum wage for all workers, regardless of sex or colour, of R50 a week in rural areas and R2 an hour in urban areas — DDC

Boycott of sweet company urged

Staff Reporter

WESTERN Cape pupil representatives yesterday called on their parents and all traders to support the boycott of Wilson-Rowntree products

At a meeting of the Inter-Regional Students Representative Council, representing 60 Western Cape schools and other educational institutions, they decided to boycott all products in support of the 'struggle of the workers in East London'

In a statement issued after the meeting, they said they supported the struggle of the workers

"We call on all SRC's to discuss the strike and the boycott and to spread the word in the community the statement reads

"Our fight for a democratic South Africa can only come about through the unity of workers, communities and

students

Support for the boycott has already come from Cape Town's strongest trade unions, the Food and Canning Workers' Union and the General Workers' Union, as well as the Universities of Western Cape and Cape Town

The executive of the Western Cape Traders Association (WCTA) has in principle decided to boycott all Wilson-Rowntree products but the final decision will be taken at its general meeting

The traders have called on the management of Wilson-Rowntree to reinstate the nearly 500 dismissed workers or 'force the traders to take their business elsewhere

The workers, who all belong to the South African Allied Workers' Union (Sawu) lost their jobs in February after demanding the reinstatement of three dismissed workers

Challenge by union to Ciskei

Own Correspondent

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CT 11/5/81

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RDM 14/5/81

Union 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 yesterday that attempts to retain factory-level bargaining with official works and liaison committees was an attempt to retain 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 "any 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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'Vital role' for students in SA

Arguo 15/5/81

~~158~~ 145A
~~186~~

Labour Reporter

STUDENTS had a vital role to play in the struggle for genuine democracy in South Africa, the vice-president of the SA Allied Workers' Union (Saawu) said at the University of Cape Town yesterday.

Mr Sisa Njikelana was speaking on the three-month long strike by more than 500 workers at the Wilson-Rowntree factory in East London.

He said it was not enough for students to share in the struggle for democracy. They had to make sacrifices and intensify the struggle.

DECISIONS

Saawu stood for non-racialism — 'the only way to establish and maintain racial harmony for the future South Africa' — and for the masses to share in decision making.

'We believe that before you are a member of a trade union, you are a member of society as well. Whatever affects you as a worker will also affect you as a member of society.'

He said it was argued by management at Wilson-Rowntree that the striking workers had dismissed themselves.

'The workers ask the question are they insane to dismiss themselves in view of the massive unemployment in East London, where they won't get jobs for a year or more?'

The students resolved to support Saawu in its struggle by continuing to boycott Wilson-Rowntree products.

Wilson-Rowntree's reply was misleading



CT 15/5/81
145A 12A 12A 12A

From **ALAN HIRSCH** and **PHILIPPA GREEN** (Economic History Department, UCT, Rondebosch):

THE REPLY from Wilson-Rowntree management published alongside our article on the labour dispute in East London (Cape Times, May 8) disturbed us. We feel it is misleading and inaccurate and wish to use your columns to set some issues straight.

Wilson-Rowntree went through our article and disputed it point by point. We wish to follow suit with regard to some disputable points they made.

Firstly, they dispute our use of the phrase "dismissal of workers". They argue that the

workers "walked off the job and broke their contracts". What in fact happened, to our knowledge, is that after two weeks of negotiations at which Wilson-Rowntree refused to reinstate the original three sacked workers, another 470 stopped work in protest. They were immediately given an *ultimatum by management* to resume work or leave. They did the latter. As far as we are concerned that constitutes a dismissal.

Secondly, SAAWU is accused of being a racialistic union. This is contrasted with Wilson-Rowntree's philanthropic reputation and the policies of the Sweet Workers' Union. Wilson-Rowntree, in fact, refused to recognize the SAAWU committee unless it called itself a black works committee. SAAWU refused to sanction a separate works committee for African workers precisely because it would have been racially constituted. Moreover, SAAWU has repeatedly publicized its non-racial stance on trade unionism.

The Sweet Workers' Union, on the other hand, having been established at Wilson-Rowntree in 1942, had still neglected to open its union to Africans at the beginning of 1980. They limited African workers' participation to a funeral benefit scheme.

Reputation

We can't dispute Wilson-Rowntree's good reputation. We only question whether they are putting that into practice at present.

Thirdly, as for Wilson-Rowntree believing in freedom of association, it has been alleged that workers employed there now are compelled to sign SWU membership forms as a

condition of employment. SWU membership figures are questionable in this light, particularly as most SAAWU members are no longer employed in the factory.

Finally, Wilson-Rowntree, in their reply, dissociated themselves from the uncompromising stand encouraged by the Department of Manpower Utilization. They instead accuse SAAWU of being uncompromising by refusing to sit down with the SWU in negotiations. The latter point is not entirely incorrect and apparently stemmed from SAAWU's reluctance to divide the workers along racial lines between the unions. However, Wilson-Rowntree will have to try harder to dispute the coincidence of their behaviour in the dispute and the hardline attitude encouraged by the state.

Whether they are following instructions or not is beside the point. The point is that the dispute has become a flashpoint in an unstable East London. Wilson-Rowntree's actions over the last few months seem to have done little to settle the dispute or establish more peaceful industrial relations in the area.

Saawu alleges Ciskei favours sweet union

DAIC 7 DISP 16/5/81
145A
186 379 186

CAPE TOWN — The vice-president of the South African Allied Workers Union (Saawu), Mr Sisa Njikelana, has alleged here that East London sweet workers belonging to the union are being forced, while in detention in the Ciskei, to join the rival Sweet Workers Union

Mr Njikelana was speaking at a rally of 400 students at the University of Cape Town held in support of 500 workers who have been dismissed by Wilson-Rowntree in East London

The rally, which was punctuated by clenched fist salutes and "freedom" slogans was also addressed by Ms Zora Mehlemakulu, of the General Workers Union, and Mr Tony Karron, a member of the UCT Committee, supporting the dismissed workers

Mr Njikelana said the Ciskei Security Police, the South African state and Wilson-Rowntree management were working together in an effort to crush Saawu. He alleged that an anonymous memorandum detailing methods of undermining Saawu had been distributed to all East London employers, and that Wilson-Rowntrees management had given the Ciskei security police a list of workers they wanted detained. Twenty four workers are in detention

Saawu an unregistered

trade union which claims a membership of 75 000, has become a powerful force among East London black workers over the past year

The present dispute arose after three workers were dismissed for refusing to fix a machine.

Wilson-Rowntree management insists the workers dismissed themselves

Mr Njikelana strongly denied this

"Where would you get people dismissing themselves in an area of massive unemployment such as East London, he told the UCT rally "That would be suicide The workers were arbitrarily dismissed by management"

He said Wilson-Rowntree had also accused Saawu of intimidating workers into joining the Union He said Saawu considered this allegation in a serious light and had referred the matter to its lawyers

He said three large British trade unions were to meet with Wilson-Mackintosh, the Wilson-Rowntree parent company, on Monday to pressurise the company into reinstating all the dismissed workers, unconditionally

The three British trade unions are the Transport and General Workers Union, the General and Municipal Workers Union and the Shop Distributors and Allied Workers

Union

Brigadier Charles Sebe, the head of the Ciskei Central Intelligence Service, denied the allegations, saying that charges of sabotage and arson were being investigated against the 24 detainees

"There will be a docket on the desk of the Attorney-General next week in which the charges against these men will be spelled out," he said. "What connection do we have with the Sweet Workers Union? Why should we interfere in their affairs? There is no logic in that"

Brigadier Sebe said he was not interested in whether the detainees were members of Saawu

He said Saawu were not trade unionists, but were hiding behind the cloak of trade unionism

He denied the Ciskei was working hand in hand with Wilson-Rowntree management and the South African state

"There is no joint venture to crush the upheaval which has resulted from the activities of Saawu Mr Njikelana is speaking out of his lips not out of his brains," he said

The Wilson-Rowntree management in East London were approached for comment yesterday on Mr Njikelana's remarks. They said a statement would be issued — DDC-DDR

CT

19/5/81

145A

Wilson-Rowntree rejects 'untruths'

From Mr P H PRESTON
(Managing director of
Wilson-Rowntree (Pty)
Ltd, on behalf of the
Wilson-Rowntree (Pty)
Ltd board):

ALLEN HIRSCH and Philippa Green in their further comment published on May 15 have compounded the inaccuracies and untruths of their initial article. The management of Wilson-Rowntree did not accuse Saawu of being a racialistic organization. We said that Saawu in its activities at Wilson-Rowntree had behaved in a racialistic way. Draw your own conclusions from the following facts:

- 1) Saawu appointed a workers committee consisting of 34 shop stewards and officials at Wilson-Rowntree — none of these 34 was coloured, Asian or white.
- 2) The election of the Saawu officials at Wilson-Rowntree was carried out at a meeting at which no coloureds, Asians or whites were present.
- 3) Saawu produced its membership list to Wilson-Rowntree — no coloured, Asian or white names appeared on the list of members.
- 4) Saawu refused to have discussion with the multiracial Sweet Workers' Union, even though they knew it represented inter alia over 90 percent of our coloured and Asian employees and 35 percent of our white employees.
- 5) The first strike contrived by Saawu was in September last year when Saawu claimed, without justification, that preference was being given to coloured employees.
- 6) The Saawu claim that it represents all of our work force is without foundation. None of our coloureds, Asians or whites partici-

pated in the strikes, less than 40 percent of our blacks did.

Management certainly did not insist that the workers committee be called a black workers committee. Mr Hirsch's and Ms Green's reference to the fact that in early years African workers were not admitted to the Sweet Workers' Union displays ignorance of the fact that only since Wiehahn have blacks been allowed to join a registered union.

We stress again that their version of the circumstances in which a large number of workers lost their employment is false and readers are referred to our comment in your issue of May 8. There is no substance in the allegation "that workers employed there now are compelled to sign SWU forms as a condition of employment." Mr Hirsch and Ms Green accept such allegations with no attempt to verify the truth thereof.

Finally, persons with their qualifications and profession should know better than to make inaccurate and untrue observations using expressions like "to our knowledge" and "it has been alleged." Have they carried out a fair and impartial investigation?

This company and the Sweet Workers' Union are two of the parties to a three-cornered issue and the remarkable truth is that neither have been approached by Allen Hirsch or Philippa Green. How can they possibly hold themselves out as unbiased observers? Ill-informed public comment must bear some responsibility for the misconceived support for the boycott which is being canvassed in the Cape area.

Management has expended considerable time and patience in replying to a series of allegations and considers that the time has come to close this correspondence.



Claims about Saawu beside the point

From Dr DAVID E KAPLAN
(Observatory)

I WAS very interested to read the articles on the Wilson-Rowntree dispute published in the Cape Times

The management of Wilson-Rowntree alleges that Saawu is racist and responsible for the victimisation of the company's workers. But management allegations concerning Saawu are beside the point.

If the company supports the principle of freedom of association, as they insist that they do, it is surely for the workers alone to decide on the nature of the union and whether or not they wish to be represented by the Saawu.

Who does represent the workers at Wilson-Rowntree? That is the sole relevant question. Management makes claims on behalf of the Sweet Workers Union. Let us examine this claim.

Misleading

The sentence 'The Sweet Workers' Union is a multiracial union which we recognized in 1942' is misleading and one can only assume, deliberately so. According to the 'Trade Union Directory 1979-80' published by the Trade Union Congress of South Africa to which the SWU is affiliated, that union had just 298 members in 1980. Of that number, 76 were white and 222 coloured. There were no African members at all.

The union had no members outside of East London, and since Wilson-Rowntree is the only significant employer of sweet workers in East London, it seems fair to draw the following conclusions. First, in 1980 the SWU had just one-quarter of the Wilson-Rowntree workers as members and even among the coloured workers barely 60 percent were members (Wilson-Rowntree's reply refers to 350 coloured workers).

Some suspicion

Second, given the absence of any African members at all, in 1980 the SWU was not a "multiracial union".

Consequently, claims by Wilson-Rowntree that their employees have been adequately represented in the past must be regarded with some suspicion, and the sudden increase of SWU mem-

bership this year even more so.

One is left to conclude that counter-allegations to the effect that the SWU is simply a company union to which workers have been recently signed on, have considerable substance.

Heavy-handed

What also seems undeniable is that Wilson-Rowntree management has been very heavy-handed throughout the dispute in effecting mass dismissals and making very serious allegations concerning Saawu (to the extent of linking the union with violent attacks upon the firm's employees).

This uncompromising policy and the sponsoring of an unrepresentative 'company union', can only serve to create a climate which is not at all conducive to the maintenance of industrial peace.

Union calls on masses to boycott Rowntree products

STAR
21/5/81

145A

The consumer boycott campaign against Wilson Rowntree products has moved to the Witwatersrand

The boycott, which is being spearheaded by the South African Allied Workers Union (Saawu), is the latest of series of black consumer boycotts

The Wilson Rowntree boycott is a natural sequel to the Fattis and Monis and the red meat boycotts

The dispute originated in East London and resulted from a strike at the Wilson Rowntree plant there in February

About 500 workers were dismissed — many of them supporters of Saawu — and the boycott began in an attempt to force the company to reinstate the workers

The strike itself saw an escalation of tensions and even violence between

The South African Allied Workers Union's call goes out this week for a consumer boycott of Wilson Rowntree products. The Star's Labour Reporter, TONY DAVIS, examines the move and the industrial dispute from which it arose.

Saawu and the Sweet Workers Union, which was recognised by Wilson Rowntree

The boycott is being promoted by distribution of pamphlets and stickers and mass community rallies. Traders and other unions, including international unions, have been called on for support

Wilson Rowntree products are identified in pamphlets and an abbreviated version of the dispute is given

Saawu's vice-president, Mr Sisa Njikelana recently travelled throughout the country discussing boycott plans with local "boycott co-ordinating

committees" which quickly sprung up.

Local support has been voiced by the African Food and Canning Workers Union and the General Workers Union which are both unregistered

"Only consumer pressure will make traders boycott Wilson Rowntree products" Mr Njikelana said, "and we expect the support of the masses"

Speaking at the University of the Witwatersrand in Johannesburg yesterday, Mr Njikelana told students that he had travelled throughout the country

The boycott was already

"snowballing" and relief funds were being raised for unemployed former Wilson Rowntree workers, he said

Mr Njikelana also said that two workers had already been arrested in Natal for distributing or carrying boycott pamphlets

Wilson Rowntree management has been reluctant to discuss the boycott and the earlier strike. In the midst of the dispute the chairman of the parent company in England, Rowntree MacIntosh, wrote to Saawu and accused the union of causing violence

Saawu is confident that their campaign will succeed and that Wilson Rowntree will unconditionally reinstate the strikers

But whether the boycott will be as successful as earlier boycotts remains to be seen

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ROM 27/8/81

Boycott planned of sweet firm

By DIAGO SEGOLA

A CAMPAIGN to boycott products of the East London sweet company Wilson Rowntree has been launched in Johannesburg after the firm's dismissal of 10 workers.

A boycott of the company's products started at the end of March and has already drawn support in the Eastern Cape, the Western Cape and parts of Natal, spokesman for the SA Allied Workers Union which is organising the boycott, said yesterday.

A support committee has been set up in the Transvaal and plans to launch a publicity campaign to make people aware of what is happening in East London.

The committee is drawn from about 10 broad based organisations. Thousands of posters and stickers have been printed and letters have been sent to trade unions and other organisations.

Meetings to publicise the campaign are planned for the next few days at the University of the North West in Potchefstroom, Actonville in Eastern Cape, and at the University of the Witwatersrand.

Large meetings are to follow. "The important part of the campaign is to make it a public issue," SAAWU's vice-president, Mr Sisa Ndlelana, said yesterday.

The Wilson Rowntree plant in East London has been the centre of labour unrest over the past few months.

The dispute arose after the dismissal of several workers. Mr Ndlelana said.

When workers downed tools in support of their dismissed colleagues they were told by management that they had dismissed themselves.

Wilson Rowntree's managing director, Mr Peter Preston and the company's industrial relations manager (manager), Mr Alastair Lightbody were not available for comment yesterday.

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Cape car plant strikes roll on

STAR
22/5/81
USA

By Tony Davis
Labour Reporter

Both major motor industry strikes — at Ford in Port Elizabeth and Leyland near Cape Town — are deadlocked

About 1500 Ford employees have been suspended from work after their refusal to handle Firestone tyres in support of workers at the tyre plant in Port Elizabeth

Ford management met officials of the Motor Assembly and Component Workers Union (Macwusa) and warned them against engaging in a secondary strike at the plant and that suspensions would not be lifted until the workers returned and handled suppliers' products

Ford has closed down the Cortina plant, although production continues at the Neave and

engine plants which have also been affected by the dispute

At the nearby Firestone plant, the managing director, Mr Peter Morum, said there was still a partial stayaway from work which he attributed to worker intimidation

Macwusa held talks today to decide on a new course of action

STRESSED

At the two Leyland plants at Isis River and Blackheath, the company continued to take on a new work force today after Wednesday's dismissal of about 1900 employees

Leyland management has stressed that it will not negotiate with the National Union of Motor Assembly Workers (Numarw) until production has returned to normal

And in Britain pressure is being brought to bear on Leyland by the trade union movement which

has voiced its support for Numarw

The strikers have demanded wage increases despite an agreement signed last December

Under the agreement workers were to receive nine cents an hour increase. They are now demanding 25c increase

Numarw has repeated demands made last month during the Sigma motor strike in Mamelodi for a R7 an hour 'living wage'

Numarw's Cape Town secretary, Mr Joe Foster, has accused Leyland of being insensitive to worker demands

In both strike situations, unions are calling for reinstatement of employees without any penalisation

Although both involve the motor industry, the Port Elizabeth dispute centres on the issue of 'solidarity' with other strikers while the Cape Town area strikes involve wage demands

C. Herald
Boycott backed

23/5/81
1454

A SUPPORT committee has been formed in the Western Cape in response to a call to boycott all Wilson-Rowntree products after 500 workers were dismissed from the East London sweet factory in February

The committee was formed at a meeting attended by representatives of 16 organisations, including trade unions, community youth organisations, colleges, universities and schools

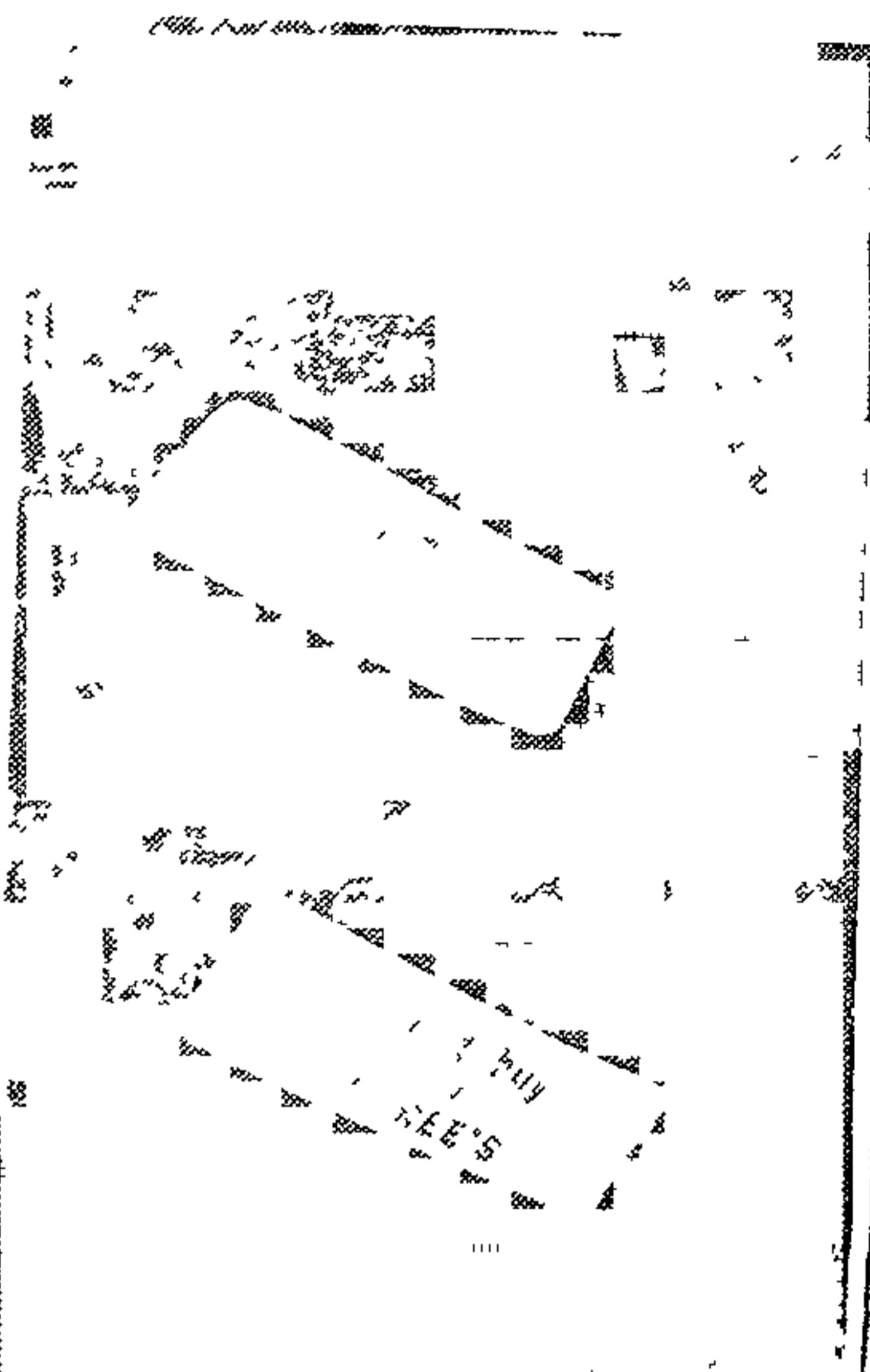
In a statement after the meeting the committee said: "We, as representatives of the above organisations and institutions, demand the immediate unconditional reinstatement of workers who were illegally dismissed at the Wilson-Rowntree factory in East London."

"We pledge our full support for the workers of Wilson-Rowntree under the leadership of the South African Allied Workers' Union (Saawu) and support a boycott of all the firm's products"

**SACKED IN EAST LONDON...
NOW WORKERS' CAMPAIGN
AGAINST WILSON-ROWNTREE'S
HAS SPREAD TO DURBAN...**

IT'S A

BITTER-SWEET BOYCOTT



LEFT: 145A
Boycott stickers on bag
11A (186)
RIGHT: Sisa Njikelana, vice president of SAAWU

By David Niddrie

THE Wilson Rowntree sweet boycott went national this week.

Already dubbed the "bitter-sweet struggle" by worker-support groups, the campaign to boycott Wilson-Rowntree's sweets has spread to Durban, Cape Town and Johannesburg.

The campaign follows months of labour discontent at Wilson-Rowntree's East London factory climaxing in February with the sacking of 500 black workers.

Since then Sisa Njikelana, vice president of the SA Allied Workers Union which represents the sacked workers, has been tramping the country to garner support for a boycott campaign almost identical to the campaign against Fattis and Moni's products in 1979.

Support groups have been established in East London, Cape Town, Durban and Johannesburg to spread the word on the boycott with pamphlets, posters and stickers.

"We won't buy Wilson-Rowntree's" stickers have appeared on handbags, briefcases, cars and shops in Cape Town and Johannesburg.

And when Mr Njikelana left Cape Town this week, the local support committee had been promised support by 15 organisations, including the Western Cape Traders' Association, which gave support to the Fattis and Moni's campaign.

Disputes at Wilson-Rowntree's factory began last year. Although many complainants concerned shop-floor working conditions, they almost invariably developed into demands for recognition of the SAAWU-linked workers' committee and of SAAWU itself by the factory management.

Recognition

With more than half the black workforce in the union, SAAWU spent most of the last few months of 1980 negotiating with Wilson-Rowntree for formal recognition.

Union support in the factory was sufficiently strong to force management to call in elected workers' committee officials to resolve any short-term disputes, but management made it clear it was unwilling to deal formally with either the committee or with the actively anti-registration SAAWU.

In February three workers were dismissed for refusing to repair a machine they claimed they

Dismiss

"How could anyone dismiss themselves in an area like East London where more than a quarter of the workers are unemployed, and there are no jobs to be had?" Mr Njikelana argued this week. "The workers were demanding their right to organise, not dismissing themselves."

Since then, Wilson-Rowntree has recruited new labour from Mdantsane, East London's sprawling black township.

But SAAWU officials claim that because they lack the training and experience of the sacked workers — many had been with Wilson-Rowntree for between 10 and 25 years — production at the factory is way down.

"Night shift workers were made to work through from Thursday to Good Friday over the Easter weekend, which they had been promised off, to try to meet production deadlines," Mr Njikelana told a Press conference in Johannesburg this week.

Wilson-Rowntree is also under attack from another quarter. Two of Britain's biggest trade unions, Transport and General Workers' Union and the General and Municipal Workers' Union are pressuring the parent company, Rowntree-Mackintosh — until now solidly anti-SAAWU — for reinstatement of the fired workforce and recognition of SAAWU.

(C) How could anyone dismiss themselves in an area like East London where more than a quarter of the workers are unemployed, and there are no jobs to be had? Mr Njikelana argued this week. "The workers were demanding their right to organise, not dismissing themselves."

were not entitled to work on — they received a written reprimand for damaging the same machine in a repair operation in October.

Other workers in the coffee department, where the incident occurred, demanded reinstatement for the three workers. After some argument they were sent home for the night.

Workers in other departments downed tools. After two weeks of repeated work-stoppages in support of the sacked workers, more than 500 had been ordered off the premises. Management said they had "dismissed themselves" by refusing to work.

No let-up in Cape motor strikes

STAR
25/5/81

At the Sigma plant near Mamelodi, the scene of a major strike last month, management continues negotiations with Numarw representatives

Labour Reporter

The two week-old strikes at Ford in Port Elizabeth and Leyland near Cape Town today showed no signs of letting up as unions adopted non-negotiable stands

At Leyland, where management has started to take on a new work force at the Blackheath and Elsie's River plants, strikers are sticking to their demand of a R2 an hour wage

The National Union of Motor Assembly and Rubber Workers (Numarw) which represents the strikers, has organised regional meetings in the Cape Peninsula this week and plans a mass meeting on Friday

Numarw's secretary, Mr Joe Foster, said today former Leyland workers would hold to new demands

It was unlikely Leyland would find enough suitable employees for the two plants

Last Friday Leyland had taken on about 500 workers out of the full work force of about 1 900

Leyland has said it will not negotiate with Numarw until production has returned to normal

At Ford in Port Elizabeth about 1 500 workers were still under suspension after their refusal to handle Firestone tyres

TYRES

The Cortina plant is closed but production is continuing at the engine and Neave plants only partially affected by the strike

Motor Assembly and Component Workers' Union chairman Mr Dumnile Makanda has said the strikers will return to work provided they do not have to handle Firestone tyres

Firestone's managing director, Mr Peter Morum, said today there was still a partial stayaway from the plant and that management would be meeting with Macwusa to discuss the dispute

Ford's industrial relations officer, Mr Fred Ferreira, told The Star the company was maintaining its position that workers would stay under suspension until they returned to work and handled all suppliers' products.

1 **Factory workers at Natal**
firms strike over wages

By Drew Forrest

Dissatisfaction over wages has touched off strikes at two factories in the Natal textile and clothing industries.

At Durban's Isipingo Textile Company (ITC) — part of the Beier group — the 220 strong workforce was sacked after a strike last Thursday.

The workers, who were demanding a R2,50 hourly minimum wage, had refused to use the company's grievance procedure or to elect a committee to negotiate with management, said ITC director Mr Gunther Beier.

They were dismissed and told to collect their pay on Friday, he said

but "no-one had turned up"

But according to Mr Sam Kikine, general secretary of the South African Allied Workers Union (SAAWU), workers were pressing for management to deal with a committee elected under union auspices.

Meanwhile, at the Bur-

hose hosiery manufacturing company in Estcourt, more than 1000 African, coloured and Indian workers are reported to have struck over wages

Officials of the Fosatu-affiliated National Union of Textile Workers travelled to the plant today to seek negotiations with management

Saawu — fastest growing union

CT 26/5/81 145A

SINCE its inception in 1979 after the decline of the Black Allied Workers' Union, the non racial and uncompromising South African Allied Workers' Union has drawn many thousands of workers in 26 affiliated unions.

And in spite of its stand against the official registration system it has won some significant victories in the workplace and gained the *de facto* recognition of many companies.

Undisputedly the fastest growing labour organization in the Republic Saawu's membership figures are difficult to establish. With affiliation growing all the time, a low estimate at the beginning of the year gave the total as 20 000 but the president of Saawu, Mr Sam Kikine, has recently put the figure as high as 75 000, and rising.

The union has rejected registration out of hand. A spokesman, Mr Sisa Njikelana of East London says registration means swearing an oath of allegiance to racially discriminatory laws.

When registration of unions was opened to all in 1979 labour laws were not changed and so if we register we would be acknowledging support of the present labour system.

Detained

A previously detained East London official of the union says the objective is "to create the consciousness among workers about trade unions so that there can be true worker democracy".

"There is a serious lack of knowledge on part of workers as to how unions work and what its functions are," says Thozamile Gqweta. He has predicted Saawu will split into local committees who "will gain first hand



The second article by LUCA MENATO looks at the South African Allied Workers Union, one of the largest and most militant unregistered unions.

experience of how to run a trade union.

"Even if Saawu is swept from the face of the earth there will be other unions to continue the work."

In its endeavour to protect striking members, the union has established a union for the unemployed. Through this they hope to maintain strikers' families during disputes and convince the unemployed in the union not to accept jobs offered by companies to fill posts left vacant by strikers.

Youth league

Mr Kikine has the youth in mind too and Saawu has set in motion a programme for the establishment of a youth league with the aim of preparing young people for the labour field or as Mr Kikine puts it "the labour system".

The union's tough stand has gained it a predominant place in South Africa's labour situation which has brought with it the attention of the security police. Several of the union's officials have been detained and its activities carefully scrutinized. Thozamile Gqweta himself was among several union officials detained after a strike at the Raylite battery company in East London in January.

Mr Kikine told Holger Jansen of Newsweek in a recent interview that it was "nonsense" to say that one could gain more by working within the system. Abel Muzorewa

worked within the system — and in the end he failed. If employers want industrial peace they have to see to it that workers are satisfied with their lives outside the factory.

Political aims

While the union does not profess to have political aims Mr Kikine says they are being forced into political issues by official pressures.

The union's commitment to improving the worker's lot in the wider community as well as on the shop floor was emphasized when on the first of April this year Saawu called for a national minimum wage of R50 a week, the abolition of the Group Areas Act, the Influx Control Regulation Act, the Separate Amenities Act and the migratory labour system.

Indeed many of its demands encroach upon areas that would place the union in difficulties should it register under the terms of the proposed amendment to the Industrial Conciliation Bill. The Industrial Registrar could easily determine its "political" stand as illegal and place the union in line for its immediate deregistration and the "winding up" of its assets.

Holger Jansen asked Mr Kikine "What if Pretoria bans unregistered unions?"

"It won't matter," he replied. "The government cannot ban the people's ideology."

Workers

who ^{N. Mercury}
26/5/81
downed
tools ^{145 A}
dismissed ¹⁹⁷

Mercury Reporter

ABOUT 200 workers have been fired from Isipingo Textile Corporation (Pty) Ltd after they downed tools over a labour dispute.

The director of ITC, Mr Gunther Beier, said yesterday workers had stopped work last Wednesday because of a proposed amendment to the grading system. They also demanded an increase of R2,50 an hour.

'We asked the employees to adopt the normal grievance procedure but they refused outright. In order to resolve the deadlock we asked them to elect another committee to negotiate with management while they returned to work,' Mr Beier said.

Refused

He said workers had refused and were given an ultimatum to return to work and elect a liaison committee or be dismissed.

'Employees refused further negotiations and were consequently dismissed. They were told to collect their pay on Friday but nobody turned up,' Mr Beier said.

The secretary of the Allied Textile Workers' Union, Mr S K B Kikine, said yesterday all 200 workers had arrived at work yesterday morning but management would not reinstate them.

'Unless the company takes them back the South African Allied Workers' Union will be forced to take action. We will call on all suppliers of ITC to stop supplying them with materials,' Mr Kikine said.

He said the initial dispute had started because management had refused to recognise the union because it was not registered.

Motor workers meet to decide on action

145A
STAR 26/5/81
192
196
KE

Labour Reporter

The two unions involved in the motor industry strikes in Port Elizabeth and Cape Town are holding meetings this week to decide what course of action to take in the deadlocked disputes.

The Motor Assembly and Component Workers' Union (Macwusa) met striking workers yesterday in New Brighton's Centenary Hall near Port Elizabeth to discuss their solidarity strike.

Macwusa has stated that workers will refuse to handle Firestone tyres in the Ford plants and

workers have been suspended from work.

Firestone's managing director, Mr Peter Morum, met Macwusa representatives yesterday to discuss the union's aims as well as the issue of the dismissal of about 160 workers at Firestone earlier this year.

The Firestone solidarity strike has spread to other Port Elizabeth firms.

In the Cape, the National Union of Motor Assembly and Rubber Workers is conducting meetings in the Peninsula with striking Leyland workers.

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Labour Reporter
 THE unregistered South African Allied Workers' Union says it is considering legal action against a Natal textile company, a high ranked about 209 workers after a stoppage this week.
 Workers at the company stopped work in support of wage demands last week.
 The company has said workers refused to use the company's negotiating channels or choose representatives to bargain with management.

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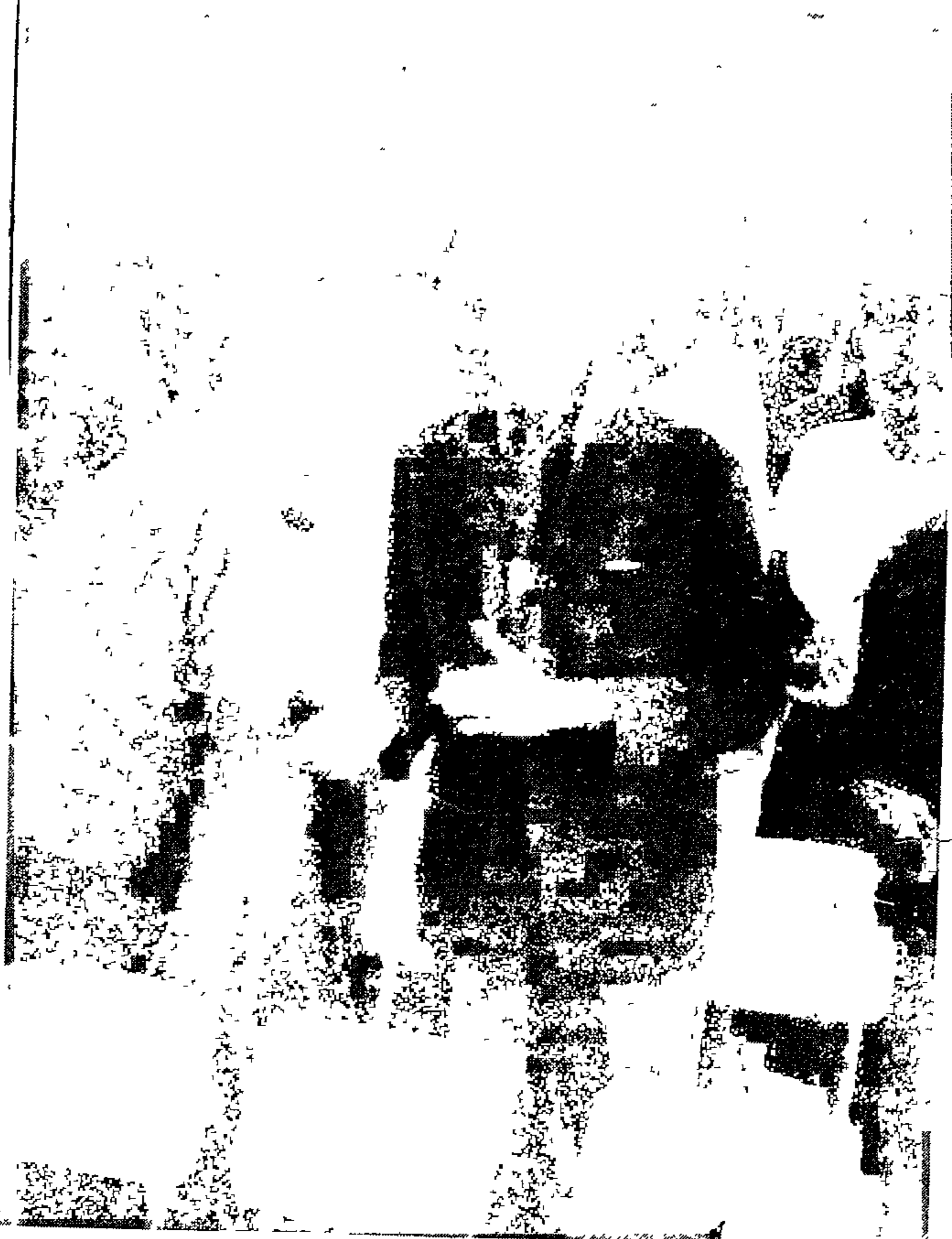
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PLEASE CIRCLE ITEMS REQUIRED

available concerning the incidence of alcoholism and excessive drinking among urban blacks in South Africa. Some indicators of an increasing liquor abuse problems are the fol-



The start of the anti-Republic Day meeting at the Jabavu Methodist Centre, People sing freedom songs.

A member of the Media Workers' Association of South Africa (Mwasa) said the Government made the whites believe that any black man who stands up against apartheid is a Soviet agent "We know that this is to justify their total onslaught against blacks who have an ambition to be free," he said

Tomorrow there will be an anti-Republic meeting at the Dube YWCA at 2 pm. On Sunday meetings will be held at the Regina Mundi in Moroka at 2 pm, the Anglican Church in Emdeni at 2 pm, Christ the King Anglican Church in Coronationville at 2 pm, the Roman Catholic Church in Kagiso II, Krugersdorp and at the Holy Cross Mission in Orlando West, a group of church ministers will also have a big prayer meeting at which several leaders have been invited to speak

Saawu slams Republic

By SAM MABE
IT WAS not possible for blacks to celebrate the birth of the Republic when their fight for freedom and justice has over the last 20 years been answered with the might of the South African Police
This was said by Mr Siza Njikelane, vice-president of the SA Allied Workers' Union (Saawu), at an anti-Republic protest meeting held yesterday at Christ the King Anglican Church in Coronationville

He called for a "People's Republic" in which members of all races will have a share in the land and the wealth of the country.

that the overwhelming majority of vehicles are whites, it became evident that whites are the main contributors to this disturbing statistics.
There are unfortunately, to my knowledge, no reliable figures

an immense
into attempting to answer the most basic question as to why some people drink alcohol in a manner which appears to cause some problem for them or others, the ultimate answer(s) is

C. Herald 20/5/81
Fresh call for boycott

~~USA~~ ~~USA~~ ~~USA~~ ~~USA~~
TRADE UNIONS, community, youth, sport and student organisations have called for a total boycott of Wilson Rowntree sweets, gums and chocolates in support of 500 workers dismissed from the East London factory

More than 20 organisations at a meeting on Sunday expressed their support for the boycott

In a statement released after the meeting they said the Wilson-Rowntree workers were sacked illegally and the firm's management had 'consistently and deliberately refused to come to an agreement with the workers'

Instead they had thrown 500 more workers on to the unemployment market,' the statement said

The statement condemned the intransigence of the London headquarters of Wilson Rowntree in the dispute

SP detain top trade unionists in Jo'burg

STAR

30/5/81

NUSA

329

By Drew Forrest

Security Police yesterday detained two leading black trade unionists in Johannesburg.

They are the president of the Black Municipality Workers Union, Mr Joseph Mavi, and the vice president of the South African Allied Workers Union, Mr Sisa Njikelana.

Both men spoke at an anti-Republic Day rally in Johannesburg's Selborne Hall on Wednesday.

A spokesman for the Police Division of Public Relations confirmed last night they were being held under section 22 of the General Laws Amendment Act.

According to fellow unionists, Mr Mavi was detained by six policemen at his union offices in Sauer Street.

Mr Njikelana, who has come to Johannesburg from East London to help set up a regional branch of his union, was detained in Jeppe last night.

Mr Njikelana had also addressed students of the University of the Witwatersrand on the boycott

of Wilson-Rowntree products recently called by members of his union.

Earlier this week Nusas president Mr Andrew Borraine and the head boy of the Christian Lutha Secondary School in Bosmont, Mr Aziz Jardine, were detained under security legislation.

This is the second time in a year that Mr Mavi and Njikelana have been detained.

The Star's Political Staff reports from Cape Town that the upheaval surrounding the Republic Day festivities and the reasons behind it have drawn strongly divergent reactions from white political parties.

Government members have dismissed it as the work of agitators. Privately some have even expressed concern at publicity given to these actions.

The Progressive Federal Party has taken the view that it revealed dangerous divisions which demanded urgent political action.

The New Republic Party has described it as a limited but disturbing exploitation of people's emotions.

26/81
Union may (USA)
go to court (USA) (USA) (USA)

Argus Correspondent

JOHANNESBURG. — The South African Allied Workers' Union (SAAWU) is considering legal action against an East London company whose victimisation of three workers, it claims, touched off a strike last week.

The entire 70 strong workforce of the North Manufacturing Company, makers of toilet preparations, walked off the factory premises and were fired on May 21. They were protesting against the unfair dismissal of a worker and two members of the company's works committee according to SAAWU branch secretary, Mr Xolani Khota.

The company had asked for three months' grace before it considered recognising the union and had said its works committee would remain in force as a channel for workers' grievances.

Mr Khota said the workers sat down on the job when management would not discuss the dismissal of a certain Mr Frank Mavume with the committee. When talks did finally take place, two committee members — Mr Gqoloza and Mr S Mabusela — were told they instigated the strike, and were sacked.

This sparked the walkout and subsequent dismissal of the workforce, he said.

Mr Khota said the dismissal of Mr Mavume had not been adequately explained by the company.

'We feel he and the committee members have been victimised,' he said, 'and we are considering legal action.'

Unions back strike at Leyland

Augus 4/6/68
145
124
152

Labour Reporter

A NUMBER of Cape Town trade unions have expressed support for Leyland workers who have now been on strike for three weeks, demanding an increase in wages.

In a statement after a meeting this week, the unions deplored the action of Leyland South Africa's management in dismissing workers pursuing their legitimate demands.

They supported the Ley-

land workers' demand for unconditional reinstatement and called on other workers not to seek employment at Leyland's Blackheath and Elsie's River factories.

The unions are the Food and Canning Workers' Union, the Cape Town Municipal Workers' Union, the National Union of Commercial Catering and Allied Workers, the Commercial Catering and Allied Workers' Union of

South Africa, and the General Workers' Union.

About 2000 workers at Leyland's two factories downed tools three weeks ago. They were dismissed after being suspended by management for three days and refusing to return to work.

They have demanded an increase of 25c an hour, rather than the 9c an hour due in July according to an agreement signed in December.

Mr Joe Foster, the local secretary of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), said yesterday only about 300 workers at the Blackheath factory had returned to work and production was low.

He said Leyland management had not responded to the workers' demands. The union, however, was willing to talk.

ET 11/6/81

Four trade unionists detained

Own Correspondent

JOHANNESBURG — The chairman and three other members of the Motor Assembly and Components Workers' Union, whose members were involved in the Port Elizabeth motor strikes, have been detained under security legislation

This means 30 unionists are now in detention

In addition to the Macwusa detainees, 24 members of the South African Allied Workers' Union have been in detention in Ciskei since March

The union's vice-president, Mr Sisa Njikalana, and the president of the Black Municipality Workers' Union, Mr Joseph Mavi, have been detained under security legislation

The four Macwusa men are being held under Section 22 of the General Law Amendment Act which provides for 14 days detention. Besides Mr Makanda, they are Mr Mxolisi Didiza, a union organizer, Mr Maxwell Mandlinguizi, an executive member and a member, a Ml Tefu.

The four were apparently arrested in Transkei for allegedly entering without travel documents. They were, however, handed over to the SAP who are holding them under security

legislation. Police have confirmed the detentions

A Macwusa official said yesterday "We suspect that the detentions are connected to the strikes"

In East London, Saawu has sent a petition to the Ciskeian Minister of Justice demanding the immediate charging or release of 24 union members being held under Ciskeian Proclamation R252

Most of the workers are from Wilson-Rowntree, the scene of a bitter labour dispute earlier this year. But three of them are workers at companies which have agreed to recognize Saawu, Chloride and Johnson and Johnson

The petition has been signed by 1200 workers, but Saawu's president, Mr Thozamile Gqweta, says this is the first batch of petitions to be sent to the authorities

The petition says that the Ciskeian police have had "more than enough time" to decide whether to charge the workers

A covering letter from Saawu accuses the Ciskeian authorities of launching "full-scale repression of trade unions" and of "working hand-in-hand" with Wilson-Rowntree management

CT 11/6/81

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329 139 145A

Own Correspondent

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Star 13/6/81
**Union chiefs
 redetained**

Mr Joseph Mavi, president of the Black Municipality Workers' Union, and Mr Sisa Njikelana, vice-president of the South African Allied Workers' Union, have been redetained under Section 10 of the Internal Security Act

Mr Njikelana would be moved to Leeuwkop prison, outside Johannesburg, while Mr Mavi would be transferred to Bethal, their lawyers said

Both men were detained in Johannesburg on May 29 under Section 22 of the General Laws Amendment Act

* * * * *

- (1) Plot this demand curve as accurately as possible, preferably using graph paper.
- (2) Now suppose that over a period of ten successive years the annual "crop" amounted to outputs of 80, 60, 70, 40, 50, 80, 60, 50, 40, and 70 million bushels respectively. Calculate and tabulate the gross value of the crop in each of these years, if the demand curve scheduled above was the demand curve of each of the ten years.
- (3) Calculate the average annual gross value of the crop over the ten years, and the output and price which would yield this value.
- (4) Construct a schedule showing what price would have to be received for each of the outputs in the demand schedule in order to make the gross value of the crop in each year equal to the average annual gross value. Plot this schedule on the same paper as the demand curve. (It will be a curve of unit elasticity).
- (5) From the demand curve find the total amount which must be offered on the market in order to fetch the prices discovered in part (4). From these amounts make a schedule showing how much the government would have to buy or sell for each total output.
- (6) Draw up a schedule showing how much the government would have to buy or sell in each of the ten successive years of part (2). Would the government have to sell a total greater than the amount it would have to buy over the ten years? Does the answer mean that stabilization of the gross value of a crop is impossible?

2. cont.....

C. Herald 13/6/81
Strikers ~~132~~
~~6~~ ~~12~~ (145A)
gain ~~11A~~

support

SEVERAL organisations are openly supporting the call to boycott Wilson-Rowntree products following a strike in East London

A statement issued by the organisations reads 'We support the strike and the demands of the workers in East London for democratic representations and the end to management victimisation of workers'

Those who have shown support include the Cape Town Municipal Workers' Association, Social Service Workers' Association, General Workers Union, Food and Canning Workers Union and the Media Workers' Association of South Africa

The youth movements of Manenberg, Landonwe, Belhar, Mitchells Plain, Bonteheuwel and Kensington, the Thornhill Residents Association as well as the Students Inter-regional Council, the Student Regional of Langa, Nvanga and Guguletu, the Wages Commission of the University of Cape Town, the Ravensmead Students Organisation and the Western Province Senior Schools Sports Union has also lent support

In addition, the South African Cricket Board, at its annual general meeting in Cape Town last week, decided not only to instruct its members to boycott Wilson-Rowntree products but to refuse to stock these products at tuckshops operating at facilities used by the organisation

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CT 16/6/8
Saawu a SACP 'front' Sebe

ZWELITSHA — The South African Allied Workers' Union was a front for the SA Communist Party, Ciskei's Chief Minister, Chief Lennox Sebe, said yesterday.

He told the Legislative Assembly in Zwelitsha that the recent attack on members of the Ciskei Central Intelligence Service was a direct challenge to the Ciskei nation by the African National Congress, the Pan Africanist Congress and the SA Communist Party

"Saawu organized the recent labour unrest in Mdantsane and their policy was no different from the policies of the ANC, PAC and the Communist Party

"Saawu is a front organization of the SA Communist Party This has been uncovered by the CCIS," he said — Sapa

SOME NOTES ON

THE DISTRIBUTION OF DOCTORS
IN SOUTH AFRICA 1975

G.R. BEATON

Division of Continuing Medical Education
University of the Witwatersrand

D.E. BOURNE

Dept. of Comprehensive and Community Medicine
University of Cape Town

A detailed analysis of the geographical distribution of doctors as reflected in the 1975 Medical Register¹ is currently in progress and will be published fully elsewhere. In order to provide some statistics for this conference preliminary data, supplemented by some information from a recent government census² is presented in a series of figures.

The 1975 register was the first to include the postcode in the address of the practitioner. This together with the registration number, year of first registration in South Africa, university and year of graduation and registered speciality were encoded onto magnetic tape for every doctor (and dentist) in the register.

We are reluctant to express the distribution of doctors as a rate of so many doctors per thousand population as the "catchment area" of each doctor is unknown. The use of administrative areas such as magisterial districts is also arbitrary. We have thus mainly used the concept of an urban hierarchy as developed for South Africa by Davies³.

The metropolitan areas comprise the Witwatersrand, Cape Town, Durban. Cities - Port Elizabeth, Bloemfontein, Pietermaritzburg, East London, Kimberley, O.F.S. Goldfields, Klerksdorp, Vereninging. Representative entries for towns are Paarl, George, Witbank, Umtata etc.

It should be borne in mind that studies that are based on registers are unable to resolve certain data. It is not possible to ascertain whether a person on the register is actively practicing and if so whether this is full or part time. Neither can one tell whether a non specialist is a general practitioner. The use of postcodes does not allow the micro-

distribution of doctors within an urban environment to be studied.

200 workers
walk out at
Hulett mill

Labour Reporter

TWO hundred workers have stopped work at Hulett's sugar mill in Felixton, Natal. The nature of the dispute has not been specified and no trade union appears to be involved. Sapa reports that Hulett's public relations officer, Mr Ron Phillips, said management was holding discussions with the company's black works committee but no specific demands had been made.

The strike is the second labour dispute to hit Hulett's this year.

The SA Allied Workers Union called a consumer boycott against the company after workers were dismissed at a small warehousing company taken over by Hulett's.

SAAWU claimed they were victimised because of their union membership.

The company said they were retrenched in a rationalisation process.

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Star 29/6/81

By Drew Forrest

Three more leading black trade unionists have been detained by South African Security Police.

On Friday evening East London Security Police moved against the president of the SA Allied Workers' Union (Saawu), Mr Thozamile Gqweta and the union's East London branch secretary, Mr Kolam Khota.

They are being detained under Section 22 of the General Law Amendment Act.

Also detained on Friday was an organiser for the union involved in the recent Port Elizabeth labour unrest, the Motor Assembly and Component Workers Union (Macwusa). He is Mr Sipho Pityana, who is being held under section 22 of the General Laws Amendment Act.

More unionists held in SP crackdown

Three other Macwusa members, including the union's chairman, Mr Dumile Makhanda, are being held under section 6 of the Terrorism Act.

The detention of Mr Gqweta and Mr Khota is a severe blow to Saawu's East London branch. Another East London official and vice-president of the union, Mr Sisa Njikelana, is detained under section 10 of the Internal Security Act.

According to Saawu's general secretary, Mr Sam Kikine, the union offices were raided at the time of the detentions and vari-

ous documents were seized.

Stressing that the union had enough manpower to continue even if its entire leadership was detained, he said the detentions "made nonsense of the Government's so-called new labour dispensation."

Macwusa's organising secretary, Mr Government Zini, said the "blatant actions of the police" were not going to resolve the country's problems but "would only increase workers' anger."

"The authorities must understand that the labour movement is legal," he said.

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Universe as a whole for certain important results see Appendix 2.)

IV. The Areas Chosen

Before setting out the results of the research undertaken, some information concerning the nature of the areas surveyed provides a useful background:

(a) Elgin:

The Elgin valley stretches from Steynbras in the west to Houw Hoek in the east, and from Viljoen's Pass in the north to the Palmiet River in the south and south-east. According to the 1970 census 16 738 people live in the Elgin-brabouw area, approximately 75% of them on farms. 68.7% of the population enumerated were 'Coloured', 17.1% Black and 14.1% White.

Apples, while not the only fruit grown in Elgin, are clearly the most important. According to an economic survey undertaken by the DFB in 1972, fully 92% of the area under soft-fruit cultivation (and a similar proportion of gross revenue) was planted with apple trees; pears comprising a further 6%, and plums and peaches approximately 1% each.

Figures from the DFB show that 45-60% of South Africa's total

Police CT 27/6/81 detain SAWU leader

Own Correspondent

EAST LONDON — The national president of the South African Allied Workers' Union (Sawu), Mr Thozamile Qwetha, 26, the branch secretary, Mr Kolani Kota, and a third man were taken into custody last night by members of the South African security police during a raid on the union's offices in Caxton Street here

The police seized books and documents from the union's offices

The head of the security police, Colonel A P van der Merwe, last night refused to comment

Mr Qwetha has been detained three times before. He was detained by the South African police last year and twice by the Ciskei Central Intelligence Service (CCIS)

A Port Elizabeth trade unionist and former student leader, Mr Siphon Pityana, was also detained by security police yesterday

Mr Pityana, a former chairman of the Port Elizabeth Students' Representative Council, is an organizer for both the Motor Assemblers' and Component Workers' Union of South Africa (Macwusa) and the General Workers' Union of South Africa (Gwusa)

His detention brings to five the number of Macwusa officials held by the Security Police

A Macwusa official said yesterday that three security policemen called at the union's offices in North End and demanded that Mr Pityana come with them. When Mr Pityana tried to leave a message for his colleagues he was handcuffed and forced out of the office, he said

A spokesman for the Security Police said yesterday that Mr Pityana was being held under section 22 of the General Laws Amendment Act which allows for detention for up to 14 days

The chairman, Mr Dumile Makhanda and three other officials, Mr Maxwell Madungozi, Mr Mxolisi Didiza and Mr Zandile Mtuze are being held under section Six of the Terrorism Act which allows for indefinite detention

The four were arrested in Transkei four weeks ago after it was found that they were travelling without valid documents

They were handed over to the South African security police who held them first under section 22 of the General Laws Amendment Act, and subsequently under the Terrorism Act

A REVIEW OF THE SOUTH AFRICAN HEALTH-CENTRE EXPERIMENT

Introduction

With the present day renewal of South African interest in primary health care, community oriented health services and health education, it seems worthwhile to look back in the past and see what has been done in this field already.

South Africa fortunately provides a very fruitful example in this respect, as there has been a lot of rethinking, discussion and experimentation

some 35 years ago a real search for health services within South Africa

The highlight of Health Services chairmanship of Services Commission Health Service On the recommendation was made with Health-Centres curative grass roots approach was

The fruits of a) an equal distribution of the people b) a National Health Service health;

c) the prevention of further wastage of health resources through unification of all personal health services under the direct administration of one single authority (the Department of Health).

The first 'Health-Centre' was actually established in 1940 under the very able leadership of Dr Kark, as part of an experiment of the Union Department of Public Health to determine

the most useful kind of health service for the numerous health needs of the African people in the Native Territories, health

Union members held in Ciskei charged

THE 57 trade union members detained by the Ciskeian authorities have all been charged and some have been released on bail

A group of 21 members of the SA Allied Workers Union appeared in court in Mdantsane township, which is part of Ciskei, earlier this week. They were charged with public violence

All have been released on R50 bail and are to appear in court again on July 13

A second group of 36 SAAWU members, who were held in a Ciskei Intelligence Service swoop at a Mdantsane bus terminus earlier this month, have appeared in a Mdantsane court charged with violating the Riotous Assemblies Act

They have been transferred to a prison run by the South African authorities, but the un-

ion's lawyers were attempting to arrange bail for the workers. Almost all the detained workers are former employees of the Wilson-Rowntree company, who were fired after a strike last year

SAAWU has since launched a consumer boycott against the company

Earlier this year, Wilson-Rowntree claimed that SAAWU members had fire-bombed the homes of workers who belonged to a rival union

The first group of detainees have been held for some weeks and, at one stage, went on a hunger-strike to protest against their detention

Recently SAAWU sent a petition to the Ciskeian Minister of Justice, Mr M B Myathaza, protesting against the detentions and demanding that the workers be charged or released

RDW 25/6/78
145
29
145A
Labour Reporter

Sta 30/6/8
Ciskei
frees all
Saawu men

All trade unionists held by the Ciskeian authorities are now out of police hands, following yesterday's release without charge of five members of the SA Allied Workers' Union

Confirming their release, the head of the Ciskei Central Intelligence Service, Brigadier Charles Sebe, said the men had been detained in the week before Republic Day

Another 10 Saawu members detained at the same time had been charged with distributing anti-Republic Day pamphlets issued by the banned African National Congress and SA Communist Party, he said

⊕ Saawu's East London branch has been evicted from its offices, the union's general secretary, Mr Sam Kikine, said yesterday

This follows last Friday's detention of top East London Saawu officials Mr Thozamile Gqweta and Mr Xolani Khota, and a security police raid on the East London office, in which documents were seized

progressive farmers improve rather than concentrating on improving the agriculture of the very poor. Some junior extension officers explained their emphasis on the richer farmers (e.g. those with full- and half-economic units) by saying that it is impossible for the poor to improve their agriculture, they have too little land and too few resources. Thus they concentrate on the possible, helping the bigger farmers who, they say, are usually the only people interested anyway.

also report that in some areas villages are set up as fronts to ensure receipt of government assistance although the basis of production remains firmly private.

Not only do patron figures solicit resources for projects in their villages which they will be directly involved in, but on a wider level the richer classes in a district try to ensure that government resources will be directed to their area: "Regional struggle for resources, is as intense in areas of peasant as of estate development. Roads, social services and agricultural facilities are financed from the taxation extracted from society as a whole their substance

U.J. Lele and J.W. Meller write of the Green

have various ways of ensuring that they secure any... the rich... the poor. The rich...
Two unregistered unions yesterday issued statements condemning the latest detentions. Last week, the entire independent union movement issued a joint statement attacking union detentions.
SAAWU's general secretary, Mr Sam Kikine, has called for the immediate charging or release of the detained unionists. He said the detentions would not destroy the union because "SAAWU exists on the factory floor, not in our offices". If the union's present leadership were removed "more militant" leaders would probably emerge.
The General Workers' Union, a Cape-based unregistered union, said the State was "choosing once again a path of confrontation in its continued efforts to counter the rapid growth of the trade union movement".
It was "indicative" that "every legislative initiative of the State is accompanied by the harassing of the leaders of

Unions hit hardest since 1976

By STEVEN FRIEDMAN
Labour Reporter

THE current spate of trade union detentions is the biggest crackdown on unionism since 1976, unionists said yesterday. In 1976, the Government banned about 30 people connected with the black union movement. On Friday, the president and East London branch secretary of the SA Allied Workers' Union, Mr Thozamile Gqweta and Mr Xolani Kota, as well as an organiser of the Motor Assembly and Components Workers' Union of SA, Mr Siphon Pityana, were detained.

This means that 11 unionists, including SAAWU's entire East London leadership, are now being held by the SA Police in terms of security laws.

Unionists said yesterday they saw the detentions as an attempt to curb unions who refused to register.

They cited a television interview by the Minister of Police, Mr Louis le Grange, in which he reportedly warned that, while the Government would tolerate some labour unrest because unions were in an evolutionary stage, certain unionists were overstepping the mark.

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SAAWU's general secretary, Mr Sam Kikine, has called for the immediate charging or release of the detained unionists.

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It was "indicative" that "every legislative initiative of the State is accompanied by the harassing of the leaders of

to the entertainment of the visitors. (The magistrate's office could not possibly come up to scratch alone because of its limited resources). After all important events (e.g. the Independence Celebrations) there are reports that the visitors said they had never been so well received in any other area.

A lot of the top level focus on Umhlaba is because of the exceptional number of co-operatives in the area. The senior extension officer attributes this to the fact that whereas in other districts the extension officers "push" the projects, in Umhlaba "members of the community" approach the extension officers to help them start a project.

have various ways of ensuring that they secure any... the rich... the poor. The rich...
rises and communal gardens resources on the basis that nity, and how these then

truly representative unions. Referring to impending labour legislation, the union said "Such action clearly reveals the nature of this legislation and underlines the necessity for continuing to oppose laws which apparently can only be implemented with the active collaboration of the Security Police".
It said workers' resistance would continue if the authorities did not "ease up on these repressive measures".

for Tanzania: "Individuals who have been in the field

6.2.2.2 C I h d th be One f i s

SOWETAN SB DETAINS THREE MORE UNIONISTS

EAST LONDON - Three more leading black trade unionists have been detained by Security Police.

They are the president of the SA Allied Workers' Union (Saawu), Mr Thozamile Gqweta and the union's East London branch secretary, Mr Xolani Khota.

Also detained on Friday was Mr Siphon Pityana, an organiser for the Motor Assembly and Component Workers' Union, who is being held under Section 22 of the General Law Amendment Act.

Three other Macwusa members, including the union's chairman, Mr Dumile Makhanda, are being held under Section 6 of the Terrorism Act.

The detention of Mr Gqweta and Mr Khota is a severe blow to Saawu's East London branch, where both are stationed. Another East London official and vice-president of the union, Mr Sisa Njikelana, is detained under Section 10 of the Internal Security Act.

Saawu-secretary Mr Sam Kikine said the union's offices were raided at the same time, and correspondence and other documents were seized. He said the detentions "made nonsense of the Government's so-called new labour dispensation".

of that cause on the expectation of life. Competing risks will be covered in Part 3 of this series of papers.

The calculation of rates involves a knowledge of the base population, specific population. No official estimates of these are available for

The following indices were calculated:

Crude Mortality Rates.

Standardized Mortality Rates. Two standard populations were used: England

and Wales representing a developed population and Mexico 1960 for a

appear after a delay of several years. The latest available at the commencement of this study. There are two series, one for Whites, Asiatics and Coloureds which cover the whole country and one for Blacks for selected magisterial districts which comprise the main urban areas.

In 1974 there were 34 974 Whites, 4 795 Asiatic and 29 475 Coloured deaths in

a population of 41,500,000 Whites, 709 000 Asiatics and 2 368 000 Coloureds,

death registration is virtually complete. The estimated total Black population

for the whole country for 1974 was 17 772 000. On the basis of a crude

death rate in 1970 of 10.3 per thousand for Blacks for the country as a whole

one would expect 183 000 deaths. Since the Births, Marriages and Deaths

Registration Amendment Act of 1970 the registration of black deaths is done

by the Department of Bantu Administration and Development. In 1974 the Bantu

Reference Bureau registered about 130 000 deaths. The published report for the

selected urban areas accounts for 31 410 deaths. Thus about 100 000 residual

deaths are not categorically 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.

OVER the past few weeks sections of the trade union movement have been reliving 1976

It was late that year that the last major crackdown on black unionism occurred when some 30 people (mostly whites) connected to the unions were banned

Now 11 unionists have been detained without trial by the South African Police in what some see as a new 1976-style crackdown.

The unionists are drawn from some of the fastest-growing unions in the country which hold in common a rejection of registration, a commitment to take up community issues and a reputation for "militancy"

Those held are

● Messrs Thozamile Gqweta, Sisa Njikalana and Xolani Kota, the president, vice-president and East London branch secretary of the SA Allied Workers' Union

Mr Njikalana was held some weeks ago under Section 22 of the General Law Amendment Act after he addressed an anti-Republic Day rally and canvassed support for a boycott of Wilson-Rowntree products. He is now being held under Section 10, the "preventive detention" clause of the Internal Security Act.

Under this section, detainees are held not because they are suspected of a crime but because the authorities believe they may cause unrest if released

Mr Gqweta and Mr Kota were held on Friday under Section 22. A union member was held with them, but was released on Saturday morning

This is the fourth time Mr Gqweta has been held — twice by the Ciskeian Intelligence Service under Ciskeian Proclamation R252, which provides for three months' detention without trial, and twice by the SAP

Mr Njikalana and Mr Kota have both been held in the Ciskei before

Indeed, detention by the CIS is no new experience for unionists

At one stage last month, 57 former workers from Wilson-Rowntree were in Ciskeian prisons (all have now been charged with public violence and other offences or released) and more than 20 unionists were held and released — some after embarking on a hunger strike — last year

● The chairman of the Motor Assembly and Components Workers' Union of SA (Macwusa), Mr Dumile Makanda,

Where have all the carrots gone?

RDM
1/7/81

145A
ABR
CBA

The Government has been using a carrot and stick approach in its attempts to bring about labour reforms — and to control trade unions. But a recent spate of union detentions has raised fears that the carrot is being abandoned for a bigger stick. Labour Reporter STEVEN FRIEDMAN reports.

and four union officials or members. They are Mr Siphon Pityana and Mr Mxolisi Didi, Macwusa organisers, Mr Maxwell Mandlinguizi, an executive member, and an ordinary member at General Motors, a Mr Tsedu

All except Mr Pityana were held in Transkei for allegedly entering the territory without travel documents and were handed over to the SAP. They were initially held under Section 22 and are now being held in terms of Section 6 of the Terrorism Act. Mr Pityana was held on Friday under Section 22

Their detention came shortly after Macwusa members staged a "sympathy strike" at three Port Elizabeth motor factories, although police have insisted that the detentions have nothing to do with the strike

● Mr Joseph Mavi, president of the Black Municipality Workers Union, whose members were involved in last year's municipal strike. He was held under Section 22 at the same time as Mr Njikalana — also shortly after addressing an anti-Republic Day meeting — and is now also being held under Section 10

● Mr Zwelakhe Sisulu, the recently banned president of the Media Workers Association of SA and Mr Thami Mazwai, Mwasa's national secretary. Their detention follows the

banning of five Mwasa officials in the wake of last year's newspaper industry strike

Police claim they are being held in connection with the arrest of exiled members of the SA Youth Revolutionary Council, whose detention in Soweto was announced recently

That is the one of the few explanations police offered for the arrests

Mr Mavi and Mr Njikalana could have been detained for their anti-Republic Day activities. But, in the Macwusa case, it is unusual for police to detain people for long periods because they allegedly committed a technical offence

There is no apparent explanation for Mr Gqweta and Mr Kota's detention

In all the cases, the suspicion will linger — in the absence of an explanation — that their union work is the reason for their detention

The Minister of Manpower, Mr Fanie Botha, recently denied this, saying the detentions had nothing to do with labour. But unionists reply that, until the men are charged or released, they must assume that they have been held for their union work

And they add that there is a contradiction when one Government department says it is

granting black unions rights and another jails their leaders

The detentions thus provoked a statement from the independent black and non-racial union movement, the first time the warring unions joined together to issue a statement. They said they saw the arrests as an attack on unionism

Not that these are the first unionist arrests since 1976 — officials of three unions were held last year

And detentions have, of course, been ever-present in Ciskei

Unions claim the new role of Ciskei — and now Transkei — in detaining unionists is evidence that Pretoria is "using" independent homelands to carry out arrests the Government would rather not take responsibility for

This has been denied by the Ciskeians and by Pretoria

But unionists certainly see these homelands as hostile to unionism — a belief which is fuelled by statements from Ciskei Chief Minister Lennox Sebe rejecting unionism

At least one employer who has recognised a union at a plant inside Ciskei is worried about the future of the agreement once Ciskei becomes independent

The crackdown of the past weeks is the biggest sustained action against unionists by the SAP since 1976

SAAWU's entire leadership in East London — its stronghold — are in prison. Only two senior Macwusa officials are not in detention

The fact that all the unions are part of the "new breed" who will not operate inside the Government's labour system adds fuel to suspicion that the authorities have decided to crack down on this sort of unionism

In 1976, the authorities seemed to see the entire black union movement as a threat which could be removed by removing its leaders — many of them whites

That move did not, however, succeed and the official approach to unionism changed. The post-Wiehahn dispensation ushered in a period in which black unions were invited to become part of the official bargaining system

It was clear that the authorities wanted unionism to develop on their own terms — through the system and without strike action or "political" links

But their efforts to bring this about involved complex legislative measures aimed at wooing unregistered unions into a system with built-in controls and on hampering those who didn't want to join the system

But the unions still grew — a fact the authorities clearly don't relish

Until the unionists are charged or released, the suspicion will persist that the Government has decided that this route has not worked and that a new crackdown is the only way to curb "militant" unionism

If it has, the hopes of those who believed the labour arena could provide a legal channel for black organisation and that labour could provide a model for peaceful (albeit traumatic) change will be dashed

Such an approach could also finally destroy the credibility of the new labour dispensation in both international and local black eyes

Whatever doubts critics have had about the controls built into the new system, one detention speaks louder than a hundred debates over Section 46 of the Industrial Conciliation Act

The detentions are obviously a blow to the unions. The SAAWU office is being manned by its secretarial staff and Macwusa concedes the loss of two full-time organisers is hampering its work

But a crackdown is unlikely

to end worker militancy in the Eastern Cape. In East London, SAAWU's strength lies in its network of shop steward committees in the factories who take on the bulk of union work

Detentions have not destroyed it in the past and they are unlikely to do so now. "SAAWU exists in the factories, not in our office," its general secretary, Mr Sam Kikine, says

In PE, the new breed of unionism has been swept along by consistent grassroots community militancy. And the black community has not been detained

The detentions ignore the view of some employers that worker militancy can be contained by dealing with unions, not by seeking to put them out of action

In East London, Wilson-Rowntree, which does not recognise SAAWU, complains the union is "confrontationist", that non-union workers' homes have been fire-bombed, that labour relations deteriorated when SAAWU arrived on the scene

But those who have recognised it say the reports of its militancy are greatly exaggerated. In some negotiations SAAWU's inexperience has meant it has not been as tough as some "conservative" unions who opted for registration

Certainly, an attempt to accommodate the unions, rather than controlling them or detaining their leaders, could lead to turbulence. But it could equally bring the long-term stability which controls and detentions have not brought

Union fills positions
of detained leaders

Labour Reporter
The South African Allied Workers Union (Saawu) has elected new officials and opened a new office in East London after last week's detention of the branch's leadership the union's general secretary, Mr Sam Kikine said today.

Last Friday Security Police detained Saawu's president, Mr Thozamile Gqweta, and East London branch secretary Mr Xolani Kota Saawu's vice president, Mr Sisa Njikelana was detained earlier last month.

Mr Kikine said police had confiscated all the

documents at their old office as well as correspondence with union members and overseas unions. The office had been closed down.

"Such State action confirms our stand against registration," Mr Kikine said.

He also accused the Security Police of trying to infiltrate Saawu.

Attempts had been made to infiltrate the union by police spies at the plant level. But Saawu was aware of this and had warned its members. Mr Kikine said.

shown end

PLANNING
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(Continued)

QUANTITY
SURVEYING

CT 3/7/81
324 125 137 145A
**Call to
try held
unionists**

PRETORIA — Government action against trade unionists which deprived them of the right of defence was intolerable, the general secretary of the Trade Union Council of South Africa, Mr Arthur Grobbelaar, said yesterday

Reacting to the detention recently of 11 trade unionists Mr Grobbelaar a member of the Wiehahn Commission said the indefensible system of bannings and detentions without trial was a major reason for the hatred and hostility aimed at South Africa at the recent International Labour Organization conference in Geneva

"If these people are contravening industrial legislation, or any other legislation for that matter then the Department of Manpower Utilization or other authorities involved must prosecute them"

A similar plea was made earlier this week by the president of the Federated Chamber of Industries, Mr Chris du Toit, who added that only if those "apprehended" were brought to trial could it be determined whether they were subversives or *bona fide* labour leaders

CT 4/7/81
Union
leaders
145A
warn on
sackings

Own Correspondent

PORT ELIZABETH — Spokesmen for three major trade union groupings yesterday warned that managements' policy of sacking workers when there were labour disputes could have "dire consequences" for South Africa

They were commenting on a speech in Grahamstown this week by sociologist Mr Winston Middleton, who warned that there were signs that the country's traditional methods of handling disputes needed a revamp

According to the newspaper records, more than 15 000 workers have been fired, or, as some managements prefer it, have "terminated their own contracts", in South African labour disputes so far this year

Of these, just over 4 000 were in the Eastern Cape

The acting general secretary of Fosatu, Mr Joe Foster, said managements' practice of "hire and fire" had been going on for years, but was now accelerating

He said existing industrial relations machinery needed a "serious re-think", as it was "grossly inadequate" to resolve labour disputes with the swiftness that was so often necessary

"At some stage workers will get completely fed up, and this could have dire consequences for the country," he said

The general secretary of the SA Allied Workers' Union, Mr Sam Kikine, predicted that fired workers would increasingly challenge not only management, but the State as well

"It's obvious that management has the backing of the State when it fires workers. This policy will only lead to greater confrontation"

Mr Wilson Sidina, a national organizer of the Cape Town-based General Workers' Union, warned that workers would not "sit back" when they were treated in this way. Mass firings only increased the potential for conflict

Workers who lost their jobs in Eastern Cape disputes (some of them were subsequently re-employed with the same company) include

● 15 fired on January 6 over a dispute over pay and working conditions at Freight Services Forwarding Ltd in Port Elizabeth

● 10 endorsed back to Whittlesea on January 21 after a strike over pay and working conditions at a

building contractor, Man- yana and Yeko Bros, who were erecting homes in Fordville

● 1 500 "deemed to have fired themselves" on January 28 after a strike over a pension dispute at Firestone in Port Elizabeth

● 700 fired on March 19 when they went on strike at Murray and Roberts in Port Elizabeth over a pension dispute

● 216 fired on March 25 by Strydom, Basson and Tait, a Port Elizabeth engineering firm, after they went on strike over a pension dispute

● 40 fired on May 12 by Armstrong Hydraulics in Port Elizabeth after a strike over pay and working conditions

● 240 fired on May 21 at Boskor, a Tsitsikamma sawmill, after a strike over pay

● 16 fired on June 11 at the Louisa Meyburg old age home in Port Elizabeth, allegedly because of their affiliation to a union

● 160 fired on June 17 by Federated Timbers in Port Elizabeth after a strike over pay

● 1 000 "deemed to have terminated their contracts" on June 19 at Dorbyl in Uitenhage after a strike over pay

● 160 fired on June 25 at Repco in Port Elizabeth after a strike over union recognition

NUM 617/81
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urged to
~~12/15~~ ~~12/15~~ **talk to**
workers

Own Correspondent

CAPE TOWN — The Wilson-Rowntree Boycott Support Committee in the Western Cape has written to the management of Wilson-Rowntree and its parent company, Wilson-Mackintosh, urging them to negotiate with the workers dismissed from the company's East London factory in February and with their trade union, the South African Allied Workers' Union (Sawu).

The letter said the 17 organisations represented on the support committee had watched with anger and dismay the treatment of workers at Wilson-Rowntree in East London.

The committee said the local management had refused to accept the right of workers to have a union of their own choice representing them, and had dismissed first 90 then 500 workers who struck in sympathy after the initial dismissal of three fellow workers.

The management had also tried to force another union onto workers, although the majority of workers felt that union had not done anything for them.

It said the management of Wilson Rowntree was "violating all the tenets of progressive industrial relations and obstructing the long struggle of black workers for democratic non-racial trade unions of their own choice."

The support of the wider community was being canvassed for a boycott of the company's products, which would continue until the workers were reinstated.

"We urge you to begin negotiations immediately with the dismissed workers and Sawu. It is up to you to declare whether your interests in South Africa are only those of a foreign company exploiting black workers."

"It is up to you to demonstrate to the people of South Africa your often stated claim of being a progressive multinational company. Until then the boycott of your products will continue," the committee said.

The Committee of the Western
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Bell-John Prize
 For the best all-round student
 in any year of study.
 P C Key

PLANNING
REGIONAL
URBAN &

QUANTITY
SURVEYING
 (Continued)

Star 10/7/81
Union men
(15) (192) (40A)
accused
(329) (33)
illegal strike

Star 10/7/81
Talks after 2 000
men dismissed

Labour Reporter
Nine union members were released on bail yesterday after appearing in a Uitenhage court on charges of participating in an illegal strike.
The men, who are members of the National Union of Motor Assembly and Rubber Workers (Numarw), were held by the Security Police over the last week.
They were each released on R250 bail and the case was postponed until July 20.
A Numarw spokesman said union members were charged with intimidating other workers and for calling and participating in an illegal strike at the Dorbyl plant.

By Tony Davis,
Labour Reporter
Brief talks between union and management were held yesterday in Durban after the dismissal of about 2 000 workers from Ilco Homes.
Mr Sam Kikine, general secretary of the South African Allied Workers' Union, said the dispute stemmed from worker dissatisfaction with a project manager.
Mr Kikine talked to Mr Jos Demmers, Ilco's managing director, who said workers could reapply for jobs from Monday, but certain workers would not be re-employed.
The union blamed the dispute on the Phoenix

Homes project manager who had earlier been involved with another dispute at a different firm.
SCARED
Mr Demmers said 40 workers were dismissed on Wednesday and yesterday some workers had called for their reinstatement and "scared" other workers into supporting this stand.
"We dismissed those other workers because they were unproductive," Mr Demmers said.
"From next week we will re-employ people."
● There was a dispute at the project site in April when there was a work stoppage over the issue of monthly pay. Workers eventually received fortnightly pay.

Star 10/7/81
Backing
for boycott
is swelling

Representatives of more than 20 worker, student and community organisations met in Johannesburg at the weekend to pledge their backing for the Wilson-Rowntree consumer boycott.

The meeting — the largest demonstration of organisational support in the Transvaal to date — is a clear sign that the campaign against the East London company is gathering momentum.

Added pressure will now be brought to bear on the company to reinstate the 500 members of the SA Allied Workers' Union who were dismissed after a strike in February, and to recognise Saawu as representative of Wilson-Rowntree workers.

Among the bodies represented at the meeting were Soweto's Committee of IC, the Soweto Chamber of Commerce and Industries, Azapo, Cosas and the Federation of SA Trade Unions.

The meeting also resolved to call on British trade unions and student bodies to put pressure on Rowntree-Mackintosh, the parent company.

RDM 10/7/8

Dismissals cause 2 000 builders to down tools

3/3 482 145 A

By STEVEN FRIEDMAN
Labour Reporter

ABOUT 2 000 workers employed by the construction firm Ilco Homes on the site of a major Durban housing development were dismissed yesterday after striking in protest over the retrenchment of women workers

This is the second strike to hit Ilco's Durban operation this year. Recently workers at two sites struck in support of demands that they be paid fortnightly.

Yesterday's strike hit Ilco's Phoenix site where it is engaged on one of the biggest Indian housing developments yet undertaken by the Durban Corporation.

Ilco's managing director, Mr Jos Demmers said the site

would be closed today and management would try to recruit new workers on Monday.

He said the dismissed strikers could apply for re-employment but that each applicant would be "individually screened".

The general secretary of the SA Allied Workers Union, Mr Sam Kikine, claimed yesterday that the strike had followed the appointment of a new management representative on the site whom workers regarded as "hostile" to them.

He claimed that management had begun "laying off women workers without reason" and had said it was planning to reduce the number of men on the site.

Mr Kikine added that management had refused a request by strikers to discuss griev-

ances with "elected worker representatives" and had insisted on addressing workers as a whole.

He alleged that Ilco had said it would deal with his union in the future but not on issues raised by this strike.

Mr Demmers said the strike was prompted by the dismissal of 14 women workers who were "unproductive". He confirmed that a new manager had been appointed at the site but added "He is simply carrying out company policy".

Mr Demmers denied agreeing to deal with SAAWU.

"All negotiations in the industry are carried out between unions and the Building Industries Federation of SA. We are not involved at all. If a union wants to negotiate, it must talk to BIFSA," he said.

PLANNING
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For the best student in the subject of Building Construction.

S A Brick Association Prizes

III: No award

II: A R Low Ken

I: N D G Sessions

For the best student in each of the courses of Building Economics I, II and III in the third, fourth & fifth years respectively.

LTA Prizes

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Professional Practice.

For the student obtaining the highest marks in

For the student obtaining

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Cape Chapter of Quantity

The Committee of the Western

P C Key

For the best all-round student in any year of study.

Bell-John Prize

(Continued)

QUANTITY
SURVEYING

2 millionists 11/7/87
 14571
 re-detained

Two black trade unionists held by Security Police under section 22 of the General Laws Amendment Act have been re-detained under section 6 of the Terrorism Act

Mr Thozamile Gqweta, president of the SA Allied Workers Union (Saawu) and Mr Sipho Pityana, an organiser for the Port Elizabeth based Motor Assembly and Component Workers Union (Macwusa), may now be held indefinitely without trial

Ten unionists are now known to be detained, eight of them under the Terrorism Act

For the student who has shown at the end
 Student Planners Award

URBAN & REGIONAL PLANNING

K Strong

For the second best student in the subject of Building Construction.

C W von Düring

For the best student in the subject of Building Construction.
 S A Brick Association Prizes

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 The Committee of the Western Cape Chapter of Quantity Surveyors' Prize

P C Key

For the best all-round student in any year of study.
 Bell-John Prize

QUANTITY SURVEYING (Continued)

Union man released from SP detention

Own Correspondent

EAST LONDON — Mr Xolani Kota, local secretary of the South African Allied Workers Union (Saawu), has been released after being held in detention by the Security Police for two weeks.

But the local head of the Security Police, Col A P van der Merwe, said Mr Thozamile Gqweta, national president of

Saawu, who was detained with Mr Kota, was being held under Section Six of the Terrorism Act as from yesterday.

Mr Gqweta was originally detained under Section 22 of the General Law Amendment Act, which allows for detention for two weeks. This period expired yesterday.

Col Van der Merwe said Mr Kota was not going to be charged with any offence.

URBAN &
REGIONAL
PLANNING

Student Planners Award
For the student who has shown greatest promise at the end of the first year.
M P Morkele

K Strong
For the second best student in the subject of Building Construction.

C W von Düring
For the best student in the subject of Building Construction.
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I : N D G Sessions
II : A R Low Keen
III : No award

The Committee of the Western Cape Chapter of Quantity Surveyors' Prize
For the student obtaining the highest marks in Professional Practice.
P R Swift

Bell-John Prize
For the best all-round student in any year of study.
P C Key

QUANTITY
SURVEYING
(Continued)

ARCHITECTURE

FINE ART & 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

South African
Architects' Institute
1954

Labour Party

About 1 200 workers were taken on early today by Ileo Homes in Durban after last year's dismissal of about 2 000 workers.

Workers were dismissed on mass as the result of a work stoppage in protest at the earlier dismissal of 40 workers who were not given a hearing in a court.

The managing director of Ileo Homes said he was sorry for the workers but that he had no choice.

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FINE ART & ARCHITECTURE

ARCHITECTURE

Cape Provincial Institute
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Architecture (or Quantity

Surveying) in the subject

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of about 2 000 workers
after last week's dismissal
Ilco Homes in Durban
taken on early today by

Labour Reporter

1200 hired
after firings
1454

18/12/81

Star 14/7/81 140A 145A 186 182 184

Fosatu backs Saawu action

The Wilson-Rowntree consumer boycott took a surprise turn yesterday as the Transvaal region of the Federation of SA Trade Unions (Fosatu) pledged its support for the campaign against the East London company

The decision will intensify pressure on the company to reinstate the 500 members of the SA Allied Workers Union (Saawu) sacked after striking in February this year

Since relations between Fosatu and Saawu have

been less than cordial, the move is seen as a highly significant bid for closer co-operation

Fosatu's Transvaal region decided to back the boycott two months ago, but would now move to implement its decision after discussions this week with Saawu officials and Wilson-Rowntree workers, according to a Fosatu statement.

The boycott would be publicised at all Fosatu general meetings and at shop stewards' meetings of its affiliated unions, it was stated.

Fosatu has also pledged "moral and financial" support for an affiliate, the National Union of Textile Workers, and 90 NUTW members dismissed from Stag Packings in Springs last week

Stag Packings management comment could not be obtained last night.

PLANNING
REGIONAL
URBAN &

M P Morkel
of the first year.
greatest promise at the end
For the student who has shown
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For the best all-round student
Bell-John Prize

(Continued)
SURVEYING
QUANTITY

EL firm DO 14/7/81 recognises Saawu

EAST LONDON — The management of the clothing firm Ark Garments in Wilsonia has recognised the South African Allied Workers Union as being representative of the majority of workers at the firm

In a statement released yesterday, Mr R J Harris of Ark Garments said "The management of Ark Garment Industries (Pty) work in close co-operation with our factory works committee and although there is a small percentage who seem to affiliate themselves to the Garment Workers Union, the majority affiliate themselves to Saawu

"In view of this we recognise the rights of the

workers to be free to choose to which union they wish to affiliate themselves

"We have had numerous discussions with Saawu, as representative of the majority of our workers, on certain aspects of workers conditions and we have found them very helpful and understanding"

Mrs Lucy Mvubelo, of the Garment Workers Union, said they still had members at the factory but because of the distance of the factory from the union's headquarters in Johannesburg they were hampered in their organising duties — DDR

(9.3) Centralised Marketing of Drugs

Given the needs for incentives to encourage innovation in the industry and the lack of information and price-sensitivity, a combination of the price system and centralised marketing of drugs may be a way of overcoming the difficulties in the drug market.

The way in which such a system could operate would be as follows: a centralised body would be responsible for the buying and distribution of drugs. The firms would not promote drugs to doctors at all.

The board would then disseminate information about drugs to doctors, a process that would be financed by profits generated by the sale of drugs.

The need for this type of institution is based on the analysis in Section 4 where the impact of the flaws in the drug market were examined.

It was shown that the lack of information and the high cost of generating information in this market preclude the doctor from making choices that maximise the benefit of the patient. The result is that price-sensitivity is lacking in the drug market and that this in turn prevents the optimal combination of price-promotion from emerging.

The same reasoning was used to explain product proliferation, brand use and research into products with apparently little new benefit.

The overall conclusion is that the private costs and benefits facing the firm differ from those facing the patient or the community.

To an extent this board will enable the externalities in the drug market to be removed and the combination of private production and centralised marketing would ensure a more efficient market.

Briefly stated, the use of the centralised marketing board would enable some of the problems in the market to be overcome.

The existence of price-sensitivity and information on the part of the customers of the firms would mean that more of the externalities would be internalised in the decisions of the firm. The firm would then have to consider the marginal costs and benefits of promotion and, because these costs and benefits more accurately reflect the full social ones, it would pay the firm to cut back on promotion expenditure. If it did not do so a competitor would be able to enter the market, offering a price-promotion combination that is more highly valued by an informed target market.

Similarly the amount of brand differentiation adopted would

Two still detained
0015/7/81
145A

EAST LONDON — Two members of the South African Allied Workers Union (Saawu) are still being held in detention in the Ciskei, several weeks after they were arrested.

Colonel Z Makuzeni, the deputy head of the Ciskei Central Intelligence Service, confirmed yesterday that Mr Douglas Mxinwa, a former worker at Johnson and Mr Mthetheleli Mema, a worker at Johnson and Johnson, were still in detention.

He could not say when they would be released.

Mr Mema has been in detention since May 30, but Colonel Mukuzeni could not comment on a Saawu claim that Mr Mxinwa has been in detention for three months.

Price comparison and quality comparisons would be facilitated.

The advantages of the system proposed stem from the fact that greater price sensitivity and information will be re-introduced into the market.

At the same time, the incentives for the firm that introduces a better product will not be removed and may, in fact, be increased as the centralised buyers would be more sensitive to new and improved products.

It must be noted, however, that this system will still not be able to compare with the theoretical ideal of market efficiency. There are imperfections in the drug market that

10/11
15
ILCO takes back staff

Mercury Reporter

ILCO Homes in Phoenix has re-employed about 90 percent of the 2000 staff they fired last week after workers had downed tools in protest against the dismissal of 14 colleagues

The managing director, Mr A C Demmers, said yesterday that about 200 of the workers would not be taken on again because he regarded them as 'trouble-makers'

category with a mean of 76. (8)

Concentration is not an indicator of monopoly power unless barriers to entry can be identified. The identification of oligopoly markets in terms of therapeutic requirements is therefore not a useful one. For in order to see the extent of monopoly power one would want to know the extent of substitutability of drugs not in demand, but in supply. It is clear that if a firm earns higher profits in a market with oligopoly characteristics, another firm will have a sufficient incentive using similar technology to produce in that market and the prospect of higher profit. Collusion cannot be pushed as far as drug firms do agree not to enter a market and a ability to prevent new firms from entering active in the chemical industry. Even where monopoly power exists, it is not necessarily profitable. For all the talk of monopoly power, there are competitors which competes to reduce the price of the status quo. In the pharmaceutical industry, level of profit in the industry.

Mr Gqweta, who was detained on June 26, is being held under Section Six of the Terrorism Act and Mr Njikelana, who was detained on May 29, is being held under Section 10 of the Internal Security Act

The statement says Saawu "deplores and condemns the continued detention of innocent trade unionists" and that "this iron-fisted action will only help to exacerbate the current industrial unrest" — DDR

The conclusion is that the monopoly power can not be supported either. Again, some of the items of the higher profits must be sought.

(b.3.3) Accounting and Financial Information

It is common knowledge that in the pharmaceutical industry what is reported as profit includes the profit on the sale of capital replacement. As a result of this, profits are greater than real profits.

The drug industry, being capital-intensive is affected relatively more than other industries by the accounting bias. A further problem concerns what is called the term capital. At present items such as research are treated as

current expenses. But if research, as is present in a balance sheet, are treated as a capital expenditure, return on capital as measured would decline.

Again, with research and development constituting major items of expenditure in the drug industry, the accounting bias affects it relatively more than other industries.

Because these two effects are stronger in the drug industry than in most others, the difference in profit between it and other industries would narrow markedly if accounting procedures were introduced

Saawu
00/16/7/8
call to
free
unionists

EAST LONDON — The continued detention of Mr Thozamile Gqweta and Mr Sisa Njikelana, the president and vice-president of the South African Allied Workers' Union (Saawu) and other trade union leaders has been condemned by the branch executive of the union here

A statement released by the executive yesterday calls on the government to release Mr Gqweta, Mr Njikelana, detained leaders of the Motor Assembly and Component Workers' Union, the Black Municipality Workers' Union and the Media Workers Association of South Africa, as well as student leaders, saying the police have had more than enough time in which to charge them

keep the entrepreneur in the industry and improve the profitability of reward. Profits are not excessive unless they are greater than is necessary to call forth and keep the entrepreneur in the industry.

It is common knowledge that in the pharmaceutical industry what is reported as profit includes the profit on the sale of capital replacement. As a result of this, profits are greater than real profits.

The drug industry, being capital-intensive is affected relatively more than other industries by the accounting bias. A further problem concerns what is called the term capital. At present items such as research are treated as

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Police action 'like oil on fire'

Own Correspondent

PORT ELIZABETH — A number of trade unionists representing unions active in the Eastern Cape have said the security police should leave workers and employers alone to settle their own disputes.

They were reacting to yesterday's warning by the divisional security police chief for the Eastern Cape, Colonel Gerrit Erasmus, that police in the Eastern Cape would no longer tolerate "wildcat strikes", "intimidation" of workers by strikers, or strikers' "blackmail" of companies by calling boycotts.

The general secretary of the National Union of Motor and Rubber Workers' Union of South Africa, Mr Joe Foster, said he believed police intervention in the Eastern Cape labour disputes would be like throwing oil on a fire.

'Too late'

The organizing secretary of the South African Allied Workers' Union, Mr Sam Kikine, said it was too late for police to start opposing union activities. He said that "greater oppression, meant a more intensified struggle".

Issuing the warning, Colonel Erasmus said the law empowered the police to act in cases where illegal strikes were called and where strikers had not followed procedures set out in the Industrial Conciliation Act.

"Union members will also not be allowed to meddle in affairs which do not concern their union.

"There have been incidents in which union workers tried to force employers to reinstate workers who have been fired. In effect they tried to blackmail companies into reinstating people."

Intimidation

Colonel Erasmus also warned that intimidation of workers refusing to join striking colleagues, or new workers employed to replace strikers was illegal and would be subject to "harsh action".

A spokesman for an independent trade union active in the Eastern Cape, said workers striking legally were guaranteed as little protection from managements as were illegal strikers.

"Managements can still refuse to negotiate and can still dismiss legal strikers. It seems the only advantage of a legal strike — which can only be called after a protracted procedure involving

the government — is protection from security police."

'Direct conflict'

A Rhodes University sociologist, Dr Marianne Roux, said the continued detention of workers by security police and their involvement in a field in which they were not qualified and were resented could not lead to industrial harmony.

She said this action was in direct conflict with the recent statement by the Minister of Manpower Utilization, Mr Fanie Botha, that there should be minimal State intervention in industrial matters.

Spokesmen for other trade unions could not be contacted yesterday and a spokesman for a Port Elizabeth motor firm declined to comment.

Neither Mr Botha, nor his Director General, Mr Jaap Cillie, were available for comment.

Sweet boycott drive on Rand

Heald 25/7/1957

REPRESENTATIVES of more than 20 worker, student and community organisations met in Johannesburg at the weekend to pledge their backing for the Wilson-Rowntree consumer boycott.

The meeting — the largest demonstration so far of organisational support in the Transvaal for the boycott — is a clear sign that the campaign against the East London company

is gathering momentum

Added pressure will now be brought to bear on the company to reinstate the 500 members of the SA Allied Workers' Union who were dismissed after a strike in February, and to recognise SAAWU as representative of the Wilson-Rowntree workers.

Among the bodies represented at the meeting were Soweto's Committee of 10, the Soweto Chamber of Commerce and Industries, Azapo, Cosas and the Federation of SA Trade Unions.

DD 27/7/81

King textile workers strike for more pay

FAST LONDON — Production at the King William's Town plant of Da Gama Textiles, the largest textile factory in the southern hemisphere, was brought to a standstill this weekend when a work stoppage by loom mechanics spread to other departments.

The strike at the plant, formerly known as Good Hope Textiles, was over demands for higher wages.

In a statement yesterday, Mr C J Kotze, general manager of personnel at Da Gama Textiles,

said the stoppage started at midnight on Friday when 44 loom mechanics downed tools and demanded higher wages.

He said "This took place in the wake of a wage adjustment of six per cent average, which, in the workers' opinion, was too little."

The adjustment followed an earlier wage increase in January of 14 per cent on average. This means to date a 20 per cent increase has been granted to weekly paid staff this year.

The July wage adjustment was given in order to iron out anomalies in the job evaluation system which was introduced and accepted by the workforce earlier this year.

The evaluation system used is the Patterson System — a grading system accepted by the International Labour Organisation (ILO) as a fair system of grading jobs in a company.

"The whole weaving department has been affected because the weavers also stopped working. With production in the weaving area coming to a halt production elsewhere in the plant was affected."

Later other departments left their place of work. It appears that, like the weavers, they were afraid to oppose the action of the loom mechanics.

It is hoped that production will resume after negotiations.

As far as can be ascertained the majority of the 4 000 workers at the plant are not unionised, possibly as a result of the factory being situated within the Ciskei DDR.

Textile factory stays paralysed

DD 28/7/81 (1454) ~~197~~ ~~152~~ ~~105~~

EAST LONDON — Production at the giant King William's Town plant of Da Gama Textiles remained at a standstill yesterday as workers from the weaving department continued their strike in demand of higher wages.

Production at the plant was paralysed over the weekend when 44 skilled loom mechanics downed tools, followed by other workers in the 1 200 strong weaving department. As textile production is a continuous process, this action created a bottleneck and disrupted operations at the factory.

The factory was virtually empty by noon yesterday and workers alleged that Brig Charles Sebe, the head of the Ciskei Central Intelligence Service (CCIS), had met with management in the morning, following which the

entire workforce had been sent home. The plant employs 4 000 workers.

In addition, watchmen at the gate said they had been given instructions not to allow anyone to enter the factory or return to work.

However, Mr R Aspinall, the general manager of Da Gama Textiles, said the gates were open for anyone who wished to return to work. He said the factory had not produced at all yesterday but said he hoped the factory would be back to production today.

"We have cleared the position and everything is ready to run. The bottleneck is only holding up production behind the weaving department, that is work in the spinning department. These are the people who had to return home as there was nothing for them to do."

"There is still work for people in the bleaching and dying department where no problem exists."

Mr Aspinall said there would be talks between management and the striking workers today.

Brig Sebe said the Ciskei authorities were watching the situation and blamed it on the South African Allied Workers Union (Saawu) who had "infiltrated the factory and are intimidating those who wished to return to work."

As far as we are concerned, we know of only 44 men who were involved in the strike. The rest were advised by management to go home and as far as we are concerned it is not every worker at the factory who is on strike.

"We hope talks between management and the liaison committee will be fruitful."

A spokesman for Saawu, which claims a membership of about 1 000 at the factory, denied that the union was involved in the dispute at this stage.

Meanwhile, three workers from the plant who had travelled to East London, said they were distressed when they were sent home by management yesterday. They said they were unhappy about the role Brig Sebe seemed to be playing in the dispute — DDR

Some textile DD 29/3/81

WORKERS GO BACK ON SHIFT

EAST LONDON — The strike-hit Da Gama textile plant in King William's Town resumed production on Monday evening but only about one third of the workforce have been reporting for their shifts.

At noon yesterday a crowd of about 1 000 came to the gates of the giant textile factory and according to the General Personnel manager Mr C. Nkize, demanded higher wages.

We told them we had no more money and that they had already had 20 per cent increases on average this year. Many turned around and left immediately.

The workers committee asked to speak to management and we

agreed, but the crowd did not want them to and they were stopped.

Brig Charles Sebe, the head of the Ciskei Central Intelligence Service (CCIS) arrived and addressed the workers, assuring those who wished to go to work that they should have no fear of intimidation as they would be protected.

"Only about one third of the workers arrived for work and we have managed to get production going on a restricted basis."

Brig Sebe told our King William's Town correspondent that following the meeting with the workers he would submit a report to the Ciskei Legislative Assembly concerning their grievances — DDR

Sebe: I didn't

blame union

KING WILLIAM'S TOWN — The head of Ciskei's Central Intelligence Service, Brigadier Charles Sebe, yesterday refuted a report that he had blamed the South African Allied Workers Union (Saawu) for the strike at the Da Gama Textiles plant here or had met Da Gama's management on Monday.

The strike had started last Friday, he said. He had heard about it for the first time on Sunday. Most of what the Daily Dispatch published yesterday about my role is incorrect.

I blamed management for the initial stand they took on the matter when they refused permission to workers of the shift after the strike to resume work. I told the Daily Dispatch, when I was interviewed about the strike that the Ciskei authorities were observing the situation and were also investigating the possibility of infiltration by Saawu — DDR

The present system of medical schemes (together with other forms of social security such as provident, funeral and pension funds) can be seen to originate partly from the early mutual aid societies and partly from the private or fraternal insurance schemes. The mutual aid societies developed in Europe with the appearance of an unorganised mass of unskilled labourers in the towns. The formation of mutual aid clubs were often the basis for later emergence of industrial trade unions.

Medical and para-medical benefit schemes

There are two types of medical schemes in operation in South Africa which assist workers in paying for medical services, after the payment of a regular contribution. These are medical benefit and medical aid schemes. Although the two common distinctions made between the two is based on the fact that medical aid schemes allow the holder a free choice of doctors whereas medical benefit schemes appoint doctors on a panel basis, there are more significant differences. The medical aid scheme is generally aimed at the more skilled, higher income workers. The contributions deducted are higher and the benefits extended correspondingly. The contributions are from a cumulative perspective. This will be shown in greater detail later on. Medical benefit schemes are aimed at lower paid workers, who are usually semi-skilled or unskilled. The contributions deducted are much lower than medical aid contributions. Not all

medical benefit schemes render full services, many of them operating on the principle of gradualism. Initially only doctors services and medicines are provided free but as finances are built-up benefits are extended and further benefits are provided. The medical benefit societies tend to have a more preventative bias than medical aid societies, which tend to provide straight insurance aid. For instance itself in the establishment of clinics, free dispensation and x-ray programmes. This lack of preventative measures by medical aid schemes despite the fact that many of these schemes include amongst their aims that of promoting good health amongst their members.

The first medical aid scheme was started in 1897 by De Beers for its employees. By 1910 there were 7 schemes and by 1930 18 schemes. After World War II there was a marked increase in the number of medical aid schemes established. In 1960 there were a total of 171 schemes and in 1975 292. In 1977 the Medical Schemes Act was passed. The Act came 5 years after the report of the Commission of Enquiry into the high cost of medical services and medicines (The Snyman Commission report of 1962). Many of the recommendations of this commission were incorporated into the Medical Schemes Act.

This act defines medical schemes as being established with the object of making provision for - a) rendering free of charge to members and dependents, medical, para-medical, nursing, surgical or dental

Star 29/7/8!
Sebe to intervene
in labour dispute

Labour Reporters
 Production was returning to normal today at one of South Africa's largest textile firms near Zwelitsha in Ciskei after yesterday's walk-out by about 4000 workers. The dispute at the Da Gama Textiles plant, started on Friday when 44 loom mechanics downed tools over wage demands.

The strike soon spread to the rest of the plant. Workers were addressed outside the plant yesterday by the head of the Ciskei Central Intelligence Service, Brigadier Charles Sebe. He said that if workers returned to their jobs they would be given police protection and intimidation "would not be tolerated".

Brigadier Sebe told The Star that the Chief Minister, Chief Lennox Sebe, would be holding a meeting with Da Gama management tomorrow to discuss a way to end the dispute. Production was reported to be slowly returning to normal today but it was not known whether management was willing to discuss wage increases with the workers.

Da Gama Textiles is part-owned by the State's Industrial Development Corporation and is one of the country's largest textile firms. Brigadier Sebe also said that 10 workers - whom he alleged had assaulted strike-breakers - had been detained under Ciskei's proclamation R252, pending charges of public violence. Despite claims that the South African Allied Workers Union (SAAU) was involved in the strike, SAAU officials in East London today denied any participation in the dispute.

The act provides for the schemes, and a medical society for health - all registered at such times and on such the money received and assistance to members of Council. The Central Council of para-medical persons (and persons in medical aid schemes, respect benefit requirements.

Coroll. Although we ... so far been shown only for medical insurance for states (See below)

18/7/30/10
 Two detained
 as support
 for boycott
 grows

Two members of the SA Allied Workers Union (Saawu) have been detained in the Ciskei, while allegedly distributing pamphlets promoting the Wilson Rowntree consumer boycott

Mr Malungisa Joka and Mr Gerald Mahlangu were detained on Tuesday in the township of Mdantsane, according to a Saawu spokesman. The Ciskeian authorities could not be reached for confirmation

BOYCOTT

Mr Mahlangu, former secretary of the Saawu workers' committee at the Wilson-Rowntree sweet company in East London, and Mr Joka, a former union shop-steward at the company, were among the 500 workers dismissed from Wilson-Rowntree after the strike in February

Their detention comes at a time when the consumer boycott of the company's products — aimed at securing the reinstatement of all the dismissed workers — is getting off the ground in East London

The Saawu spokesman said about 400 people attended a boycott support meeting in East London at the weekend.

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Surveyors' Prize

Cape Chapter of Quantity

The Committee of the Western

P C Key

in any year of study.
 For the best all-round student
Bell-John Prize

PLANNING
REGIONAL
URBAN &

(Continued)
SURVEYING
QUANTITY

DD 30/7/51
**Back to work
at Da Gama 1951**

EAST LONDON — Management at the Da Gama textile plant in King William's Town said yesterday that production at the factory was back to normal but that they were still experiencing problems in the loom mechanics area.

The four-day strike which paralysed production at the giant textile factory began on Friday night when 44 loom mechanics downed tools and demanded higher pay.

However management has insisted that following 20 per cent pay increases on average this year, it is not prepared to consider further increases.

Mr Neville Miles, personnel manager at the plant, said about 75 per cent of the workers had reported for work yesterday and that more had been drifting in during the day.

The only area which is still undermanned is the loom mechanics area' he said. Nevertheless, normal production has been resumed.

Management has had very positive discussions with black supervisors and general workers. The consensus of opinion is that the majority of workers did not wish to strike and it was only the loom mechanics who were dissatisfied.

Mr Miles added that nobody had been dismissed because of the strike but made it equally clear that management was not prepared to reconsider wages.

He said the company had not yet decided on a strategy to deal with the loom mechanics, who have remained insistent in their demands for better pay — DDR

I believe our part is to be... of family living... and... health...

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A better... placing... show. The birth rate which was one of the highest in the world in the coloured community, has dropped from 32 per 1000 in 1968 to 23 per 1000 today

Textile strike over

EAST LONDON — About 95 per cent of the workforce at the King William's Town plant of Da Gama Textiles reported for work yesterday, according to the personnel manager at the factory Mr Neville Miles. Mr Miles said production had completely returned to normal and described the five per cent who did not turn up as a 'normal absentee rate'. He said management had

stood by its earlier decision not to negotiate any further increment in wages. The strike, which paralysed the factory for four days, began when 44 loom mechanics downed tools and demanded higher wages. They were joined on strike by other members of the weaving department, a situation which blocked production at the factory — DDR

14/11

Dec 4: D-Day for the bosses?

RDM 31/7/81
1454
1455

BOTH employers and unionists were taken aback last year as East London emerged as a key centre of union activity

A new union, the SA Allied Workers Union (Saawu), which refuses to register with the Government and is seen as militant by many employers, emerged and showed startling growth, its membership jumping from about 5 000 to over 20 000 in six months

At the same time, at least a dozen East London employers were hit by strikes — one company, Wilson-Rowntree, experiencing 17 stoppages in a matter of months

This turbulence — coupled with the union's refusal to register and its commitment to a role outside the factory — prompted Manpower Minister Mr Fame Botha to fly to East London and urge employers to "hold out" against Saawu

Three companies — Chloride Johnson and Johnson, and KSM Milling — ignored him and recognised Saawu. But others resisted it and all indications were that the conflict on the city's factory floors would continue

Calm

This year, however, the situation has been relatively calm

Some observers say Saawu may have over-extended itself and that the recent detentions of its two top office-bearers in the area — Mr Thozamile Gqweta, national president, and Mr Sisa Njikelana, vice-president — is affecting it adversely

Saawu itself vehemently denies that the detentions have weakened it

Mr Sam Kikine, the union's general secretary, has been travelling to East London regularly since the detentions

"They have made no difference," he says "The union is not controlled by officials. They are just the tools of the workers, who are the real decision-makers. The controlling machinery of this movement is not in our offices"

Saawu officials say membership dropped from about 25 000 down to 15 000 during the period of labour unrest, mainly due to dismissals after strikes. However, since then membership has increased to over 20 000 and is growing steadily

The union is also winning new recognition agreements. Recently, Buffalo Timbers became the fourth company — and the first locally-owned one — to ignore Mr Botha's advice and recognise Saawu

It has won informal recognition from two garment factories, ousting the Tucsa-affiliated National Union of Clothing Workers led by Mrs Lucy Mvubelo in the process, and more agreements may be on the way

In another interesting development, some employers with vacancies are asking Saawu to provide them with workers from its Unemployed Workers Union starting to cater for workers fired during last year's unrest

The union is also reaching out of East London towards industrial areas bordering on and inside the Ciskei, including Berlin, King William's Town and Zwelitsha. Saawu intends opening an office in King William's Town soon

Growth

Union growth in the area is not confined to Saawu alone. In January the Cape-based General Workers Union extended its agreements with employers of stevedores in Cape Town and Port Elizabeth to East London harbour

Now, it claims to have signed up the majority of railway workers in the harbour as well and it has approached the port manager for recognition

No reply has been received. However, it is the first time an independent union has approached the Railways for recognition and the outcome will indicate policies potentially affecting a vast number of black railway workers

Some employer sources are also sceptical about suggestions that Saawu is on the wane and believe that employers who have resisted dealing with it in the past are likely to face a renewed challenge from it in the near future

An employer source says employers who have changed their approach towards Saawu still represent a "small minority"

He claims many employers still don't understand the present situation, which he describes as a "completely new ball game"

"They are still pushing the old hard line and have no intention of institutionalising conflict"

More people are interested in a new approach — but they still find it hard to go against pressure from officialdom, he says, and adds bluntly "Employers are dreaming if they think it's all over"

Some employers believe recognising Saawu is itself an invitation to unrest. They see the union as

"confrontationist" and also point to recent incidents such as firebombings of non-Saawu members' homes, which they blame on the union

Scores of Saawu members have recently appeared in court on public violence and other charges, both in South Africa and the Ciskei. One has been convicted in an South African court and one acquitted. The trials of others in the Ciskei are continuing

On the other hand, Mr Roy Lorentz, spokesman for SA Chloride the first firm which recognised Saawu, says "Up to now, recognition of the union has been a stabilising force in the plant"

But apart from shop floor issues, a new threat to labour stability is looming up — Ciskeian independence, due on December 4 this year

Saawu opposes independence and has called on workers in the area to resist it

Observers say there is a groundswell of feeling against independence building up — notably in the sprawling Mdantsane township which provides East London with labour but falls within the Ciskei — and believe some kind of confrontation is likely over the issue

The relationship between the Ciskei authorities and Saawu has been hostile for some time

Saawu believes it has been subjected to a sustained attack by the Ciskeian authorities. It has been refused permission to hold meetings in Mdantsane or open offices there

There have been about 80 arrests or detentions of Saawu members and officials by Ciskeian authorities at one time or another over the past year

Chief Lennox Sebe, Chief Minister of the Ciskei, has told the Legislative Assembly that Saawu is a "communist front" organisation

And his brother, Brigadier Charles Sebe, head of the Ciskei Central Intelligence Service (CCIS), has described Saawu as a threat to both the SA Government and the Ciskei

Detained

Saawu's stance on the Ciskei was spelled out at a mass meeting held in the East London city hall last month two days before Mr Gqweta was detained

He told the meeting Mdantsane workers would lose their rights in SA in an independent state, and charged that the Ciskei government was being used by the SA Government to oppress blacks

He claimed blacks in Mdantsane were opposed to Chief Minister Lennox Sebe's rule, said Mdantsane belonged in South Africa, and called on workers to reject independence

However, Saawu may not be the only organisation to oppose independence

In a significant move, a new community organisation — the Border Civic Organisation — was formed at a recent mass meeting attended by residents of Mdantsane and Duncan Village and representatives of various organisations

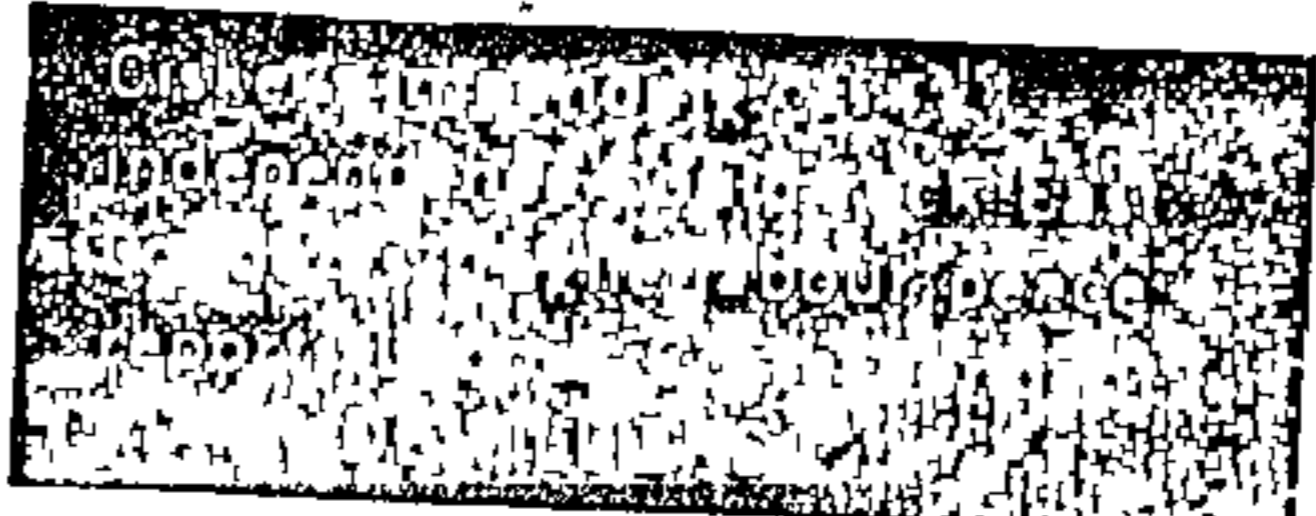
Residents listed numerous major grievances, called for the release of Nelson Mandela and rejected Ciskeian independence

A steering committee was elected to head the organisation until its inaugural meeting to be held soon

The organisation has had a modest start — the meeting was attended by 400 people — but its potential importance cannot be over estimated

The turbulent Eastern Cape has previously demonstrated the scale such an organisation can assume

In 1979, the Port Elizabeth Black Civic Organisation Pebco, rocketed to a membership of many



thousands and was seen as one of the most important black organisations to have emerged for years

It has declined since its charismatic leader, Thozamile Botha fled the country after being banned

Up to now observers say, opposition to independence has had no real organisational outlet and the DCP may provide one for the first time

One source close to the BCO says "There is tremendous resentment against independence. Up to now, people opposed to the Ciskei government have had no mouthpiece and have been scared to stand up"

He says the idea is to form residents' committees in townships throughout the area, including Mdantsane, King Williamstown, Dumbaza and Zwelitsha, with the BCO serving as an umbrella body

He adds that one of the proposed aims of the organisation is to fight for Mdantsane's exclusion from the Ciskei if independence goes ahead

It seems the organisation will enjoy close support from unions, with both types of organisations playing mutually supportive roles

Saawu officials say it is assured of the "concrete backing" of workers

Turbulence

One sign of growing tensions may have been provided since the weekend when about 4 000 workers at a textile factory near Ciskei's capital, Zwelitsha, struck over wage demands

The Sebes promised to assist workers — but they also urged them to return to work and were reportedly booed by workers when they did so

Although most workers at the plant are not Saawu members, the strike may be a sign of things to come

Against this background, a prominent employer source feels the present period of relative calm is "very much the lull before the storm"

He says workers will not accept independence "lying down", and is convinced this will affect industry

"Between now and December 4," he adds, "all hell may break loose"

URBAN REGION PLANNING

QUANTITY SURVEYING (Continued)



WHEN the unregistered South African Allied Workers Union (Saawu) came on the scene in East London last year, accompanied by a wave of strikes, most employers blanched and prepared for a no-holds-barred battle

Saawu, a community-based union, grew dramatically in a few months. Most employers branded it "militant" and "confrontationalist" and were perturbed by its overtly anti-apartheid stance

They determined to resist it, and were encouraged by local officials and, later, Manpower Minister Mr Fanie Botha who urged employers at a private meeting to "hold out" against the union

But one company decided on a different course. Last November, battery manufacturers Chloride (SA) announced that it had recognised Saawu

Some employers in the area accused Chloride of "breaking ranks" and the company's decision was hardly popular in management circles

But Chloride is no longer alone. Three other companies have recognised the union and several more agreements are on the way

In a recent talk to employers, Chloride's personnel director Mr Theo Heffer, told the story of how and why the company came to recognise Saawu

Extracts from the talk have now been published by Wits University's Graduate School of Business Administration. It says Chloride's story "shows a n alternative to confrontation"

Why we recognised a 'militant' trade union

Should employers ignore Government urgings and recognise unregistered trade unions? Chloride (SA) — and it has recognised a union which most companies see as dangerously "militant". Labour Reporter STEVEN FRIEDMAN reports on a talk by the company's personnel director, Mr Theo Heffer, in which he explains why and how it took this step

'militant' trade union

liaison committee was achieving anything

Says Mr Heffer "I believe any honest manager should admit that liaison committees were used as an alternative to unions the attitude that our employees have committees therefore we don't need unions is shortsighted

To place obstacles in the way of workers choosing the representation they want leads to their adopting a militant attitude and could mean companies will have to deal with precisely the kind of union they were trying to avoid

While the committee system "can form part of a healthy industrial relations structure a chance seems to have been missed and there is not much hope of a general and willing acceptance of the system among blacks"

Trust

But Mr Heffer stresses the importance of building up trust and adds that Saawu were willing to consider in-plant committees as long as they were not meant to frustrate unions management often fear victimisation

But Mr Heffer stresses the importance of building up trust and adds that Saawu were willing to consider in-plant committees as long as they were not meant to frustrate unions management often fear victimisation

Chloride was also influenced by other factors around June, 1979

"We were aware of an ever-increasing awareness of their rights and power among blacks That's important Do not assume that because you do not have an overt conflict situation

accepts that conflict is inherent in management-worker relations and believes that this conflict "can become a constructive force"

Flowing from the company's a p p r o a c h w e r e t h r e e principles That management had the

We do not believe we are immune from strikes — we simply don't want to cause them

that blacks are not thinking about their grievances

The company also recognised that an increasing proportion of its workforce would be black and that, as workers acquired better education and training, they were unlikely to remain "subservient and docile"

Chloride therefore began an awareness programme among top management "to concentrate on fundamental principles in regard to trade unionism" It began to develop a policy aimed at "maintaining industrial peace"

On the second "We asked ourselves, 'Do we mean it for real?' and accepted fully an affirmative answer We made

our attitude known before we were approached by a trade union"

The company also made clear its willingness to accept any representatives chosen by workers "whatever their background or reputed

adds Mr Heffer "It is not for us to prescribe to employee organisations what views they should hold

"Are there really any non-political unions? Or is a union that wants to preserve the status quo less political than one that wants to change it?"

Chloride also concentrated on training committee members and developing committee powers, stressing that it was a consultation, not a negotiation

In April, 1980, Chloride's East London workers asked for a union to replace the liaison committee Following "an uneasy lull", Saawu approached the company formally for recognition in June

Request

"We had a policy and set a date to discuss their request" But "We knew little about the union and what we were told was 'bad news'."

Chloride asked Saawu how many workers it represented and the union said 60% Management thought this figure too high — some employers believed that only 5% belonged to Saawu — and asked the union to prove its claim

It did — union records showed it had 70% membership at the plant!

Debate

Talks then continued with Saawu over issues like paid-up membership over a period, the union's constitution and a structure for recognition — and there was debate within management on an acceptable membership figure for recognition

But in the interim the committee had ceased to function Saawu "met our every requirement and discussion was conducted patiently through the discussion period"

On November 5 workers were asked in a referendum whether they wanted Saawu to represent them — 95.2% voted "Yes"

The agreement was signed on

November 11 and in it both parties declared their commitment to "industrial justice and peace as well as to profitable growth and stability"

It was an uncomplicated agreement which acknowledged that the process would develop over time as both sides established their rights and duties

It provided for the election of a five-member Workers' Central Executive and four shop stewards The executive may call in union officials whenever they wish and officials are brought in when negotiation is at issue

In practice union officials tend to leave in-plant issues to the committee

Mr Heffer says Chloride did not try to hide its approach from the authorities It believed it had "nothing to hide"

They were "not always pleased with us, but we reassured them that we were not trying to undermine the government and we had many useful discussions"

Since the agreement matters have developed "well" Mr Heffer ascribes this partly to the existence of a detailed company labour policy before Saawu's approach and the clear indication to workers that unionism would be allowed

"We were told that Saawu's policy was one of confrontation. Well, I must say we have not come across it yet"

The committee has been restructured in consultation with Saawu and in line with the agreement, a job evaluation system has been introduced after talks with union representatives and wages were negotiated with Saawu

Mr Heffer says Chloride would have preferred a non-negotiated wage rise this year after introducing its new system, but Saawu chose to negotiate it

"Bargaining lasted two days in place of the anticipated few hours but we reached a satisfactory agreement including a plan for productivity improvements"

Disputes

A comprehensive bargaining and disputes procedure is to be negotiated

Dedicate issues have arisen since the agreement was signed — 53 men were retrenched, but the union was able to negotiate an improved settlement for laid-off workers Since then some have been taken back in consultation with Saawu

Reviewing Chloride's move in the context of turbulence in East London, Mr Heffer says

"The situation is delicate, a large number of strikes have occurred and some are still on but so far none at our plant

"We do not believe we are immune from strikes, we simply don't want to cause them"

He adds "To refuse to deal with a representative union, even if it is not registered would to my mind fly in the face of reality"

Banning or failing to recognise unions is futile And "it is in our opinion immoral to use tricks like threatening strikers with lists of people unemployed, you can't do that and get away with it in the long term"

Strategy

Mr Heffer refers to attempts to form a common employer strategy to unions and to some guidelines being offered employers by consultants which he brands as "invitations to strike action"

He believes it is dangerous to encourage employers to join together to crush a particular union "Such collusion is wrong, whether between different employers, between employers and the authorities or even between both of these and favoured unions"

And he advises employers to remember that unions like Saawu work on democratic principles going back to workers if they feel they have no mandate for decisions Elected shop-stewards are key union figures

Saawu thus rejected automatic stop-order facilities, and preferred to collect union dues by hand, believing this would maintain contact with members

Employers have asked whether Chloride would have been able to "go as far as we have" if it had been covered by an industrial council agreement

Mr Heffer replies that nothing prevents employers and unions from bargaining better conditions than those contained in council agreements

Summing up, Mr Heffer says Chloride's decision to recognise Saawu was "a beginning, not an end"

He adds "When you embark on this kind of social experiment you are giving away some power That's hard to accept at first

But he stresses the importance of "mutual trust" and says "I do not underestimate the hard work involved nor the degree of patience and understanding, but the rewards can be incalculable"

Union members seen as victims of state

DD 6/8/81
145A
139
145
105

EAST LONDON — The state had recently intensified its actions against the black trade union movement with the detention of trade union officials and members, the General Workers' Union and the Food and Canning Workers' Union said in a joint statement

Among the 10 trade unionists in detention, most of whom were active in East London and Port Elizabeth, was Mr Thozamile Gqweta, president of the South African Allied Workers' Union (Saawu)

"A primary cause of the

state's antagonism toward Gqweta is his outspoken opposition to the forthcoming 'independence' of the Ciskei," the unions said

Saawu, because most of its members lived in Mdantsane, was the major organisation operating in the Ciskei which remained independent of the Ciskei authorities

"As such the union has encountered massive opposition from the Ciskeian rulers who are increasingly threatened by the substantial popular opposition to their decision to opt for independence a la Pretoria "

Referring to Mr Gqweta's frequent detentions, the statement said East London had witnessed a "phenomenal" rise in trade union organisation, much of it around Saawu, which was not a "tame compliant union "

"The union, with Mr Gqweta as its major spokesman, has fought for independent democratic trade unions and to this end, it has refused to seek registration under the unacceptable conditions offered by the South African authorities, moreover Saawu has steadfastly refused to isolate itself

from the wider community "

In doing so Saawu had shared in the causes and objectives of the African Food and Canning Union and the General Workers' Union

The statement said the state's response to the popularity of the unions had been twofold the Minister of Manpower Utilisation allegedly requested East London employers to refuse to deal with the unions, and the state had repeatedly detained local union leaders, particularly Mr Gqweta — DDR

DD. 7/8/81 (145A) (229) (75)

Saawu's Gqweta released

EAST LONDON — The national president of the South African Allied Workers Union (Saawu), Mr Thozamile Gqweta, has been released from detention

Mr Gqweta was detained on Friday June 26 after security police had raided the Saawu offices in Caxton Street, here

Detained with him was the organisation's branch secretary, Mr Xolani Kota,

who was released last month

Mr Gqweta was released without being charged. He has been detained three times before. He was detained by the South African Police last year and twice by the Ciskei Central Intelligence Services (CCIS)

On April 17, 1980 he was detained under the Riotous Assemblies Act by the CCIS and went on a hunger strike two days later

In November he was again detained and he and the branch chairman of Saawu here, Mr Sisa Njikelana, who is still under detention in Johannesburg, went on two hunger strikes before they were released without being charged.

Mr Gqweta was not available for comment yesterday. He was reported to be away in Cape Town on trade union business — DDR

(4) The subroutine may contain any statements except BLOCK DATA, FUNCTION, another SUBROUTINE statement, or any statement that directly or indirectly calls this subroutine

(5) The subroutine may define or redefine one or more of its arguments so as to return results through its arguments. If the subroutine returns a result through a dummy argument, its actual argument must not be a constant.

(6) Adjustable arrays may be used in the subroutine, in which case any adjustable dimensions may be passed as actual and dummy arguments for use in the array declarator of the subroutine.

(7) The RETURN statement returns program control to the next executable statement following the CALL statement in the calling program unit.

Examples:

(1) This subroutine clears the elements of any array to 0.0.

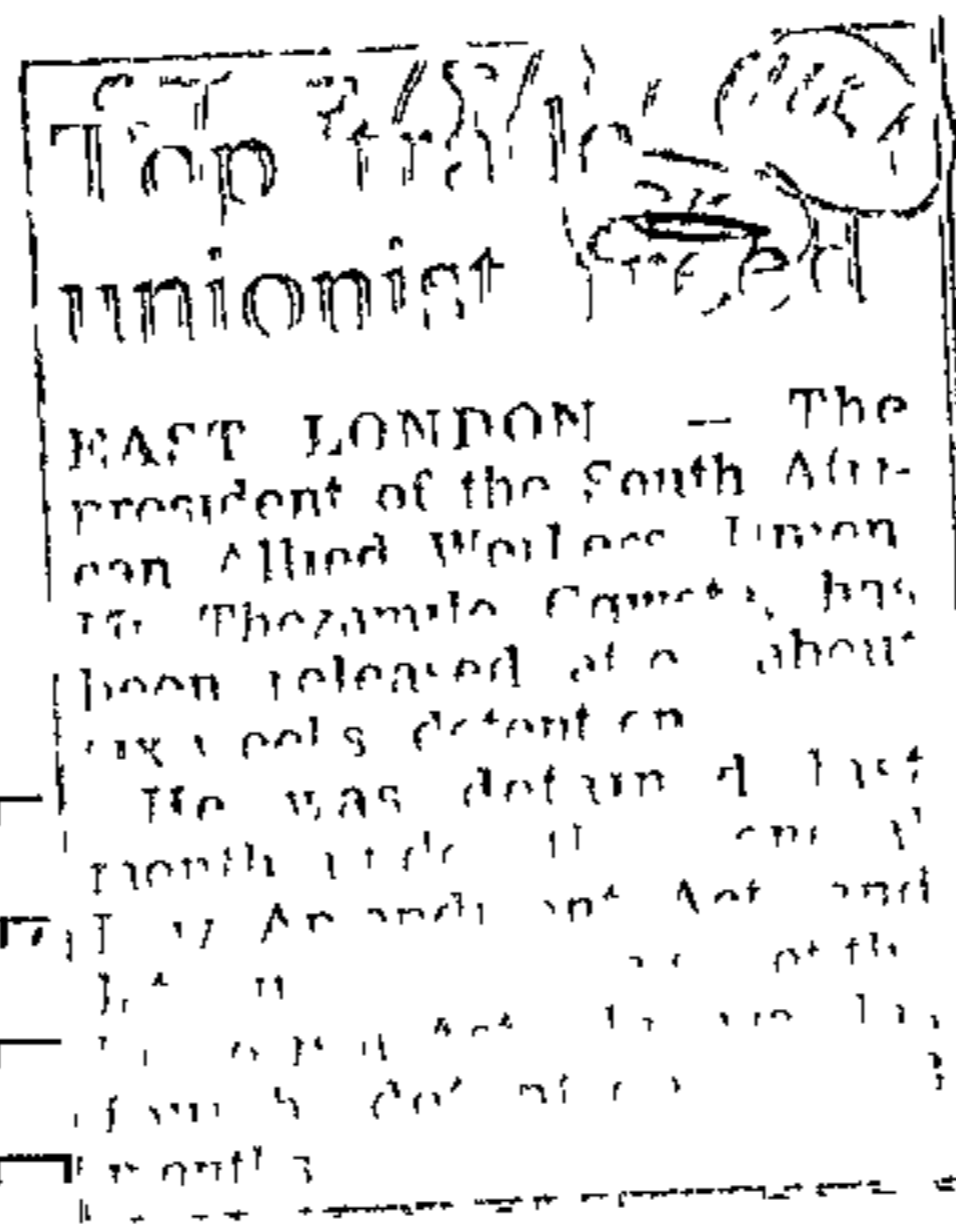
```

SUBROUTINE CLEAR (ARRAY, N)
DIMENSION N
DO 10, K=1, N
  10  ARRAY(K) = 0.0
RETURN
END
    
```

A calling program unit contains:

```

DIMENSION S(10), A(4), B(5), C(11)
CALL CLEAR (A, 4), B(5), C(11))
CALL CLEAR (B, 5), C(11))
CALL CLEAR (C, 11)
    
```



Budget	Standard	Actual	Total	Efficiency	Price
54 000	63 000	70 000	7 000(F)		7 000(F)
60 000	50 000	55 000	5 000(F)		5 000(F)
114 000	113 000	125 000	12 000(F)		
9 000	10 500	11 500	1 000(u)		1 000(u)
12 000	10 000	12 000	2 000(u)		2 000(u)
42 000	41 000	38 000	3 000(F)		1 000(F)
18 000	18 000	18 500	500(u)		500(u)
81 000	79 500	80 000	500(u)		
33 000	33 500	45 000	11 500(F)		
19 000	19 000	18 500	500(F)		500(F)
14 000	14 500	26 500	12 000(F)		13 000(F)
Profit					
14 000	14 500	26 500	12 000(F)		13 000(F)
Contribution					
33 000	33 500	45 000	11 500(F)		
Fixed cost					
19 000	19 000	18 500	500(F)		500(F)
Contribution %					
28.95%					
1. (a) Sales Price					
(1) Easy : (20 - 18) x 3 500					
(11) Fix : (22 - 20) x 2 500					
(b) Material					
(1) Material x price variance: (7 000 x R1.50)					
(11) Material y usage variance: (6 000 - 5 000)kgs x R2					
(c) Labour					
(1) Rate vari					
(11) Efficiency					
(2) Yes, to a limited extent					
(3) No					
(d) Variable Overhead					
Expenditure var					
(bb) He acted on his own initiative with the knowledge of his commanding officer					
(e) Fixed Overhead:					
(aa) An officer attached to the Security Branch of the South African Police					
(f) Sales Volume Var					
(g) Sales Mix Variance					
(1) (a) Yes:					
(b) Yes, on a confidential basis and on a limited scale to the top management of certain factories					
(1) (a) Yes:					
(b) whether the document contained references to the contents of police files, if so.					
(3) whether he will make a statement on the matter?					
Standard Profit					
Sales mix variance					
Sales volume variance					
Standard Profit					
Sales price variance					
Standard Profit					
Variable overhead ex					
Fixed overhead expen					
Actual profit					

S.A. Allied Workers' Union
 12/8/74
 Mr R. A. F. SWART asked the
 Minister of Police

(1) Whether persons in his Department were involved in the (a) formulation and/or (b) distribution of a document circulated in East London in connection with the activities of the S.A. Allied Workers' Union, if so (a) who were the persons involved and (b) under whose orders did they act.

(2) whether the document contained references to the contents of police files, if so.

(3) whether he will make a statement on the matter?

The MINISTER OF POLICE

Budget	Standard	Actual	Total	Efficiency	Price
54 000	63 000	70 000	7 000(F)		7 000(F)
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12 000	10 000	12 000	2 000(u)		2 000(u)
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33 000	33 500	45 000	11 500(F)		
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Fixed cost					
19 000	19 000	18 500	500(F)		500(F)
Contribution %					
28.95%					

Major row brewing over document on Saawu

6 Post 8/8/77

~~SA~~ 145A

By BRIAN POTTINGER
Political Correspondent

CAPE TOWN — A major row is brewing over a confidential document compiled by a Security Police officer about the unregistered South African Allied Workers' Union (Saawu) and distributed in the East London area last year

The document is thought to deal with the aims and methods of Saawu, and proposes both short-term and long-term solutions to breaking the power of the unregistered black unions

The involvement of the police in the country's delicate industrial relations arena was confirmed in Parliament yesterday by Mr Louis le Grange, Minister of Police, in reply to a question

Mr Ray Swart, the PFP's chief spokesman, today described the Minister's admission as "astonishing", and said he would be directing more questions about the issue to Mr Le Grange and Mr Fanie Botha, Minister of Manpower

The incident was to be regarded as "extremely serious" and the involvement of the police in trade union affairs would only serve to bring the police into disrepute

Mr Le Grange confirmed in Parliament yesterday that a Security Police officer, acting on his own initiative, but with the knowledge of his superiors, had compiled a document for distribution to top management on a confidential basis

To a limited extent the document had contained information from police files

Earlier this year, Work In Progress — a progressive social and political journal —

published the full text of a document said to have been distributed among companies in East London last year

The journal said the document contained several factual inaccuracies, innuendos and libellous remarks. It called for any further information on the origins of the document

The document advocated the forcing of black unions by legislation to act on behalf of one specific type of industry as a long-term solution to breaking the power of the unregistered black unions

An alternative would be to activate the conservative Tucsa unions to show more interest and to be more active in recruitment so as to offset the power of the Fosatu-affiliated unions and Saawu

Short-term solutions involved the keeping of lists of employment-seekers who could be used as instant strike-breakers

The document observed that there was no legislation which limited the unregistered black unions and as they were staying just within the limits of current legislation, they could not be touched

Referring to the *modus operandi* of the union, the document claimed Saawu representatives "infiltrated" plants at which they wished to organise by contacting a representative of the workers

"After such a meeting, where they tried to get the black man as emotionally involved as possible, he will normally do just about everything for the union"

He will then invite a few workers to the next meeting where they will be "indoctrinated"

Bitter
C. Head 8/8/81
move
against
Sweet

factory

From Dougie Oakes

LONDON. — The British Anti-apartheid Movement is to ask UK trade unions to help force confectionery giant Rowntree-Mackintosh to reinstate 500 striking black workers sacked at the company's South African subsidiary.

As the dispute moved into its sixth month with no solution in sight, the movement's spokesman, Mr Chris Childe, said 'This has been going on long enough. It is time for stronger action.'

The movement met to discuss new ways of forcing the company to intervene.

'Obviously I cannot give the exact details of our plan of action. But we have received a lot of support from trade unions and we'll be trying to get them to put the maximum pressure on Rowntree-Mackintosh,' Mr Childe said.

DETAINED

The campaign will focus also on the workers and officials of the South African Allied Workers' Union who have been detained since the strike.

'Obviously we are concerned about those in detention and we will highlight this. Some were detained in June and others as far back as March,' Mr Childe said.

The movement has called for the immediate reinstatement of all the sacked workers and recognition of the African Allied Workers' Union, which, it says, represents the majority of the workers at the factory.

DD 8/8/81
Saawu
1454
detention
confirmed

EAST LONDON — The detention of a member of the South African Allied Workers Union, Mr Dumisani Maninjwa, of Mdantsane, was confirmed here yesterday by the head of the Security Police, Colonel A P van der Merwe.

He said Mr Maninjwa was detained under Section 50 of the Criminal Procedure Act.

A spokesman from the SAAWU office said Mr Maninjwa was taken from his work at Hoover on Thursday midday by members of the Security Police here.

No further details could be obtained — DDR

'Mugabes and Mandelas products of detention'

BY SAM MABE

THREE members of the Congress of South African Students (Cosas) and an East London trade union leader, were yesterday released after spending between two and six months in detention without trial.

Mr Aziz Jardine, of Bosmont, near Johannesburg was released with Mr Kent Mkhalipe and Oupa Lehulere, of Fezeka Township in Cape Town, from Modderbee Prison where they were held under Section 10 of the Internal Security Act.

Mr Siza Njikealana, vice president of the South African Allied Workers Union (Saawu), was detained while campaigning for the support of the Wilson Rowntree boycott on May 29.

He spent a week at John Vorster Square police station and another week in an East London police station under Section 22 of the Internal Security Act before being transferred to Leeuwkop Prison where he was held under Section 10 of the same act.

The two Cape Town students of Fezeka High School in Gugulethu, were detained on February, only



Messrs Oupa Lehulere, Aziz Jardine and Kent Mkhalipe . . . at home.

10 days after they were acquitted on charges under the Sabotage Act after appearing in court with five others.

Their charges related to alleged stoning of cars and burning of houses committed during the school boycotts in September last year.

Mr Mkhalipe, who expressed his joy at being released, said it was obvious their detention was aimed at spiting them because the State had failed to prove their guilt in court.

JUSTICE

"Why would they detain us so shortly after our acquittal and keep us in detention for six months and thereafter release us just like that," he asked.

Mr Njikelana said he pitied the authorities for the desperation they displayed through the number of detentions throughout the country. He said detentions were a waste of time.

"Instead of humbling us

as is desired by the authorities, detentions only harden us and make us even more determined to strive for justice and democracy in this land.

BOOST

"I am devoted to Saawu. I am actually married to it and these petty and senseless detentions seem to be more beneficial than detrimental to the determination required in the struggle for a better life for black workers," Mr Njikelana said.

The general-secretary of Saawu, Mr Sam Kikine, who met Mr Njikelana shortly after his release yesterday, said "I am happy to see Saawu's vice-president out and as you know, our president, Mr Thozamile Gqweta, has just been released from detention too."

"It pleases me to note our leadership has been given a boost by this detention to us oppressed workers of this country, we know that the Mugabes and Mandelas of this world are products of detentions."

1452

Saawu
leader
released

The vice-president of the South African Allied Workers' Union (Saawu), Mr Sisa Njikelana, was released yesterday without being charged after spending more than two months in detention.

His release, which comes shortly after that of Saawu's president, Mr Thozamile Gqweta, means that all the union's officials are now out of Security Police hands.

Mr Njikelana was detained on May 29 under Section 22 of the General Laws Amendment Act, a few days after he had addressed an anti-Republic Day gathering in Johannesburg's Selborne Hall. He was later re-detained under Section 10 of the Internal Security Act and transferred to the Leeuwkop Prison outside Johannesburg.

Mr Njikelana said yesterday he was "fit and fine" and would shortly return to his East London base to continue his union work.

the best influence over his men, of whom he originally had 140. Lowe assured the TBHB that this gift would be "money well spent". 25
The real effectiveness of Galada Tunda should not, however, be casually assumed and the phrase "of whom he originally had 140" is telling. In September Tunda had informed the previous superintendent, Hasenjaeger, "I am quite willing to pay this £2 claim for passage money and will do so the day I leave the location; to return home. I cannot of course answer for my people. When they arrived here, I lost control over them, they go and come as they please, work where they choose and the Matland authorities give them passes and Railway tickets to return home. Very many have done so already and even today some have left. Some say they are tired, others that they 'want to plough' but I think the passage claim frightens many of them". 26
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DD 11/8/81

Freed Njikelana pledges to continue union work

JOHANNESBURG — Another prominent East London trade unionist — Mr Sisa Njikelana, vice-president of the SA Allied Workers Union — was released from detention yesterday

Like the union's president, Mr Thozamile Gqweta, Mr Njikelana has been detained four times in just over a year. The spell in detention from which he was released yesterday lasted two and a half months.

He was originally detained under Section 22 of the General Law Amendment Act — which provides for two weeks' detention without trial — in Johannesburg after travelling here to address meetings.

He was transferred to detention under Section 10 of the Internal Security Act at Leeuwkop Prison

Section 10 provides for "preventive detention" of people who are suspected of having committed an offence.

Mr Njikelana was released yesterday when his detention under Section 10 expired.

He said yesterday he was "fit" after his detention and added "I plan to go straight back to work."

Mr Njikelana said he would return to East London to continue his union work. "My detention has only made me more resolute about carrying on. We have a duty to our members not to let things like this interfere with our work," Mr Njikelana added.

He had been "pleased" to hear that "the union office kept going while we were in detention, despite the fact that all three officials in the office were at

one stage in jail".

Mr Njikelana's series of detentions began in June last year when he was held after June 16 commemoration services in East London. He was held briefly after a strike by Saawu members at an East London plant.

Last October he was detained together with Mr Gqweta by the Ciskeian Central Intelligence Service under Proclamation R252, which provides for three months' detention without trial.

He said he and Mr Gqweta embarked on three hunger strikes while they were being held, demanding that they be charged or released.

As a result of his hunger strike, Mr Njikelana was hospitalised for a period while in detention. He was released in late December last year — DDC

(4) The subroutine may contain any statements except BLOCK DATA, FUNCTION, another SUBROUTINE statement, or any statement that directly or indirectly calls this subroutine.

(5) The subroutine may results through its argument, its actual

(6) Adjustable arrays m dimensions may be p declarator of the sub

(7) The RETURN statem following the CALL

Examples:

(1) This subprogram clea

```

SUBROUTINE
DIMENSION A
DO 10, K=1, N
  10  A(K) =
RETURN
END
    
```

A calling program unit

```

DIMENSION A
CALL CLEAR(A)
CALL CLEAR(B)
CALL CLEAR(C)
CALL CLEAR(A)
    
```

Student leader Aziz Jardine and his mother, Mrs Jasmine Jardine, at home yesterday after his release



Prominent Union Leader Released

Own Correspondent

JOHANNESBURG — Another prominent East London trade unionist — Mr Sisa Njikalana, vice-president of the SA Allied Workers Union — was released from security police detention yesterday.

Like the union's president, Mr Thozamile Gqweta, Mr Njikalana has been detained four times in just over a year. The spell in detention from which he was released yesterday lasted 2½ months. He was originally detained under Section 22 of the General Law Amendment Act — which provides for two weeks' detention without trial — in Johannesburg after travelling here to address meetings in support of a boycott of Wilson-Robertson products as well as anti-Republic Day meetings.

He was then transferred to detention under Section 10 of the Internal Security Act at Leeuwkop prison Section

10 provides for "preventive detention" of people who are not suspected of having committed an offence. Mr Njikalana was released yesterday when his detention order under Section 10 expired.

● Aziz Jardine, head boy of Bosmont high school who was arrested during the pupils' Republic Day protests at the end of May, was released yesterday from Modderbee Prison, where he had been detained under Section 10 of the General Law Amendment Act.

The 18-year-old matric student's welcome by his relatives was a happy one, with a large "welcome home Aziz" banner waving from their small Bosmont home. His greying, tiny mother was all smiles as she ushered reporters in to see her soft-spoken son, who said he was treated as well as can be expected under the terms of Section 10.

Another detained unionist released

By STEVEN FRIEDMAN

ANOTHER prominent East London trade unionist — Mr Sisa Njikalana, vice-president of the SA Allied Workers Union — was released from security police detention yesterday

Like the union's president, Mr Thozamile Gqweta, Mr Njikalana has been detained four times in just over a year. His last detention lasted two and a half months.

He was originally detained under Section 22 of the General Laws Amendment Act, which provides for two weeks' detention without trial, in Johannesburg. He had travelled to Johannesburg to address meetings in support of a boycott of Wilson-Rowntree products as well as anti-Republic Day meetings.

Section 10

He was then transferred to detention under Section 10 of the Internal Security Act at Leeuwkop prison. Section 10 provides for "preventive detention" of people who are not suspected of having committed an offence.

Mr Njikalana was released yesterday when his detention order expired.

He said yesterday he was "fit" after his detention and added "I plan to go straight back to work."

DP/2/8/8/1
Another SAAWU
1454 329
member detained

EAST LONDON — The head of the Security Police here, Colonel A P van der Merwe, has confirmed the detention of another South African Allied Workers Union member

He is Mr Loyiso Majeka, 34, treasurer of the works committee at Hoover. He is being held under Section 22 of the General Law

Amendment Act

Mr Majeka was taken from his NU12 home in Mdantsane on Friday

Earlier Col Van Der Merwe had confirmed the detention of the chairman of the works committee at Hoover, Mr Dumisani Maninjwa, 35. He was taken from his place of work on Thursday —
DDR

More questions on Saawu pamphlets

MORE QUESTIONS have been tabled after the drafting and circulation of a document on the unregistered South African Allied Workers Union in East London by a security police officer. The PFP member for Berea, Mr Ray Swart, is to ask the Minister of Manpower, Mr Fanie Botha, whether his department made any request to either the Minister of Police or the security police to communicate with businessmen in East London about Saawu, and, if so who had been involved.

Every evening the Computing Service performs backup saves of all user disc files onto magnetic tape. If a user damages his file (e.g. by accidentally emptying it) and wishes to obtain the backup copy of the file, control cards are used:

3.14.1. Reverting Files To Previous Backup Status

4. Further information on file assignments may be found further on and in the manual 'Using Files on the Univac'.

It is faster to include the z-option when assigning a permanent disc file. This should always be done from the terminal. The task may then be cancelled using @X to continue the run while the file is queued for roll-back.

WAITING ON FACILITY

3. If the file is assigned without the z-option and it is not available because it has been rolled off onto tape or it is exclusively assigned to another run, the response will be: The run may then be continued without using this file which will be queued for roll-back. This may take up to an hour or more depending on the availability of tape drives.

FACILITY REJECTED 400003000000

2. If the file has been rolled off onto tape after not being used for a while, the response will be: Note: F is used as the file name. This includes the qualifier, either explicitly or implicitly from PROJECT-ID or EQUAL statement. (See: Using Files on the Univac).

READY

If F is available the response is:

@ASG,AXZ F. <CR>

1. To assign the permanent file, F, exclusively, type the following:

3.14. ASSIGNMENT OF FILES AND ROLL-BACKS

Important that the operator see the message i.e. if a reply or some action on his part is required. The w-option must not be used with @MSG as it is ignored.

More questions to be raised over Security Police document on union

Political Correspondent

CAPE TOWN — The official Opposition's chief spokesman on police matters, Mr Ray Swart, is to question Cabinet Ministers further about Security Police involvement in compiling a document dealing with the South African Allied Workers' Union (SAAWU)

Two weeks ago the Minister of Police, Mr Louis le Grange, admitted in reply to a question from Mr Swart that a member of the Security Police had been responsible for drawing up and circulating a document

among top management in East London

The document was understood to give background on the history of the unregistered SAAWU and its leaders and to propose steps — including the formation of reserve "scab" forces — to break the power of the unregistered union movement

In further questions to be tabled this week, Mr Swart will ask Mr Le Grange whether the compilation of the document is part of the duties of a member of the Security

Police

If this is not the case, Mr Swart wants to know what steps are being taken against the officer

At the same time, Mr Swart will ask the Minister of Manpower Utilisation, Mr Fanie Botha, whether he or any of his officials made any request to the Minister of Police or the Security Police to communicate with businessmen in East London in connection with the activities of the SAAWU

If this was the case, he

wants to know who the officials were and under whose orders they were acting

The issue of Security Police involvement in the compilation of the document could have major political implications in the current debate on labour reforms

During debate on his manpower Bills last week, Mr Botha rejected allegations that trade unionists were being detained for their union work and said it was unfair to suggest that the police were persecuting trade unionists

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Sugar mill strike continues

Labour Reporter 145A

The strike by about 1000 workers at the Tongaat Sugar Mill in Natal continued into its second day today

Indian and black workers went out on strike yesterday apparently over a wages dispute.

The National Union of Sugar Manufacturers and Refiners — a body which rival unions describe as a "company union" — held talks with the mill's management yesterday afternoon in an effort to resolve the dispute.

DISPUTE

This morning workers gathered outside the mill hostels to meet the NUSM secretary, Mr S Ntsibande.

The Sugar and Allied Workers' Union, an affiliate of the South African Allied Workers' Union (Saawu), today claimed it was prevented from entering the mill yesterday to talk to its members.

A spokesman for the mill said management planned more talks with the National Union. He said the dispute might have occurred because of a pay dispute with Indian workers.

materialise in reality, then a group of black bureaucrats will be unnering the crisis ridden system of administration and finance described in this paper. The effect will be to deflect immediate opposition to repression and poor services in the townships, from its real source, the apartheid state, to an artificially installed black buffer group.

It is, however, a gesture of little strategic value and is unlikely to provide a long term solution.

For the majority of South Africa however, that final solution can

The figures also show the effects of the policy of labour allocation. Due to recessionary unemployment the supply of African labour was cut by 10 170 workers between 1976 and 1977 and by a further 3 970 the following year.

Not only is the supply of contract labour thus regulated according to fluctuation of demand but it is also confined to certain categories of work. In the Peninsula, contract labourers are barred from the following categories of work - vehicle driving, floor sweeping, cleaning, domestic service, gardening, newspaper vending, ice cream selling, grocery work, delivery, petrol pump attendance, security guard work, and security. (Bloch, 1979 - p 5). Jobs at the bottom of the skills ladder remuneration. Fifty per cent of contract labour in 1977 were doing jobs classified 1979 : p.10).

In contrast with Section Tenners (where list for family housing) accommodation is in demand (e.g. 37 888 bunks for 20 000 migrant workers are housed en masse in 1 or dormitories, each worker occupying a bunk contract. Not only are migrants barred from other workers, but an attempt has been made to physically remove them from hostels physically from family housing. of the migrant population is located in most family housing is located in Gugul contract workers are also separated from

15 Sources: Morrell, Annual Survey of Race Relations for particular year. Pen Saab, 1978. The number of male contract workers and male resident migrants in Cape Town declined from 1 110 in 1976 to 2 970 in 1977 and 20 000 in 1978. All resident migrants are those who entered Cape Town before promulgation of the Bantu Labour Regulations of 1973 and they thus qualify for Section 10(1)(b) rights. Total de jure African population of Cape Town remained fairly constant during these years, ranging between 103 635 in 1976, 101 515 in 1977 and 102 481 in 1978. Even with a full labour complement of 32 910 migrants in 1973 the number of bunks exceeds the number of workers.

Teargas used to disperse 3000 workers

Mercury Reporter 11/8/81
POLICE used teargas and dogs to disperse striking Indian and black workers of the Tongaat Group who had gathered outside the David Whitehead factory in Tongaat yesterday. Some workers ran into a nearby river while many fled across the Durban-North Coast railway lines. After the teargas incident about 2000 of the workers gathered outside the Tongaat Sugar Mill and were later addressed by Mr Selby Nsibande, chairman of the National Union of Sugar Manufacturers and Refinery Workers. Two officials of the South African Allied Workers Union who had arrived to address the strikers were told by police they had no right to be there.

A large gate was forcibly removed by the workers, he said. They left after the police warning.

Mr Trevor Mann, the group's personnel consultant, said yesterday that all black workers who had resigned had received their money from the fund. Indians have also been paid except for about 80 who have to wait until they receive a clearance from the Receiver of Revenue, he said.

Mr Mann said other issues, including grievances in connection with the superannuation were not clear at this stage. He said although the situation was serious, it was 'pretty confused'.

One of the men affected by teargas said hundreds of workers fled when the police fired teargas cannisters and moved towards them with dogs.

145A

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had been so vigorously opposed in the 1853 constitution, began

S.A Allied Workers' Union
*17 Mr R A F SWART asked the
Minister of Manpower

- (1) Whether he or officials in his Department made any request to the (a) Minister of Police or (b) Security Police to communicate with businessmen in East London on the activities of the S A Allied Workers' Union; if so, (i) who were the officials involved and (ii) under whose orders did they act,
- (2) whether he will make a statement on the matter?

The MINISTER OF CO-OPERATION AND DEVELOPMENT (for the Minister of Manpower)

- (1) (a) and (b) No (i) and (ii) Fall away
- (2) In the light of the replies to part one of the question no statement is necessary

South African Police: activities of trade union
*18 Mr R A F SWART asked the
Minister of Police

- (1) Whether the formulation and dis-

His constitutional approach and his effort to seek a solution through negotiation, without having to concede any of his community's rights, was to no avail. The government could not see it his way. When the cemeteries were eventually closed on 15th January 1886, the Cape Muslims were without a burial ground within walking distance of their residences in central Cape Town. 80b Abdol Burns now had no option and on Sunday, 17th January 1886, with the first Muslim funeral after the closure of cemeteries, he led his community in a protest burial at the Tana Baru cemetery at the top of Longmarket Street. Rioting broke out immediately after the funeral was performed and continued for three days thereafter. Abdol Burns was arrested and charged with causing a riot and contravening the Public Health Act of 1883.

His arrest and pending trial did not hamper his spirit of protest. He, out on bail, was still at this stage seeking a He approached the commanding officer South Africa, General D'Ogley Torres, n

At this time in the political history of political machinery. The white 'Malay' sharing a seat with them. Bond was already a dominant force in the Cape Pa tually sought a seat in the Cape Pa tery dispute. At this time in the political history of political machinery. The white 'Malay' sharing a seat with them. Bond was already a dominant force in the Cape Pa tually sought a seat in the Cape Pa tery dispute.

WEDNESDAY, 15

tribution of a document circulated in East London in connection with the activities of a trade union fall within the duties of officers of the Security Branch of the South African Police, if not,

- (2) whether any steps (a) have been taken or (b) are contemplated against the officer involved in this matter, if not, why not?

The MINISTER OF POLICE

- (1) No, but in this particular instance the member concerned acted in good faith and towards the maintenance of law and order as provided in section 5 of the Police Act, 1958

- (2) (a) and (b) No, because his action does not warrant any steps

Saawu document: no action

DD 20/8/81 145A

THE ASSEMBLY — No action is to be taken against the East London security police officer who distributed the controversial and unauthorised document about the South African Allied Workers Union

This was stated yesterday by the Minister of Police, Mr Louis le Grange when he replied to a question which had been tabled by Mr Ray Swart (PFP Berea)

Mr Le Grange said "no" action had been taken, or was contemplated, against the officer "because his action does not warrant any steps"

The minister also said the formulation and distribution of the document in East London about the union did not fall within the duties of officers of the security police

'But in this particular instance the member concerned acted in good faith and towards the maintenance of law and order as provided in Section 5 of the Police Act

In another question by Mr Swart about the document the Minister of Manpower Mr Fanie Botha said neither he nor any officials in his department had requested the security police in East London to communicate with businessmen in East London about Saawu

Mr Botha also refused to make a statement about the matter. He said that in the light of his earlier reply this was unnecessary — PC

Members' Questions

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SAAWU pamphlet: No action 2/8/81 (22/40)

NO ACTION IS to be taken against the East London security police officer who distributed the controversial and unauthorized document about the South African Allied Workers Union the Minister of Police Mr Louis le Grange said yesterday in reply to a question tabled by Mr Ray Swart (P.P. Berea) And the Minister of Manpower Mr Janie Botha told Mr Swart neither he nor any officials in his department had requested the security police in East London to communicate with businessmen in East London about SAAWI

Having sent a printfile to a terminal the printfile is queued. It is only printed when an @@SEND command is used at the terminal. This may be done by signing on to the terminal with your userid and password in the normal fashion and then before entering an @RUN (or after an @FIN) enter,

@@SEND

and the file will be printed.

If the file was sent to a userid, then at any terminal an

@@SEND,U

will cause the printout to be sent provided a run is not active on the terminal and the correct uscrd/password was entered in response to the

ENTER USERID/PASSWD

>

request.

3.18. HANDLING SYSTEM PROBLEMS

3.18.1. System Reboots

The computer system is not completely safe from failures due to hardware problems or operating system errors. When it fails, it must be reinitialized by doing a system reboot which stops all current activities and reloads the operating system from drum storage. Usually a system failure is minor enough in effect that a partial reboot can be performed which takes about ten minutes and results in no loss of information in catalogued disc files. Occasionally mass storage may be destroyed in which case a full reboot is required. This involves reinitializing mass storage and reloading catalogued files from a tape created the previous day. If a full reboot occurs, all catalogued files created on that day prior to the system failure are lost.

For batch jobs recovery from partial rebooting may usually be done by rerunning the job. For a terminal user much of the previous work may still be valid and need not be redone. However, any file updating being done by the active task at the time of the system failure may be lost and must be redone.



MR GQWETA

DD 4/8/81 (1452)

Saawu denies allegation

EAST LONDON — The national organiser of the South African Allied Workers Union, Mr Thozamile Gqweta, has reacted to a pamphlet critical of that organisation which was distributed here this week.

The pamphlet, a roneoed document in English and Xhosa, is attributed to a hitherto unknown movement called the Free Democratic Trade Union Council. It accuses Saawu leaders of spending workers' money to live in luxury.

It claims also that thousands of workers who had stable jobs are now out of work with their women and children suffering. Mr Gqweta challenged those responsible for the pamphlet to call a general meeting and substantiate its allegations against Saawu. Saawu, he said, would offer them facilities to hold such a meeting. "If they can prove these wild and unfounded allegations to a public meeting, then the executive of Saawu will resign forthwith."

Mr Gqweta denied that any of Saawu's leaders were living in luxury —
DDR

Go-slow strike ends

EAST LONDON — Production at the KSM Milling plant here returned to normal yesterday afternoon following a go-slow strike by workers over demands for higher wages

A spokesman for the South African Allied Workers Union (Saawu) said officials from the union had met with management yesterday morning following which they had called on workers to resume normal production

He said there would be negotiations between Saawu and KSM later this week and among issues to be discussed would be the drawing up of a recognition agreement between the two parties

A spokesman for KSM confirmed that the go-slow strike, which started on Friday and involved most of the workforce, had slowed down production at the plant — DDR

DD 26/8/81
Saawu
men held
under 14SA
Section 6

EAST LONDON — Two local trade union members who were detained earlier this month are now being held under Section Six of the Terrorism Act, which allows for indefinite detention

Mr Loyiso Majeka and Mr Dumisani Maninjwa both members of the South African Allied Workers Union and of the workers committee at Hoover, were detained on August 6 and 7 respectively

At first they were held under Section 22 of the General Law Amendment Act which allows for 14 days detention but have been held under Section Six since August 20 according to the head of the Security Police here, Colonel A P van der Merwe — DDR

Two cabinet ministers have disclosed a remarkable situation over the document circulated anonymously in the East London area about the South African Allied Workers' Union.

The document, which was drafted by an unnamed security police officer with the knowledge of his commanding officer, was aimed at assisting management in breaking Saawu.

The underlying strategy of the document is clear management in co-operation with the government and the police should act against the union.

The Minister of Police, Mr Louis Le Grange, told Parliament the document, which is 12 pages long, was distributed "on a confidential basis and on a limited scale to the top management of certain factories."

He said the security police officer had "acted on his own initiative with the knowledge of his commanding officer."

The document had contained references to the contents of police files "to a limited extent."

In response to a second question by Mr Ray Swart, the Progressive Federal Party MP for Berea, Mr Le Grange said no action was to be taken against the police officer "because his action did not warrant any steps."

He added that the formulation and distribution of the document in the East London area did not fall within the duties of the security police, "but in

this particular instance the member concerned acted in good faith and towards the maintenance of law and order as provided in section five of the Police Act."

The Minister of Manpower, Mr Fanie Botha, said neither he nor any officials in his department had asked the security police in East London to communicate with businessmen about Saawu.

Mr Botha also refused to make a statement about the matter on the grounds that this was unnecessary.

These replies may have been the best way out for the government in a difficult situation, but the fact that the security police concerned, including the commanding officer, were only mildly ticked off, has certainly created the impression that the stated policy of free trade unionism has very definite limitations as far as the government is concerned.

And they have implied that the divisions between labour relations and the police are somewhat blurred.

Clearly, the government is unhappy about the growth of unregistered unions, such as Saawu, which have refused to join in the government system of registration.

But what has not been clear in the past is the

Does this attitude square with free

trade unions?

law, then it is essentially a policy-engendering role

The document itself said as much in a section headed "What is seen as a possible solution to break the power of Saawu/unregistered trade unions and to normalise labour unrest"

The author admitted "there is no legislation which limits unregistered black unions insofar as registration and organisational work is concerned and these unions are all ways staying just within the limits of current legislation and they, therefore, cannot be touched"

It then suggested a long-term solution would be to "force" the black unions, by way of legislation, to act on behalf of one specific type of industry or, as an alternative, to force the unions, by way of legislation, to register

Clearly the police, in terms of the law, have a duty to maintain law and order — and, indeed, to prevent contraventions of the law

But when these duties are perceived to mean an active role against a union which has not been charged with breaking any

DD 2/8/81
1488A
TSE

by
Political
Correspondent
BARRY
STREEK

To remedy this "one would have to activate and motivate Tuca to show more interest and to be more active insofar as recruitment and organisation of workers is concerned"

These, the document said, were long-term solutions and they would take a long time to bear fruit. It then suggested a number of short-term solutions

the aims of Saawu are explained to them as well as the necessity of uniform action by industry in East London against Saawu

"These chairmen promise to call meetings where various industries are represented, to discuss the matter and when they would press for uniform action of all industries"

The strategy advocated was clear Saawu must be broken

But, Saawu shows no signs of being broken, and even if it were there seems little doubt that it is seen by its members as representing their aspirations and interests

If Saawu were forced off the scene, those aspirations and interests would remain — and that is the crucial fact of life aware management has to face

It is simply no use wishing Saawu, or any other unregistered union, would go away

A damaging consequence of such an approach would be that management, police and government would be seen by workers as being antagonistic to them

Four companies in East London have formally recognised Saawu. More agreements are said to be in the offing

These companies are attempting to come to terms with the union and the aspirations of its members. That seems to be where the long-term solution lies, whatever anonymous advice is given to management

Minister of Police, Mr Louis Le Grange — admitted in Parliament that the document about Saawu was drafted by a security police officer acting on his own initiative but with the knowledge of his commanding officer

extent to which the government is prepared to go in its opposition to these unions. The document, and the number of Saawu officials who have been detained and then released, seem to have removed some of the doubt. Not only is the government unhappy about Saawu's growth, but it is worried — and sees a need to restrain it

A Johannesburg newspaper has claimed that it not only knows the name of

Police question 3 top Saawu men

The unregistered SA Allied Workers Union was again the object of Security Police attentions this week when three of its top officials were detained for close to 10 hours in East London

Saawu president Mr Thozamile Gqweta, vice-president Mr Sisa Nukelana and the union's East London branch chairman, Mr Eric Mntonga, were taken into custody on Tuesday night while returning from a trip to the union's Durban head office

A Saawu spokesman said the men were conducted to the Cambridge Police Station in East London where they were questioned separately by Security Police and released at 1 pm the next day

Mr Gqweta and Mr Nukelana were recently released without charge after long stretches in detention under security laws, and Mr Mntonga was detained for two months this year in the Ciskei

The spokesman also complained that thousands of pamphlets smearing union officials were distributed in East London last week in the name of the "Free Democratic Trade Union Council," a body dismissed by labour experts as "mythical"

The pamphlets were distributed in the township of Mdantsane and at two companies where Saawu is recognised Chloride (SA) and Johnson and Johnson

Government. The status' offered the opinion that the view that the The Cape Argus Lomax Ordinance State for 55 years the right to r Cape Argus was elected in a F attacks was th body and that to the princip

After this Con drifted into. o

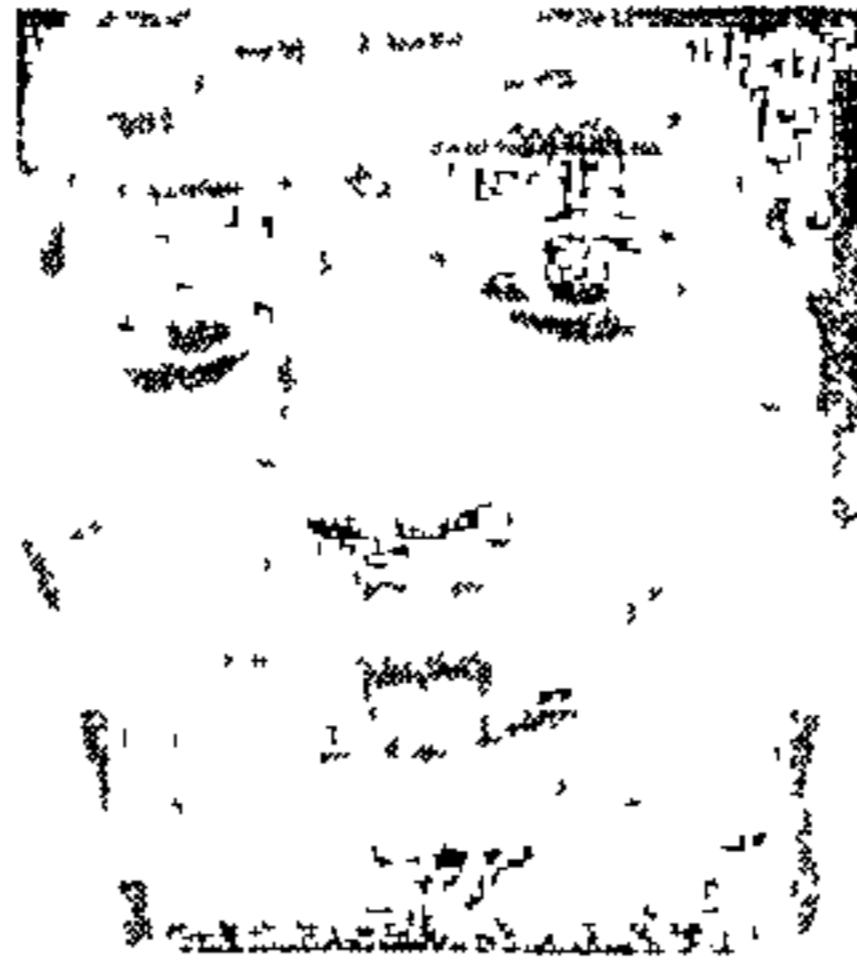
'enhanced also expressed years held the Asiatic".¹⁴⁵ ation of the in the Free oured people ncils. The d man had ever been onse to these a non-political air adherence rnment.¹⁴⁷

on gradually ative approach

to politics was no longer sensible. There emerged, in the Muslim community of Cape Town, a radical young intelligentsia, with Zainunisa Abdurahman and Dr Golaam Gool at the head of it. The Cape Malay Association lingered on until 1945, when it supported the Anti-CAD in opposition to the United Party's Coloured Advisory Council. After this, it disintegrated completely. Its role was taken over by the Moslem Judicial Council, founded on the 10th February 1945.¹⁴⁸ The Council, in its founding years, was ultra-conservative politically. Its primary concern was the finding of solutions to the numerous religious problems confronting the Muslims of Cape Town. By the 1950s, the Moslem Judicial Council started to direct its attention to political issues as a result of the strong Muslim student movements in Cape Town. By then it was a powerful organisation, respected for its religious guidance, and feared for its powers of ostracism. It was, however, the statement of the Council, issued on the 12th May 1961, that "Apartheid in any form could not be condoned by Islam",¹⁴⁹ that set new ripples of political thinking in motion in the Cape Town Muslim community

From the Cape Malay Association to the Present Day - A Brief Synopsis

The Conference of the Cape Malay Association had no lasting



MR GQWETA
DD 28/8/81
**Don't
meddle
pleads
Gqweta**

JOHANNESBURG — Mr Thozamile Gqweta, president of the SA Allied Workers' Union (Saawu), yesterday accused the authorities of "continually interfering in union affairs" after security police held him and two other union leaders for questioning for over 10 hours

The three men — Mr Gqweta, Mr Sisa Njikelana, Saawu vice-president, and Mr Eric Mntonga, also a top office-bearer — were on their way from Durban to East London when security police stopped them at Komga at 3 am on Wednesday

After searching their car, the policemen asked them to accompany them to the Cambridge police station, where they were questioned and eventually released at 1 30 pm yesterday, Mr Gqweta said

The incident comes shortly after Mr Gqweta and Mr Njikelana were released from detention. Both men have been repeatedly detained by the South African and Ciskeian authorities. Mr Mntonga has also been detained in the Ciskei.

Mr Gqweta said they were questioned about their recent visit to Cape Town to attend an inter-union meeting, as well as the special Saawu national executive meeting they had attended in Durban.

He said it was "very strange" that union officials should be questioned whenever they had attended meetings, and described this as "part of the continuous interference by the State in union affairs".

He said they all had valid travel documents, and had "nothing to hide".

"If this trend continues, we may soon have to go to the police to ask their permission to go anywhere, and report back to them when he return," he said.

A spokesman for the police directorate of public relations said yesterday it would not comment on routine security police interrogations.

The head of the Security Police in East London, Col A P van der Merwe, was not available last night — DDC

DD 2/19/81
Why militant trade union
(USA)

East London company

In November last year an East London-based battery manufacturing industry, Chloride (SA), became the first local company to recognise the unregistered South African Allied Workers Union.

In a recent talk to employers, reported by Witwatersrand University's Graduate School of Business Administration, Chloride's personnel director, Mr Theo Heffer explained how his company came to recognise Saawu.

Mr Heffer said a survey had been conducted by the company at its Benoni East London and Berlin plants in June 1979.

This survey revealed that neither management nor workers were aware of any union attempts to recruit workers and that workers said they didn't know whether they wanted to be represented by a union or by an in-plant committee.

Later Chloride was approached at one factory by a union claiming to represent more than 60 per cent of workers.

The survey had already revealed that workers did not feel their liaison committee, used as an alternative to a union, was achieving anything.

That Saawu was willing to consider in-plant committees, however, as long as they were not meant to frustrate unions.

Chloride was also influenced by other factors around June 1979, according to Mr Heffer.

"We were aware of an ever-increasing awareness of their rights and power among blacks."

"That's important. Do not assume that because you do not have an overt conflict situation that blacks are not thinking about their grievances."

The company recognised that an increasing proportion of its workforce would be black and that as workers acquired better education and training they were unlikely to remain subscribers and devotees.

Chloride therefore began an awareness programme among top management "to concentrate on fundamental principles in regard to trade unionism."

It began to develop a policy aimed at maintaining industrial peace.

Flowing from the company's approach were three principles:

- That management had the "responsibility and right to manage the business"
- that it recognised the

right of workers to choose whatever form of representation they desired

and that it believed sound and fair labour relations depended on involving workers through their chosen representatives in those decisions which affect their lives at work.

On the first point Mr Heffer said Chloride rejected the view that management's right to manage meant unilateral decision-making.

On the second we asked ourselves "do we mean it for real" and accepted fully an affirmative answer. We made our attitude known—before we were approached by a trade union.

The company also made clear its willingness to accept any representatives chosen by workers whatever their background or reputed background.

Chloride concentrated on training committee members and developing committee powers stressing that it was a consultation not a negotiation body.

In April 1980 Chloride's East London workers asked for a union to replace the liaison committee.

Following an uneasy full Saawu approached the company formally for recognition in June.

We had a policy and set a date to discuss their request.

Chloride asked Saawu how many workers it represented and the union said 60 per cent. Management thought this figure too high—some employees believed that only five per cent belonged to Saawu—and asked the union to prove its claim.

It did. Union records showed it had 70 per cent membership at the plant.

Talks then continued with Saawu over issues like paid-up membership over a period of the union's constitution and a structure for recognition—and there was debate within management on an acceptable membership figure for recognition.

But in the interim the

committee had ceased to function.

Saawu met out every requirement and discussion was constructive. Chloride decided to go to the workers who had waited patiently through the discussion period.

On November 5, 1980 workers were asked in a referendum monitored by both parties whether they wanted Saawu to represent them and 95.2 per cent voted yes.

The agreement was signed on November 11 and in it both parties declared their commitment to "industrial justice and peace as well as to profitability growth and stability."

It was an uncomplicated agreement which acknowledged that the process would develop as both sides established their rights and duties.

It provided for the election of a five-member

We were told that Saawu's policy was one of confrontation. Well, I must say we have not come across it yet."

The committee has been restructured in consultation with Saawu and in line with the agreement a job evaluation system has been introduced after talks with union representatives and wages were negotiated with Saawu.

Mr Heffer said Chloride would have preferred a non-negotiated wage rise this year after introducing its new system but Saawu chose to negotiate it.

Bargaining lasted two days in place of the anticipated few hours but we reached a satisfactory agreement including a plan for productivity improvements.

A comprehensive bargaining and disputes procedure is now to be negotiated.

Delicate issues have arisen since the agreement was signed—53 men were retrenched—but the union was able to negotiate an improved settlement for laid-off workers. Since then some have been taken back in consultation with Saawu.

Reviewing Chloride's move in the context of turbulence in East London Mr Heffer said "The

situation is delicate a large number of strikes have occurred and some are still on but so far none at our plant.

"We do not believe we are immune from strikes we simply don't want to cause them."

He added "To refuse to deal with a representative union, even if it is not registered, would to my mind fly in the face of reality."

Mr Heffer said he believed it was dangerous to encourage employers to join together to crush a particular union.

Such collusion is wrong whether between different employers, between employers and the authorities or even between both of these and favoured unions.

Mr Heffer saw Chloride's decision to recognise Saawu as a beginning not an end.

He added "When you embark on this kind of social experiment you are giving away some power. That's hard to accept at first."

But he stressed the importance of mutual trust and said "I do not underestimate the hard work involved nor the degree of patience and understanding but the rewards can be incalculable." — DDR

65 63 61 59 57 55 53 51 49 47 45 43 41 39 37 35 33 31 29 27 25 23 21 19 17 15 13 11 9 7 5 3 1

10 men accused of assaulting a non-striker

Ev Post 4/9/81
(231) (196) (152) (145A)

ZWELITSHA — Ten men appeared in the Zwelitsha Magistrate's Court charged with assault with intent to do grievous bodily harm to a man who had refused to go on strike in a local factory

Mr Goodman Mazayiyana, 20, Mr Nimrod Makholwa, 26, Mr Davidson Makholwa, 27, Mr Wiseman Nogcaula, 32, Mr Feesman Nongcaula, 27, Mr Mbodlongo Nongwandla, 44, Mr Watson Shwayimba, 27, Mr Wellington Mzima, 36, Mr Goodman Tomson, 20, and Mr Sizabulela Mdudi, 22, appeared before Mr T Mngaba

They all pleaded not guilty to charges of assault with intent to do grievous bodily harm and a second charge of being in possession of dangerous weapons

Mr Paulos Tafenia, no age given, told the court that during the Good Hope Textile strike on July 27, the accused had approached the group moving from the factory

They asked them why they had gone to work while the rest of the employees had decided the strike should continue. They had assaulted him with an iron rod

The other three in his com-

pany had run away and reported the matter to the police

The second and the last witness to be called by the State, Meadman Qoboka, said that when he ran away, he looked back and saw all the men surrounding Mr Tafeni in "an assaulting position and sticks were going up and down"

Under cross-examination by the defence, Mr V Mankahla, Mr Qoboka agreed that 10 people could not surround one person who was lying down and assault him with sticks without injuring one another

He also agreed that Mr Tafeni had carried a stick on that day, although Mr Tafeni had denied it

When the State closed its case, Mr Mankahla asked that Mr Makholwa, Mr Nongwadla, Mr Shwayimba, Mr Nzima, Mr Tomson and Mr Mdudi be discharged as there had been no evidence to show they had taken part in the assault

The magistrate agreed and discharged all the accused on the second count, saying it was a common way of life for men to carry sticks

The other four men were warned to appear in court today — Sapa

o buy locos from US

buying 60 locos in the United States for a rail transport fuel this has National Railways of

iesel-electric in January next (ves would prob- of 1982 he total cost of R94 million)

Since independence in April, 1980, the railways have had mounting problems caused by an exodus of white maintenance staff and shortages of locomotives and rolling stock. Borrowed locomotives were returned to South Africa

Diesel fuel, which is imported by rail from South Africa, is now in short supply, hampering farmers preparing land for the growing season

Some filling stations have placed limits on the amount of petrol customers can buy amid rumours that fuel rationing may be introduced

Pensions: Hulett's assures workers

Labour Report

More than 1300 workers have been involved in pension-related strikes in the Hulett's sugar group in Natal this week

On Wednesday night about 600 shift workers downed tools at the mill in Darnall

They returned to work yesterday after management issued an ultimatum

The Darnall strike came after walkouts at the Mount Edgcombe and Amatukulu mills

Workers at the mills returned after a brief stayaway

The strikes are related to pending pension legislation. Workers fear their contributions may be frozen

Many have demanded immediate payout of pensions but were told by management they would be paid out only if they resigned

A Hulett's spokesman said management had given workers an undertaking it would meet the National Union of Sugar Manufacturing and Refining Employees to discuss the pension issue

Hulett's also offered to establish a trust fund and look at having black representation on the fund's board of trustees

JUST

66 64 62 60 58 56 54 52 50 48 46 44 42 40 38 36 34 32 30 28 26 24 22 20 18 16 14 12 10 8 6 4

Squatters caused by Government

ANYS 7/9/81 #A 145A

The Government creates squatters — how can people be squatters in the country of their birth?

This question was posed by Miss Z Kote for the Nyanga homeless at a rally in Wynberg yesterday

The rally, attended by about 800 people, was organised by the Cape Town Wilson-Rowntree committee in support of a boycott of Wilson-Rowntree products and to protest against recent detentions and squatter removals

She said she too was a product of the squatter system

A united work force would be able to break the system, she said

The homelands were starvation camps and hunger forced the people to seek jobs elsewhere

'The migrant labour system is breaking up families. If they don't want people from the homelands, why do they employ their husbands?'

The coloured labour preference policy in the

Western Cape was used by the Government to divide the workers.

Mr Sisa Njikalana — vice president of the East London-based South African Allied Workers' Union (Saawu), said the Wilson-Rowntree statement that 500 workers had sacked themselves by striking was 'nonsense'

The boycott was effective and gaining strength and there was information that production had dropped since the company employed 'scab' labour, he said

Unity call at boycott meeting

Staff Reporter

UNITY "of all progressive groups" was vital at "this stage of the liberation struggle", four separate speakers told a Wynberg mass rally yesterday

The rally, called by the Cape Town Wilson-Rowntree support committee, was held to muster support for a nationwide boycott of Wilson-Rowntree products and to protest against recent detentions and squatter removals

The theme of the rally was "Unity is Strength" and speakers announced a one-day support fast and a lunchtime mass meeting to be held in St George's Cathedral today

Mr Sisa Njikalana, vice-president of the East London-based South African Allied Workers' Union, (Saawu), told the non-racial crowd of about 800 that "the people of Cape Town should use this golden opportunity to unite and forge petty differences"

"Genuine co-operation will bring the progressive movement closer together for the liberation of the oppressed and exploited people of South Africa"

'Worked together'

Outlining the causes and progress of the February strike and resultant sacking of 500 Wilson-Rowntree workers which led to the current boycott, he said the State, Wilson-Rowntree management and "the so-called government of the Ciskei" had worked closely together to "break the workers' solidarity"

His own detention, that of Saawu president Mr Thozamile Gqweta and of their co-workers had been part of this co-operation

He described as "nonsense" Wilson-Rowntree management statements that the 500 workers had sacked themselves by striking

He said the boycott was effective and gaining strength and Saawu had information that production had declined

since Wilson-Rowntree began employing "scab" labour

The vice-president of the National Union of Motor and Rubber Workers of South Africa, Mr Jack Dumpies, said trade unions could be effective only if they were "ruled by the workers and not the bosses"

The Cape branch of the Garment Workers' Union was one of these "puppet unions" and would never be "part of the liberation struggle until the workers took the decisions"

The president of the University of the Western Cape Students' Representative Council, Mr Mike Mulligan, greeted the rally in the "name of Nelson Mandela and all prisoners of apartheid"

He said detentions and deaths in detentions were a symptom of a government which "ruled in fear and panic" but would not stop the "people from marching forward to liberation"

Inspiration

The workers at Wilson-Rowntree and "our leaders languishing in prisons throughout the country and on Robben Island" would be an "inspiration to us", he said

A spokesperson for the Nyanga squatters said "If you ask me to speak about the squatters you are asking me to relate my life history, because I have been a squatter from birth."

She said squatters "do not come out of the blue, they are created by the government and its laws"

Citing sections of the Freedom Charter, she said South Africa must "prepare for a situation where the workers will govern and their will be houses and security for all"

205 held in huge Ciskei blitz on unionists

By STEVEN FRIEDMAN

IN THE biggest swoop so far on South African trade unionists, the Ciskeian authorities have detained 205 people from three unions in East London under the territory's security legislation

The unionists who are all active in East London companies were held on Sunday night while returning to Mdantsane township in three buses from a union meeting in East London

Although Mdantsane is only a short distance from East London it is formally part of Ciskei. Most East London black workers live in Mdantsane

The detentions have shocked unionists who yesterday described them as "outrageous" and have also angered several East London companies some of whose skilled workers have been held in the swoop

The detained unionists are members of the SA Allied Workers Union, the General Workers Union and the African Food and Canning Workers Union. The GWU's branch secretary in East London is among those held

Unionists have been repeatedly detained by the Ciskeian authorities and at one stage earlier this year 57 were in detention

Brigadier Charles Sebe, head of the Ciskeian Central Intelligence Service, said yesterday that the unionists were being held under Proclamation R252 which provides for three months detention without trial

Special court

He added, however, that police were investigating charges under the Riotous Assemblies Act "and perhaps public violence"

Brig Sebe said a special court would be convened in Mdantsane to hear charges under the Riotous Assemblies Act against the 205 "within three weeks"

He later told the Rand Daily Mail correspondent in East London that the detained unionists had been "singing freedom songs, denouncing the present system of Government upholding a Mandela-type government and waving black power salutes"

It is understood that several East London employers reacted to the detentions by telephoning Brig Sebe and requesting that the unionists be released

Several of those detained are skilled workers who hold key positions at their companies

Saawu president Mr Thozamile Gqweta described the arrests as "yet more outrageous harassment and intimidation of trade unionists from the Ciskeian authorities"

He added "There is nothing illegal about singing freedom songs — this is clearly another crackdown on unionists"

In a statement yesterday the GWU said the detentions were "the actions of frightened people who realising the deepening opposition to their rule, resort to constant and hysterical police action"

Five kill in

Heath says SA unwise to hold up fuel

By DAVID FORRET

SALISBURY — Former British Prime Minister Mr Edward Heath said yesterday SA was unwise to hold up Zimbabwe's fuel supplies

Mr Heath told a Press conference in Salisbury that he had discussed the fuel supply issue both in Salisbury and SA

Zimbabwe — dependent at this stage on SA routes for its fuel supplies — is facing a severe shortage of diesel and petrol which could seriously affect the country's economy

Pretoria is not accused in bringing down fuel supplies

Asked whether action was Heath replied things like happen important mor

Sanctions

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Mr Heath also should ha United Na calling on

Ciskei detains 205 unionists

DD 8/9/81

BDDA 145A 1100T

EAST LONDON — Ciskeian police arrested and detained 205 trade union members in Mdantsane on Sunday night as they returned from a union mass meeting here.

Brigadier Charles Sebe, the head of the Ciskei Central Intelligence Service (CCIS), yesterday confirmed the arrests and said the detainees would be charged under the Riotous Assemblies Act.

The mass arrest has drawn sharp condemnation from the three unions involved — the South African Allied Workers Union (Saawu), the African Food and Canning Workers Union (AFCWU) and the General Workers Union (GWU) — who see it as a further attempt by the Ciskei Government to interfere with the activities of trade unions.

The arrests occurred as three busloads of workers returned from a joint union meeting at a cinema in Braelynn.

Brig Sebe said that they

to them to stop these unwarranted attacks on workers. The workers of East London are not fighting the Ciskei Government but if the Ciskei continues to provoke them then Saawu cannot be held to blame for any action that the workers may take.

Mr Jan Theron, the general secretary of the AFCWU, called on all employers of East London "immediately and in no uncertain terms to distance themselves from this brute intimidation."

"Clearly they must be affected by the fact that these are their workers and not just union leaders. They must have something to say about this."

Mr Theron said the detentions were nothing less than a full-frontal attack on trade unionism.

By PHILIP VAN NIEKERK

were arrested as they alighted from the buses for "singing freedom songs, denouncing the present system of government and waving black power salutes." He said the detainees would be charged within three weeks.

One worker, who claimed to have witnessed the event, said Ciskeian police were waiting at the bus terminus when a bus loaded with workers arrived. As they were getting off they were ordered by armed Ciskeian police to board again and the bus was driven to the Mdantsane police station where the passengers got off.

He said that another two buses were stopped en route and also directed to the police station.

Mr Thozamile Gqweta, the national president of Saawu, said the workers of East London were sick and tired of harassment and intimidation by the Ciskei police and the time was coming when they would not tolerate such actions any more.

"The workers had been waiting for some time at the Lower Braeside bus stop, singing songs and enjoying themselves. Yet no action was taken against them by the South African Police.

"What are the rulers of Ciskei up to?"

"We once again appeal

Mr Dave Lewis, the general secretary of the General Workers Union, said this type of action was the action of frightened people who, realising the deep-seated opposition of people to their rule, had resorted to increasingly hysterical police action.

"This is further evidence of why trade unions are so utterly appalled by the actions of the Ciskeian authorities."

Several employers contacted yesterday said they could not comment on the detentions until they knew more about the situation. They said that absenteeism was always high on a Monday and it was impossible to tell what effect the detentions had had on production.

The unions claimed that the detained workers work at the following firms: Chloride SA, Johnson and Johnson, KSM Milling, Meadow Feeds, Golden Gram Bakery, Epol, WP Preserving Company, CDA, Iscom, Agbro, Hoover, Dunlop Flooring and Wilson-Rowntree, as well as stevedores at the docks and railway workers.

Among those detained are Mi Lulamile Matti and Miss Nomyuse Tshetu, who work for Saawu, Mr David Thandani, the branch secretary of the GWU, and Mr Bangumzi Sifingo, the secretary of the Chloride workers' committee.

Anger mounts in wake of Ciskei detentions

Ev Post 8/9/81

105 329 145A

Post Reporters

THE massive Ciskei police swoop on 205 Mdantsane trade unionists has been condemned by black and white politicians one of whom said it seemed that Chief Lennox Sebe's government had "declared war" on unions.

And in his first reaction to Sunday's detentions, Chief Sebe said the unionists had been taken into custody "to ensure their own safety".

He accused them of a serious breach of security in that they allegedly sang songs "about killing policemen on the very spot where a bomb exploded on Friday".

He was referring to the blast of a Russian-made bomb at an Mdantsane bus terminus which killed the man who planted it.

"Feelings are running high about that bomb. It could have killed innocent people on their way to work. People who felt that their lives and the lives of their families could have been endangered might have attacked the trade unionists."

"And I fail to see what the killing of policemen has to do with better conditions in factories," Chief Sebe said.

The singing of freedom songs could have led to "nasty clashes".

The official Opposition's chief spokesman on labour matters, Dr Alex Boraine, condemned the detentions, saying it seemed the Ciskei government had "declared war on trade unionism and this can only lead to increased conflict and further disruption of labour peace".

The action of the Ciskei authorities was also condemned by the chairman of the Soweto Committee of 10, Dr Nihatho Motlana, as "an arrogant misuse of dictatorial powers by these sellouts".

Blacks had been watching "with increasing apprehension and disgust the burgeoning development of this type of government in the homelands", Dr Motlana said in accusing the South African Government of cleverly removing the responsibility for the control of blacks "to the puppets it has created".

Chief Sebe was to have addressed the biennial congress of the South African Institute of Housing in Port Elizabeth today but cancelled his appearance and nominated his Minis-

ter of Health, Mr Maku, to deliver his speech on his behalf.

The 205 unionists detained were held on Sunday night on their return to Mdantsane from a union meeting in East London.

Dr Boraine said "Trade unions are here to stay and they should be left to negotiate with management for the best possible deal for all workers."

"In acting against trade union leadership, the Ciskei government is doing great harm to the interests of thousands of workers."

"I call on the Minister of Manpower to dissociate himself from this further harassment because it is crystal clear that the 205 people involved have been picked up because of their trade union activities and for no other reason."

The Ciskei police have said that the detainees would probably be charged under the Riotous Assemblies Act. They are members of the South African Allied Workers' Union, the African Food and Canning Workers' Union and the General Workers' Union.

Star 8/9/81
1954
195

Union condemns police swoop on Ciskei workers

Labour Reporter

The mass detention by the Ciskei police at the weekend of 205 workers near Mdantsane township has been condemned by trade union leaders.

And in Durban, the Secretary of the South African Allied Workers Union, Mr Sam Kikine, told our correspondent today that he would be lodging an appeal to the Minister of Manpower and Utilisation, Mr Fanie Botha, asking him to stop the Ciskeian police from detaining his members.

"It is in the interests of the Government to stop the Ciskeians from interfering with its workers. With the continual harassment of our members following recent detention of key officials, it appears quite clear that the Ciskeians are out to crush our organisation," Mr Kikine said.

The workers, members of several unregistered trade unions in the East London area, were detained after the three buses in which they were travelling were stopped by Ciskei police.

They are being held

under the homeland's Proclamation R252 which provides for three month's detention without trial.

Among those detained are shop stewards and branch secretaries of the Saawc, the General Workers Union and the African Food and Canning Workers' Union.

The general secretary of the GWU, Mr Dave Lewis, said the union was appalled by the detentions. This was an "hysterical police action," he said.

The GWU's East London branch secretary, Mr David Thandani, was among the detained.

BLACK POWER

The workers had gone to East London to hear a report-back on last month's conference in Cape Town at which the unions had condemned the Ciskei's attacks on unionists.

The head of the Ciskei's security police, Brigadier Charles Sebe, has said the detained workers had shouted black power slogans and given black power salutes.

He said the charges would be under the Riotous Assemblies Act.

Mass detentions hit EL factory

DD 9/2/81
EAST LONDON — A spokesman for an East London firm yesterday expressed concern at disruption caused by the detention of 205 trade union members by the Ciskei police on Sunday night

Several other firms which are said by the unions to employ the detainees could not ascertain whether any of their employees were involved.

Mr Wayne Monro, the personnel manager of Johnson and Johnson, said he was concerned with the disruption the detentions had caused at his factory

"We are currently endeavouring to establish which Johnson and John-

son employees are involved, what charges are to be brought against them and when they are to be charged

"With regard to pay, we will treat each individual case on its merits, generally, however, we will pay employees who are being detained without charges being brought against them

"We will, however, be obliged to employ temporary labour for as long as necessary and until the situation is resolved"

A spokesman for Chloride SA said the company did not wish to prejudge the situation and if any of those involved were

charged and found guilty they would be treated the same as any other offenders He was uncertain of what the company policy was with regard to paying workers detained without trial

A spokesman for Car Distributors Assembly (CDA) said that by agreement with the National Union of Motor and Rubber Workers, workers at the plant were paid according to the time worked He said it was an academic question as to whether detained workers would be paid because he did not know of any detainees from his firm —
DDR

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44

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Own Correspondent

PORT ELIZABETH

The 205 trade unionists detained by Ciskei police are to be charged soon, Chief Minister Lennox Sebe said today in an interview in King William's Town

Chief Sebe said he was not interested in discussing the issue with trade union leaders.

"The unions must stop their bluffs. You cannot tell me they are more interested in the welfare of my people than I am. The unions just seek publicity

"I wish people who sympathise with these unionists could know who is sitting behind them. They are being misused"

Ciskei unionists to be charged soon, says Sebe

Star 9/9/81

108
1029
145A

The detained unionists were singing songs about killing policemen "on the very spot" where a bomb exploded on Friday, the Chief Minister said.

"I fail to see what killing policemen has to do with better conditions in factories. They are not interested in labour."

Chief Sebe said.

Chief Sebe would not give details about possible charges against the detainees but it has been reported that they are to be charged under the Riotous Assemblies Act.

It is reported from East London that the South African Allied Workers

Union was attacked by the head of Ciskei Central Intelligence Service, Brigadier Charles Sebe.

Brigadier Sebe was commenting on the detention of the 205 trade union members in Mdantsane on Sunday.

He alleged that they were singing songs about Mandela being their leader and against independence of Ciskei.

Brigadier Sebe said Saawu must conform the standards of a trade union and be interested in conditions in factories.

The detained men would be brought before a special court in Mdantsane within the next three weeks, the Brigadier said.

Unions discuss detention of 205 Ciskei members

THE Ciskei government's swoop on 205 members of three trade unions active in East London may be challenged in court, according to unions who were to have met in Cape Town last night.

In another development, unions in Cape Town were to meet last night to discuss action in the light of the detentions, which have caused widespread shock among unions and some employers.

The meeting follows a decision by independent unions last month to hold inter-union "solidarity meetings" on important issues and will be the first such inter-union meeting held

And the president of the SA Allied Workers Union, Mr Thozamile Gqweta, has warned that the detentions may further inflame passions in the East London area

"Workers are already extremely angry with the Ciskeian government and we have been urging them to adopt a low-profile approach. This sort of action will only make them more angry," he said

By late yesterday, none of the 205 workers had been released

Saawu's general secretary, Mr Samuel Kikine, said yesterday that the union would be meeting its lawyers in Johannesburg today to decide whether there were grounds for a legal action on behalf of the detained unionists

By STEVEN FRIEDMAN

He said it was not yet clear whether Ciskei, as a homeland which was not yet independent, was entitled to exercise detention powers

If it was decided to take action, the three unions involved — Saawu, the General Workers Union and the African Food and Canning Workers Union — would support a legal action jointly, he added

The source pointed out that independent unions had decided at their recent summit meeting in Cape Town to convene "solidarity" committees to take joint union actions in cases where unions were "under attack"

According to union sources, the decision taken at the summit meeting to seek an urgent meeting with the Chief Minister of Ciskei, Chief Lennox Sebe, to discuss detentions of unionists by the Ciskei authorities, would still go ahead

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Data: Lee J. Seidler - Bear, Stearns & Co.
(based on 1978 data)

A different survey carried out in the U.S.A. found that if companies had to expense their previously capitalised interest, the result would range from a decrease in EPS of 296,83%, to a minimum decrease of less than 1%.⁵¹ Obviously,

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Sawyer 9/9/81

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Detention Manger

The mass detention by the Ciskei police at the weekend of 205 workers near Mdantsane township has been condemned by trade union leaders.

Sharp condemnation has come from the three unions involved — the South African Allied Workers Union (SAAWU) the African Food and Canning Workers Union (AFCWU) and the General Workers Union (GWU)

They are being held under the Homelands Proclamation R252 which provides for three months detention without trial.

The arrests occurred as three buses carrying workers returned from a joint union meeting at a cinema in Braelyn.

Brigadier Sebe said they were arrested, as they alighted from the buses, for singing freedom songs, denouncing the present system of government and waving black power salutes. He said the detainees would be charged within three weeks.

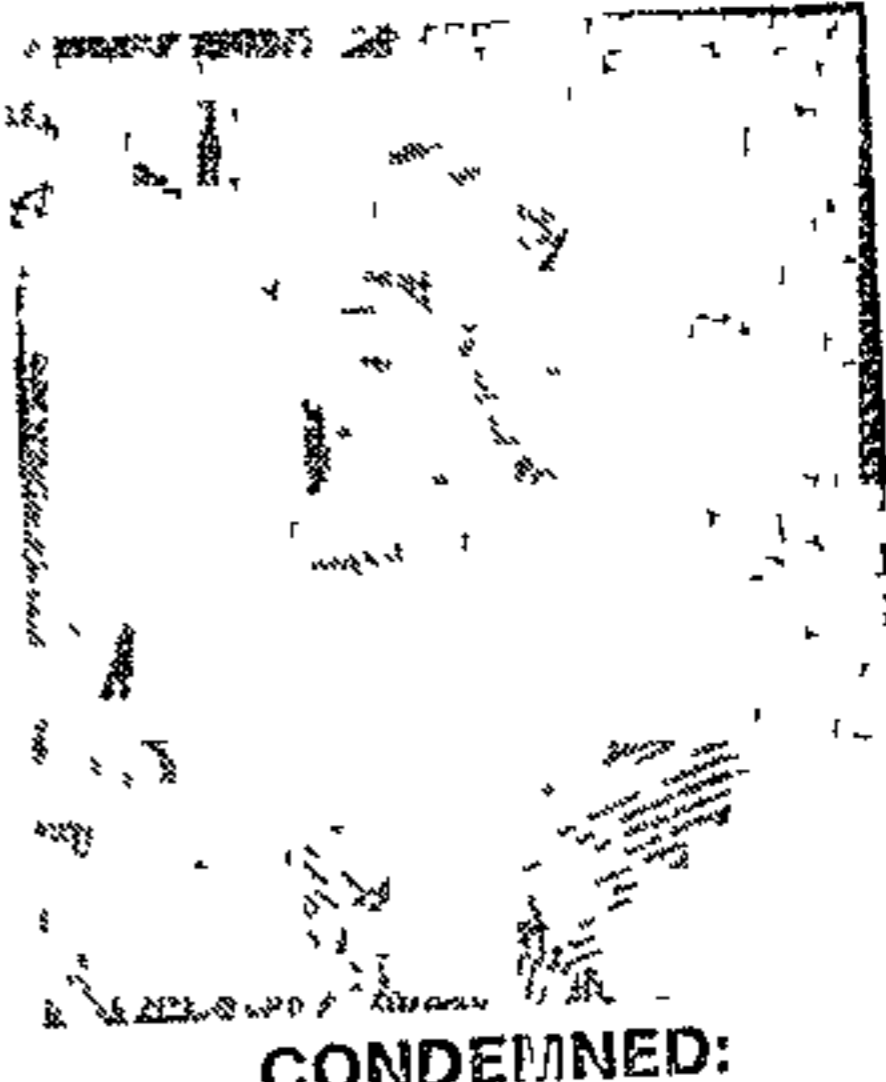
One worker, who claimed to have witnessed the event, said as the workers were getting off, they were ordered by armed Ciskeian police to board again, and the bus was driven to the Mdantsane police station where the people inside were ordered to disembark. He said that another two buses were stopped en route and also directed to the police station.

Mr Thomazile Gqweta, the national president of Saawu, said the workers of East London were sick and tired of being harassed and intimidated by the Ciskei police, and the time had come when they would no longer tolerate such actions.

Mr Jan Iheron the general secretary of the AFCWU called

led on all employers of East London to distance themselves from this brute intimidation.

Among those detained are Mr Lulamile Matti and Miss Nomvuse Tshetu, who work for SAAWU. Mr Melvin Mapunve, the treasurer of Saawu and a worker at Johnson and Johnson. Mr David Thandani, the branch secretary of the GWU and Mr Bangumzi Sifingo, the secretary of the Chloride Workers Committee.



CONDEMNED: Chief Lennox Sebe

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TABLE 5. INCIDENTS

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CT. 10/9/81
**Union campaign
to expose Ciskei**

Staff Reporter

TRADE unionists are to launch a campaign in Cape Town this month aimed at exposing the true meaning of "freedom" in the Ciskei

This follows the arrest of 205 East London trade union members by the Ciskeian authorities on Sunday — the biggest swoop ever on South African trade unionists

Four trade unions yesterday issued a joint statement accusing the South African Government of "orchestrating the campaign being waged against trade unions in East London"

The unions called on the Minister of Manpower Utilization, Mr Fanie Botha, to issue instructions for their release

In a joint statement the General Workers' Union, the Federation of South African Trade Unions, the Food and Canning Workers' Union and the South African Allied Workers' Union, announced that a meeting would be held in Cape Town on September 26 to mark the beginning of "an active campaign to expose to our members and the general public what 'freedom' in the Ciskei really means"

Representatives of the unions met on Tuesday night and expressed their "strongest condemnation" at the arrest of the trade unionists, who were returning to Mdantsane in the Ciskei after attending a report-back meeting on the recent trade union summit in Cape Town

below. The distributions for each of one another.

Year	Mean
1	R 20 000
2	R 30 000
3	R 50 000

The investment involves a crucial optimal action (invest or don't) are the loss functions associated with each action?

The Putter Bakery Company specialized in making square doughnuts carried on 6 days a week from 5 A.M. to noon. Any unsold stock at the end of the day is eaten by the employees or destroyed at essentially no cost in lots of 200 dozen. After considerable study, the vice president has estimated the following probabilities for various levels of demand:

Lots (of 200 Dozen)	
DEMAND/DAY	PROBABILITY
0	.01
1	.02
2	.04
3	.07
4	.11
5	.16
6	.20
7	.18
8	.10
9	.07
10	.04

Doughnuts are sold to retail bakers and grocery stores for \$1.00 per lot. The cost per lot is estimated by the company cost accountant to be \$0.50. Decisions are made on the basis of expected monetary value.

- Set up an opportunity-loss matrix.
- What is the minimax loss solution? The solution using the expected monetary value criterion?
- What is the most that they would be willing to pay to know the demand on a given day?
- Suppose that the company is not now producing these doughnuts but is considering doing so. If the necessary equipment will cost \$10,000 per week, should they go into the square doughnut business (ignore costs except those discussed so far)?

The United Machine and Tool Company is considering the purchase of a new sharpening machine which will obviate a good deal of extra work. The machine costs \$11,400, has a life of 1 year, and can be sold for \$1,400 at that time.

The production vice president estimates that each labor hour saved (the incremental labor cost per hour) and that the expected number of hours saved over the year. After some questioning, the vice president has estimated that he is 50 percent sure that the number of hours saved will exceed 1,800, but that there is also a 50-50 chance the number of hours saved could be less than 1,800 or more than 2,200.

Assuming that the production vice president's figure is accurate and that a normal density function can be used to describe his subjective feelings about the probabilities of the various labor savings, should the machine be purchased?

- Should a sample that would cost \$500 be taken to provide more information before a final choice is made?
- Suppose a density function of the form shown in i) A; ii) B were relevant to θ . How would this change the decision in part a)?

P15

Stow 10/9/81
 protests mounting
 329 105

independent

Labour Reporter

Local and international pressure is mounting against the Ciskei as a result of the weekend detention of 205 workers.

Protest against the detentions by Ciskei's security police came from the international arena yesterday when Australia's Council of Trade Unions decided at its congress in Sydney to boycott handling of South African goods for a week.

The Federation of South African Trade Unions (Fosatu) in a statement attacked the detentions by the "tin-pot state" which had no resources other than its labour.

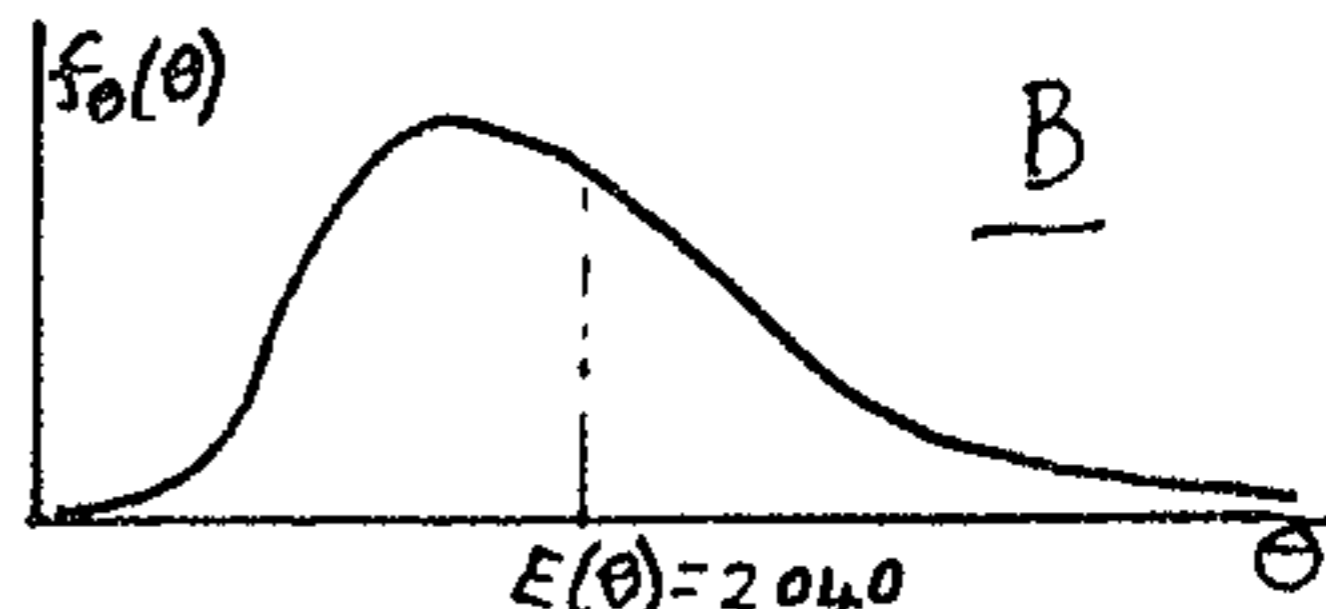
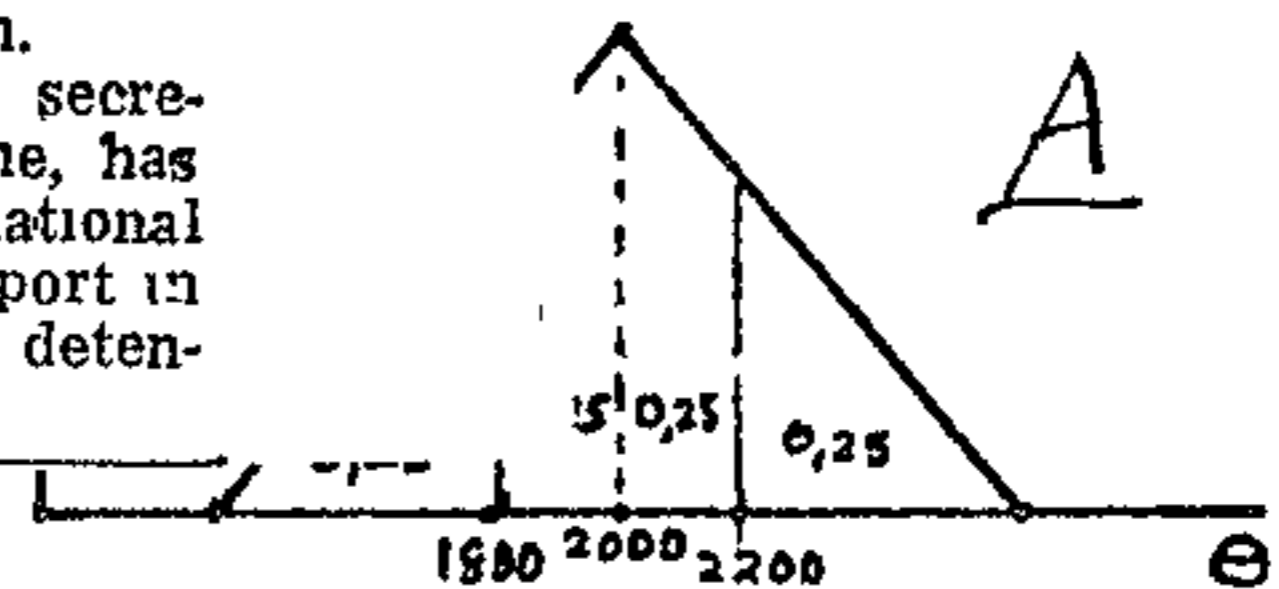
Fosatu would put demands for the release of the workers to the factories where it had representation, the statement said.

Mr Phiroshaw Camay, the general secretary of the Council of Unions of South Africa (Cusa), said the federation "abhorred" detentions, especially as the processes of law were being "ignored" by the Ciskei authorities.

This week a team of lawyers for the detainees will fly to East London from Johannesburg to try to secure their release.

Among those detained on Sunday were members of the South African Allied Workers' Union (Saawu), the General Workers' Union and the African Food and Canning Workers' Union.

Saawu's general secretary, Mr Sam Kikine, has called on international and local union support in condemning the detentions.



to hold a public meeting in Cape Town later this month to start an 'active campaign aimed at exposing our members and the general public to what "freedom" in Ciskei really means"

It added "As unions we have always rejected the policy of separate development. The detention of ordinary union members on no grounds

and the use of force in a township with no resource other than the labour, can do when trying to control that labour to the tune of its bosses"

Fosatu and other unions would present demands for the unionists' immediate release 'to employers who have benefited from the migrant labour system' — DDC

Star 10/9/81
Pamphlet smears Saawu (145 A) (28/1)

Morgan, B.W.,

Decision

H De Groot, M.H.

H Ferguson, T.S.,

Schlaifer, R,

Labour Reporter

Another concerted campaign has been launched to discredit the South African Allied Workers Union (Saawu) in the Eastern Cape.

A pamphlet has been circulated around East London — considered to be a Saawu stronghold — warning workers not to trust the unregistered

union.

Saawu's leadership is accused of "living in luxury" and spending the workers' money as well as involving themselves in non-political affairs.

Saawu president, Mr Thozamile Gqweta, and other officials mentioned by name are described as "irresponsible people"

The pamphlet was

issued by supporters of the "Free Democratic Trade Union Council," a body which union leaders say is fictitious

In Parliament last month the Minister of Police, Mr Louis le Grange, said that an East London Security Police officer had distributed a controversial document to local employers which was critical of Saawu

He said the policeman had "acted on his own initiative with the knowledge of his commanding officer"

Opposition party members also called on the Minister of Manpower, Mr Fanie Botha, to say whether his department had been involved in circulating the document.

McGraw-Hill, 1959

"Analysis of Decisions under Uncertainty"

McGraw-Hill, 1969

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Harvard University, 1961.

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Fishburn, P.C., "Utility Theory for Decision-Making", Wiley, 1970

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PFPP slams 205 Ciskei arrests

THE Progressive Federal Party's chief spokesman on manpower, Dr Alex Boraine, today condemned in the strongest terms the actions taken by the Ciskei authorities against trade union officials.

His statement in Cape Town follows the arrest of more than 200 East London trade union members by the Ciskei authorities on Sunday.

It would appear that the Ciskei government has declared war on trade unionism and this can only lead to increased conflict and further disruption of labour peace.

Trade unions are here to stay and they should be left to negotiate with management for the best possible deal for all workers.

In taking action against trade union leadership, the Ciskei government is acting against the best interest of thousands of workers.

Dr Boraine said to detain and arbitrarily arrest was indefensible and counterproductive.

I will call on the Ministry of Manpower to disassociate himself from the further harassment, because it is crystal clear that the 205 people detained have been picked up because of their trade union activities and for no other reason.

He wished to condemn in the strongest terms the further actions taken by the Ciskei authorities against trade union officials. — Sapa.

SAAWU to challenge Ciskei in court over unionists' detention

EV Post 11/9/81 145A
Post Reporter
THE South African Allied Workers' Union intends taking legal action against the Ciskei Government over the detention of 205 trade unionists

This will be the first time the Ciskei Government is challenged in court over its controversial detentions, and is part of a major confrontation developing between the Ciskei and the independent trade union movement

The head of the Ciskei Intelligence Service, Brigadier Charles Sebe, said today that his government had received a telex message from a firm of Johannesburg attorneys notifying them of their intention to seek a court order for the release of the detainees

The case will be heard in the Grahamstown Supreme Court

Brig Sebe said the names of the detainees

had not been mentioned and he believed the unions did not have a list of names

"I tell you, they are not prepared. If they ask us for the names, we shall not supply them. They do not keep proper records," he said

The detainees would continue to be held until September 22, when they were due to appear in court, said Brig Sebe

The detainees, who were arrested at the weekend when they were returning from a union meeting, are to be charged under the Riotous Assemblies Act of the Ciskei

A spokesman for the South African Allied Workers' Union, one of three unions whose members are being held, said from East London that instructions had been given to the union's attorneys to institute court action

See Page 3

Industry in Border concerned about union detentions

BY KEITH ROSS

EAST LONDON — Concern about the effect on labour relations of the Ciskei's detention of 205 trade unionists has been expressed by the president of the Border Chamber of Industries, Mr John Rich

The detentions, by the Ciskei's security police, were carried out in Mdantsane last Sunday. Three busloads of trade union officials were held after they attended a union meeting in East London.

Mr Rich said labour unrest in the area could have an adverse effect in the short term on the industrial growth that was expected when the Government announced concessions to boost the economy of

the region. These are expected within months.

"I hope it will not", he said.

"We have been looking anxiously for this development and the job opportunities it will bring.

"I do believe industrialists realise that this is not the only area that has been affected by labour unrest and it should not, therefore, have a long-term effect on development."

Mr Rich did not want to comment on the detentions.

"There are a lot of rumours going round, but the detentions seem to have been made for political reasons.

"My chamber does not involve itself in politics."

CV Post 11/9/81

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145A

Ciskei detentions condemned

Political Staff
HOUSE OF ASSEMBLY
The Progressive Federal Party yesterday strongly condemned the detention of trade union officials in the Ciskei.

The party's labour spokesman, Dr Alex Boraine, said in a statement "It would appear that the Ciskei Government has declared war on trade unionism and this can only lead to increased conflict and further disruption of labour peace"

Trade unions, he said, were here to stay and they should be left to negotiate with management for the best possible deal for all workers

"In taking action against trade union leadership, the Ciskei Government is acting against the best interests of thousands of workers

"To detain and arbitrarily arrest is indefensible and counterproductive

"I call on the Minister of Manpower to dissociate himself from the further harassment, because it is clear that the 205 people detained have been picked up because of their trade union activities and for no other reason," Dr Boraine said

He wanted to condemn the actions of the Ciskei authorities against the union officials "in the strongest terms"

Saawu to challenge detentions in court

DD 11/9/81

JOHANNESBURG — The SA Allied Workers Union (Saawu) will ask the East Cape division of the Supreme Court to order the release of the 205 trade unionists detained by Ciskeian authorities — the first time Ciskei detentions have been challenged in court

But the action, due to begin today, is likely to be delayed by the snow which fell here yesterday

By late yesterday, Saawu's Johannesburg-based legal team, had been unable to leave for the East Cape as the snow-

~~229~~ storm had closed Jan Smuts airport

Saawu's lawyers said if the team was unable to leave, the action would probably be heard in Grahamstown tomorrow

A motion to be filed by Saawu asks the court to declare the detentions "null and void" and to order the release of the unionists

It cites the Ciskeian ministers of police and Justice as respondents and asks the court to order them to pay the costs of the action

(14SA) The unionists are being held under Proclamation R252, which provides for 90 days' detention without trial, according to Major-General Charles Sebe, head of the Ciskei Central Intelligence Service

An affidavit claims that the detentions are invalid because the Ciskeian security authorities have not followed the correct procedure in detaining the unionists

The papers claim that the unionists are being held at Mdantsane, Keiskammahoek and Dimbaza

Saawu's lawyers claim that, as Ciskei is not yet independent, it still falls within the Eastern Cape province and that the Eastern Cape division of the Supreme Court therefore has jurisdiction to hear the case

The detentions have sparked a threatened week-long refusal by the Australian Congress of Trade Unions to handle goods going to and from South Africa as well as an announcement by the independent union movement in Cape Town that it will launch a public campaign against Ciskei independence — DDC.

Sebe statement, Card's plea, page 11.

Star 11/9/81
Fanie 145A
rejects
union
plea

Political Staff

CAPE TOWN — Minister of Manpower Mr Fanie Botha will not involve himself in the massive swoop by Ciskei police on 205 Ndantsane trade unionists

Alleging that Chief Lennox Sebe's Government was trying to wipe out the trade union movement in Ciskei, Mr Sam Kikine, general secretary of the SA Allied Workers, appealed yesterday to Mr Botha to intervene on behalf of the trade unionists

But, in an interview today, Mr Botha said he had no power to intervene.

Any appeal should be directed to the Minister of Police, Mr le Grange, Mr Botha said.

Mr le Grange could not be contacted for comment

Chief Sebe told a Press conference in Zwelitsha yesterday that it was a developing country's priority to safeguard itself against pressure groups that tried to disturb the labour system.

Obviously referring to the detained trade unionists, Chief Sebe said it was clear they belonged to a "pressure group" — the South African Allied Workers' Union.

The union was supposed to improve the lot of its members but he wondered whether it was not a political-front in disguise

Chief Sebe said he was not surprised at the anti-independence stand taken by trade unions or by newspaper reports that they intended disrupting Ciskei's forthcoming independence celebrations.

Court bid to free the union men

RDM 11/9/81

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ndents to my questionnaire.

By STEVEN FRIEDMAN
IN AN unprecedented court action, the SA Allied Workers' Union will ask the East Cape division of the Supreme Court to order the release of the 205 trade unionists detained by Ciskeian authorities — the first time Ciskei detentions have been challenged in court.

But the action, due to begin today, is likely to be delayed by the snow which fell in Johannesburg yesterday

By late yesterday, Saawu's legal team, which is based in Johannesburg, had been unable to leave for the Eastern Cape as the snowstorm had closed Jan Smuts Airport

Saawu's lawyers said yesterday that, if the team was unable to leave, the action would probably be heard in Grahamstown tomorrow

A motion to be filed by

Saawu in the East Cape Supreme Court asks the court to declare the detentions "null and void" and to order the release of the 205 unionists

It cites the Ciskeian Ministers of Police and Justice as respondents and asks the court to order them to pay the costs of the action

The unionists are held under Proclamation R252, which provides for 90 days' detention without trial, according to Brigadier Charles Sebe, head of the Ciskei Central Intelligence Service

An affidavit to be filed before the court alleges that the detentions were invalid because the Ciskeian security authorities did not follow the correct procedure in detaining the unionists

The papers allege that the unionists are being held at Endantsane, Keiskammahoek and Dimbasa

Unionists have repeatedly been detained by the Ciskeian Central Intelligence Service under proclamation R252 — at one stage earlier this year there were 57 unionists in detention under this clause

However, this is the first occasion the detentions have been challenged in court

Saawu's lawyers allege that, as Ciskei is not yet independent, it still falls within the Cape Province and that the Eastern Cape division of the Supreme Court therefore has jurisdiction to hear the case

Campaign

The detentions have sparked a threatened week-long refusal by the Australian Congress of Trade Unions to handle goods going to and from South Africa, as well as an announcement by the independent union movement in Cape Town that it will launch a public campaign against Ciskei independence

Meanwhile the Progressive-Federal Party's chief spokesman on manpower, Dr Alex Borame, yesterday condemned "in the strongest terms" the actions taken by the Ciskei authorities against trade union officials

Mr T.K. Woolley.

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in Response to Discussion Interest Cost".

Interest Cost", December

Reporting Developments :
ost", January 1980, page 13.

ng New in Accounting :
nancial Executive, May 1980,

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- Capitalisat
- 30. Martin, D. Capitalisat page 26.
- 31. FASB DM: O
- 32. Ibid, parag
- 33. Ibid, parag
- 34. Ibid, parag
- 35. Ibid, parag
- 36. Deloitte, H proposed St 'Capitalisa'
- 37. Arthur Young Memorandum
- 38. FASB DM: Op.
- 39. Gray, O. Ronald: "Implementation of FASB Statement No. 34 : Capitalisation of Interest Cost", The National Public Accountant, April 1980, page 24.

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Inter

His statement in Cape Town said "It would appear that the Ciskei Government has declared war on trade unionism. and this can only lead to increased conflict and further disruption of labour peace
"Trade unions are here to stay and they should be left to negotiate with management for the best possible deal" for all workers
"In taking action against trade union leadership, the Ciskei Government is acting against the best interest of thousands of workers," Sapa reported him as saying.

Star 12/9/87
Sebe won't say if
union men are free

EAST LONDON — Some of the 205 workers detained in the Ciskei last weekend have been released, a spokesman for the South African Allied Workers Union said yesterday

The spokesman said he had been informed of their release by one of the former detainees but been unable to establish how many had been released

Major-General Charles Sebe, the head of the Ciskei Central Intelligence Service, has refused to confirm that any of the workers have been released. He said the detainees would be appearing in court from next week

Meanwhile, the African Food and Canning Workers Union, the General Workers Union and SAAWU have convened a meeting for tomorrow — Sapa

Union to sue Ciskei in bid to free workers

Star 12/9/87

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105
1452

Labour Reporter

The Government of Ciskei is being taken to court by the South African Allied Workers Union (Saawu) in a bid to secure the release of 205 detained workers.

An appeal is to be lodged this weekend at the Eastern Cape Supreme Court Division at Grahamstown declaring the detentions "null and void".

The legal action by Saawu, the General Workers Union and the

African Food and Canning Workers Union follows the detention of the 205 workers by Ciskei police after they left a union meeting in East London last weekend.

They were held under the Ciskei's Proclamation R252 which allows for up to three weeks' detention without trial.

The lodging of the application was delayed by Thursday's snowfall which prevented unionists from flying to the Eastern Cape.

The motion is directed at Ciskei's Minister of Police as first respondent and the Minister of Justice as second respondent.

The application details that the workers, when arrested, were still about union affairs as they were being transported back to Mdantsane in buses hired by the union.

It questions police chief Brigadier Charles Sebe's detaining the workers under R252 as it was unlikely that the passengers of the three buses were all involved directly in actions against Ciskei.

Brigadier Sebe has said the workers were singing freedom songs, raising clenched fists as well as advocating a change of government in Ciskei.

The application also notes that in terms of the proclamation it was unlikely that the Minister of Justice with the Ciskei Cabinet's approval had issued warrants for the workers' detention.

The action is being brought before a South African court because Ciskei is not an independent homeland legal advisers for the workers said.

● The detentions have sparked widespread protest by other South African unions and Saawu has called for international support for the detainees.

Protest meeting

C. Herald 12/9/81

800 back strikers

MORE than 800 people attended a protest rally in Wynberg last Sunday in support of the boycott of Wilson Rowntree products

The meeting, held at the Luxurama Cinema, was arranged by the Wilson-Rowntree Support Committee to boost the six-month old boycott and to protest at recent detentions and squatter removals

Mr Sisa Njikalana, vice-president of the South African Allied Workers' Union (Saawu) — to which the strikers belong — said the morale of the

workers was still very high

He said the boycott had been effective. Production at the factory had dropped. Mr Njikalana, nevertheless, called for an intensification of the boycott

Before the strike Wilson-Rowntree employees were allowed to buy the sweets they manufactured, but many did not do so

Now however, the workers are as good as compelled to buy these sweets, Mr Njikalana said

He criticised the continued detention of 33 Wilson-Rowntree strikers

SOME SAAWU

EAST LONDON — Some of the 205 workers detained in the Ciskei last Sunday have been released, a spokesman for the South African Allied Workers Union (Sawu) said here last night.

The spokesman said he had been informed of their release by one of the former detainees but by yesterday evening had been unable to establish how many had been released.

Major-General Charles Sebe, the head of the Ciskei Central Intelligence Service, refused to confirm or deny that any of the workers had been released. He said the detainees would be appearing in court from next week.

General Sebe said investigations into the case were well advanced.

A team of six specially selected men from both the Ciskei and South African security forces were working hand in hand with the South African security forces.

The Ciskei had been an anti-communist country from the time of the forefathers who upheld nationalism and patriotism which was naturally an enemy of communism.

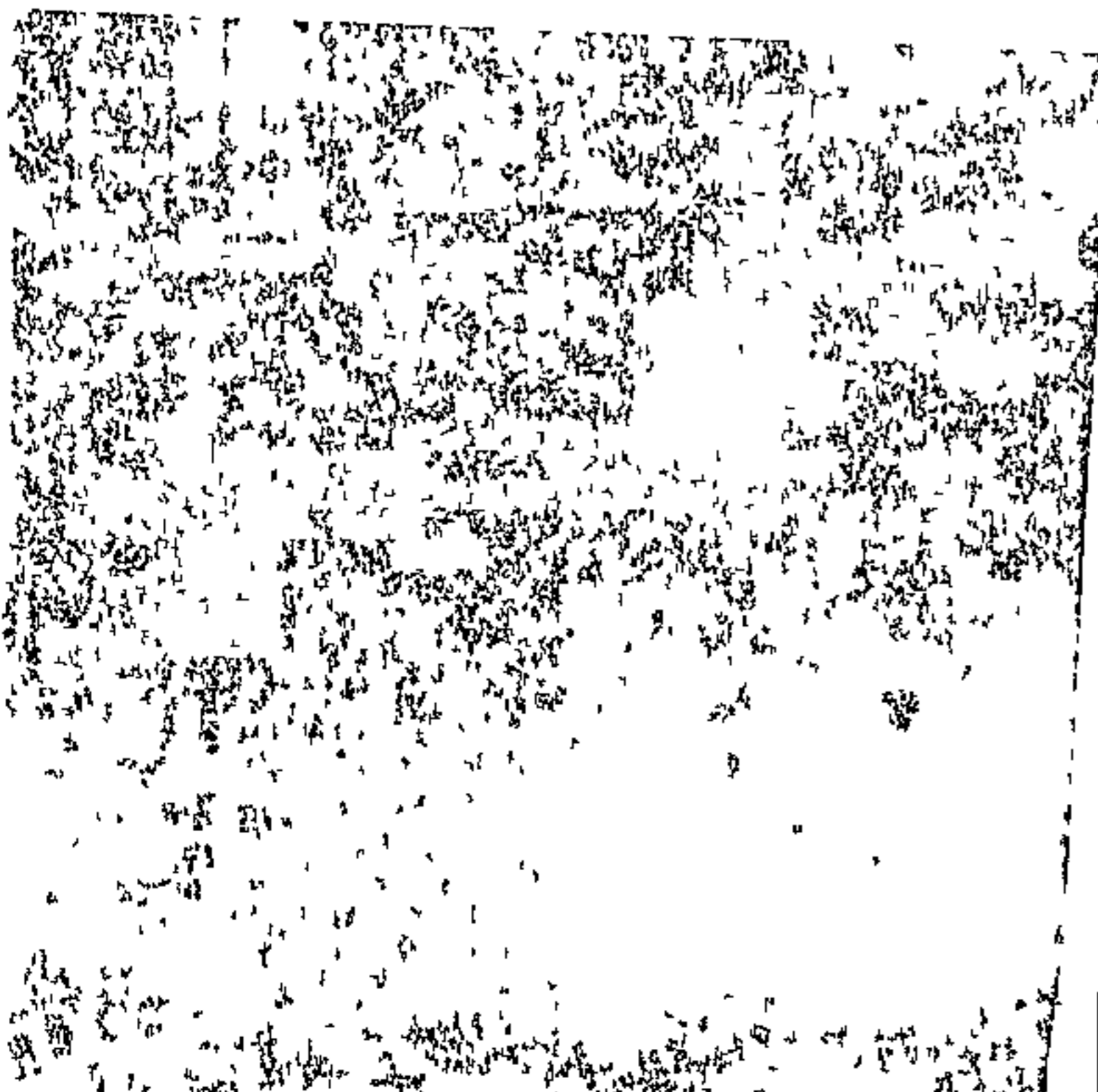
"The present leader of the Ciskei, Dr L. L. Sebe, has already embarked on revitalising the spirit of nationalism and patriotism among his people," General Sebe said.

Meanwhile, the three unions involved in the mass detentions — the African Food and Canning Workers Union, the General Workers Union and Saawu — have convened a mass meeting for tomorrow to discuss the detentions with their general membership — DDR

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DD 12/9/81
145A (108)

Gqweta replies: who recognises Ciskei?

EAST LONDON — Mr Thozamile Gqweta, the national president of the South African Allied Workers Union (Saawu), yesterday challenged the leaders of the Ciskei to tell the world who recognised them as a government other than South Africa

Responding to a call by Major-General Charles Sebe, the head of the Ciskei Central Intelligence Service, for Saawu to prove to the world that they had the optimum requirements to conform with the norms and standards of trade unions, Mr Gqweta asked. "Does the Ciskei have the optimum requirements to conform with the norms and standards of being a government?"

Mr Gqweta said Saawu was an internationally-known organisation "Who else then must we prove ourselves to?" he asked

"We can apply for affiliation to any international labour organisation today because we have proved ourselves to be truly representative of the interests and aspirations of the workers. But who recognises the Ciskei as a government other than Pretoria?"

Mr Gqweta said Saawu was directly and solely responsible to its members to whom it had proved its representativeness, credibility and selfless devotion and dedication

"We are striving for the eradication of all forms of worker exploitation and oppression in all spheres of their lives in order to create a happy and stable industrial community in our country, free of racial hatred, job insecurity, strife and poverty

"We shall seek these freedoms irrespective of the colour of the government of the day. We shall never condone or tolerate the exploitation of workers only because it is perpetrated by a black government like the Ciskei or others"

Referring to General Sebe's allegation that Saawu was a front for certain organisations, Mr Gqweta said these accusations had been made for a long time but not a shred of evidence had been produced to back them up

"We challenge General Sebe to produce proof of these allegations in a court of law," he said.

Mr Gqweta asked why

General Sebe objected when people sang songs about Mandela. "People have been singing songs about Mandela for a long time, even during the rule of Mr Vorster and his Minister of Police, Mr Jimmy Kruger

"No one has ever been detained by the South African Police for singing songs about Mandela. They have even sung songs about the Prime Minister himself

"As far as my trade union training is concerned, do I have to be trained and told by someone about the suffering of workers in this country, which I myself have suffered as a worker?"

"Concerning my alleged flights to Cape Town, I have never travelled to Cape Town by air. Even if I had done so it would be none of his business. I am solely responsible to my executive and the workers

"General Sebe can also go to all the fired workers of Wilson-Rowntree and other factories to see what Saawu has done for them, in spite of our limited resources. Saawu is a union of poor people — we are not a gold mine" — DDR

Trade unions oppose Ciskei

S. Tribune 7/3/9/81

145-322-745A

By Maureen Griffin

THE Ciskei government is being challenged on two fronts by workers and trade unionists

Legal representatives of three trade unions are preparing to bring an urgent Supreme Court application in Grahamstown seeking the immediate release of 205 trade unionists detained by the Ciskei government, and in Durban workers resolved at a meeting to oppose Ciskei's independence and to call on the United Nations to assist them

Sam Kikinc, general secretary of the South African Allied Workers' Union (Saawu), told the Tribune about 2 000 workers attended the Durban meeting yesterday

This will also be the first time the Ciskei government is challenged in court over its controversial security detentions, and it is part of a major confrontation developing between the government and the trade union movement

Meanwhile, it has been learnt that the Ciskei police have released six of the detainees whom they aim to use as state witnesses against the others to be brought to court on Wednesday

The president of Saawu, Thozamile Gqweta, said yesterday the court application had been intended for Friday morning but had been delayed by the traffic disruptions from snowfalls. The Johannesburg attorneys acting on behalf of the three unions involved were to have arrived in East London yesterday to prepare the case

Ciskei's detention of unionists is condemned

Ev Post 14/9/81

139
105
145-1

By MOKONE MOLETE

THE Motor Assemblies and Component Workers' Union of SA (Macwusa) has strongly criticised the Ciskeian Government's detention of 205 trade unionists and called for their "unconditional" release

In a statement today, Macwusa said the continued detention of workers would increase their anger and that was something that could cause "further complications in the labour field generally"

The detentions were also criticised in a joint statement issued by several unions in Johannesburg today

It was reported last week that some of the unionists had been released, but this was not confirmed

Macwusa called the actions of the homeland's Chief Minister, Mr Lennox Sebe, a "big threat to the economy in the Eastern Cape region" and said they would bring about a worsening of the situation

In a separate statement, Macwusa described the verbal attack in Parliament on Bishop Desmond

Tutu by the Minister of Police, Mr Le Grange, as "unwarranted"

"To us the bishop is not a politician," the statement said "All he does is speak out against injustice perpetrated against his people"

The statement called on all churches in South Africa to "come out clear" on the attack on Bishop Tutu, because he was "the ambassador of peace"

The Johannesburg statement said the detentions in Mdantsane represented "the most serious threat to the democratic union movement for some time"

The statement was issued by the Federation of South African Trade Unions, the African Food and Canning Workers' Union, the Glass and Allied Workers' Union, the South African Allied Workers' Union, the Commercial Catering and Allied Workers' Union and the Hotel, Liquor and Catering Association

It said "We condemn the outrageous and completely unjustified detention," which it described as an act of intimidation

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Union anger over arrests

DD 14/9/81 11057 145A
JOHANNESBURG — Labour organisations in the Transvaal have added their voice in protests against the detention of 205 trade unionists in the Ciskei last weekend.

In a statement issued yesterday, they condemned the detentions as "outrageous and completely unjustified" and said they were a "real threat to labour peace".

The statement was issued by the Transvaal divisions of two unions whose members have been detained — the SA Allied Workers' Union and the African Food and Canning Workers' Union — as well as the Transvaal region of Fosatu, the General and Allied Workers' Union, the Commercial, Catering and

Allied Workers' Union and the Hotel, Liquor and Catering Association.

They said it was "unheard of" that workers returning from a union meeting be arrested for singing freedom songs, and it was clear that this could not have been the reason for the detentions.

The real reason lay in the refusal of the Ciskeian authorities to acknowledge the growth of a democratic union within a "bantustan".

"They do so because this represents a real challenge to the rulers of the Ciskei who were elected not according to the wishes of the people, but in terms of apartheid policy", the statement said — DDC

DD 14/9/81
105 145A

Unionists defy Ciskei Govt to arrest them

EAST LONDON — About 400 trade union members boarded buses after a mass meeting here yesterday as a direct challenge to the Ciskei authorities

This action follows the detention of 205 workers who were detained on buses as they returned from a similar meeting at the same venue last week

At yesterday's meeting, workers resolved to drive into Mdantsane in buses singing songs and defying the Ciskei authorities to arrest them

Union officials said later there were no incidents when they arrived back in Mdantsane

Meanwhile, the South African Allied Workers Union (Saawu) is pressing ahead with its bid to challenge the detentions in court and it is understood that the action will be heard in Grahamstown today

Saawu has confirmed that about 20 people were released from detention last Friday and one of the former detainees, Mr L. Matti, said that a number of those being held had

been on a hunger strike in protest against their rations from the day they were detained until Thursday

The trade union members who boarded the buses yesterday did so after a fiery mass meeting in which the action of the Ciskei government was attacked. A number of speakers from the floor slammed the detentions but could not agree on what course of action to take

In the end they decided to board the buses and defy the Ciskei government to arrest them as well. An exuberant crowd gathered at the bus stop at 6.30 pm, singing songs and chanting the slogan "A detention to one is a detention to all"

Workers who addressed the meeting said the detentions showed why they opposed Ciskei independence and they were compelled to retaliate against the detentions. Officials of the three unions involved — Saawu, the African Food and Canning Workers Union and the General Workers Union — said they did not wish to tell the workers what to do, but that the workers must decide among themselves what action to take —
DDR

Detentions condemned,
page 2

STOWESTION 10/9/81
Ciskei is challenged

T.E. MR THOMAZILE Gqweta, the national president of the South African Allied Workers Union, has challenged leaders of the Ciskei to tell the world who recognised them as a government other than South Africa. *(USA)*
of the Responding to a call by Major-General Charles Sebe, the head of the Ciskei Central Intelligence Service, for Saawu to prove to the world that they had the optimum requirements to conform with the norms and standards of trade unions, Mr Gqweta asked: "Does the Ciskei have the optimum requirements to conform with the norms and standards of being a government?"
Mr Gqweta said Saawu was an internationally-known organisation. "Who else then must WE prove ourselves to?" he asked

tion approach

ing

If the user desires to calculate net income to sales or group earnings power, there would be a distortion because associated company net income is not correlated to any associated company turnover. Along with the proprietary approach, only the investor's share of turnover should be incorporated into consolidated turnover if inclusion of turnover is considered necessary. Compliance with Schedule 4 would be necessary, (24) thus the basis thereof must be disclosed. Illustrative of this is note 1.4 of the 1980 Annual Report of Metro which states:

"Turnover comprises sales to customers and includes the total sales of associated companies in which the group holds 50% of the equity share capital." (25).

This approach is a contradiction of the proprietary theory, however, a close scrutiny of Metro's annual financial statements reveals that the said company pursues the parent company approach in respect of associated companies. The disclosure of total associated turnover is thus consistent with the said company's philosophy.

If users are to predict and evaluate their respective risks, there should be some source of information to which can be referred. While annual financial statements seldom convey

Argus 15/9/81
Sebe under
fire for
detentions

Argus Bureau

PORT ELIZABETH. —
The Chief Minister of the
Ciskei, Chief Lennox Sebe,
had declared a total
onslaught against
workers, the organising
secretary for the Motor
Assembly and Component
Workers' Union of South
Africa (Macwusa), Mr
Government Zini, said
here yesterday.

He said Macwusa
strongly condemned the
continued detention of
trade union members 'held
arbitrarily' in Ciskei
police cells.

The puppet Govern-
ment of the Ciskei should
release all the workers
unconditionally.

'If this is not done soon,
I fear that the detentions
will continue to increase
worker anger.'

CT 15/9/81 1455A
From page 1

terms of the security regulations, or that all the occupants could have been involved

Beyond this, Mr Gqweta maintains the indiscriminate detentions were unjustified, and could not have been authorized by the Ciskeian cabinet as demanded in terms of Proclamation 252 Notice of the application

was served yesterday morning on Mr Njokweni and Brigadier Sebe through the deputy sheriff in King William's Town

The respondents have until Thursday to file replying affidavits

Mr Martin Brassey, instructed by Priscilla Jana and associates of Johannesburg and Espin and Espin of Grahamstown, is appearing for Saawu and relatives of detainees Mr J F J van Rensburg SC instructed by Whiteside's of Grahamstown is appearing for the respondents

CT Detainees' Union Takes Court Action

Own Correspondent

PORT ELIZABETH — The South African Allied Workers' Union (Saawu) and relatives of union members detained nine days ago by the Ciskei police, yesterday brought an urgent application in the Grahamstown Supreme Court for the release of the detainees

The application, which cites the Chief Minister of Ciskei, Chief Lennox Sebe, the Ciskei Minister of Justice, Chief H Z Njokweni, and the head of the Ciskei Central Intelligence Services, Brigadier Charles Sebe, as respondents, also calls for an order declaring the detentions to be null, void and of no effect

The matter came before Mr Justice Howie in chambers yesterday afternoon and was immediately postponed until Friday to allow

the respondents to file opposing affidavits and the applicants to reply to these

Saawu is also claiming the costs of the application from Mr Njokweni and Brigadier Sebe

The union's president, Mr Thozamile Gqweta, said in his affidavit that although Saawu and its activities were entirely legitimate, the Ciskei Government had for some time regarded the union as an opponent and had been taking steps "to subvert and oppress it"

"In my submission, the latest detentions are no more than part and parcel of this settled policy of anti-union activity"

Mr Gqweta said it appeared that 205 Saawu members had been detained under Regulation 8 of Ciskei Proclamation 252 covering security offences Most of

them were still being held in police stations and lock-ups in Mdantsane, Keiskammahoek and Dimbasa

They were detained by Ciskei police as they returned home from a Saawu report-back meeting in East London on September 6

Mr Gqweta said nearly 1 000 had attended the meeting and the union had provided transport home afterwards Three buses had travelled to Mdantsane with more than 200 union members but appeared to have been intercepted by police and the occupants detained They had not been seen since

Mr Gqweta contested the possibility that those on the buses had behaved in a manner justifying detention in

To page 2

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Unionists behaved says Sebe

EAST LONDON — Ciskei police did not take any action against bus loads of about 400 trade unionists on Sunday because they were "behaving themselves," Major General Charles Sebe said yesterday.

Reacting to a report yesterday that the unionists had defied the Ciskei government to arrest them, Gen Sebe, head of Ciskei's Central Intelligence Service (CCIS), said the unionists had not sung revolutionary songs in Mdantsane.

The report stated that the 400 unionists had planned to sing songs and chanted the slogan: "A detention to one is a detention to all."

The unionists were responding to the detention of 205 South African Allied Workers' Union (Saawu) members after they had been singing songs said by Gen Sebe to have been incitement to violence.

"It is not true that they (the 400 unionists) had been singing revolutionary songs," Gen Sebe said.

"The buses passed through our roadblocks into Mdantsane and they were not singing and were not behaving in a manner which was detrimental to law and order.

"I must highlight the fact that the Ciskei police do not arrest people for singing, but one thing the police will not tolerate is any crowd singing revolutionary songs which are intended to incite the population of Mdantsane to violence.

"This is the kind of thing that the police will act on," Gen Sebe said — DDR

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Saawu applies for detainees' release

DD 15/9/81

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GRAHAMSTOWN — The South African Allied Workers' Union (Saawu) and relatives of union members detained nine days ago by the Ciskei police brought an urgent application in the Supreme Court here yesterday for the release of the detainees.

The application, which cites the Chief Minister of Ciskei, Chief L. Sebe, the Ciskei Minister of Justice, Chief H. Z. Njokweni, and the head of the Ciskei Central Intelligence Services, Major General C. Sebe, as respondents, also calls for an order declaring the detentions null and void and of no effect.

The matter came before Mr Justice Howe in chambers yesterday afternoon and was immediately postponed until Friday to allow the respondents to file opposing affidavits and the applicants to reply to these.

Saawu is also claiming the costs of the application from Chief-Njokweni and Gen Sebe. In an affidavit supporting the application, the president of Saawu, Mr Thozamile Gqweta, said that although Saawu and its activities were entirely legitimate, the Ciskei Government had regarded the union for some time as an opponent and had been taking steps "to subvert and oppress it".

This objective had been pursued by detaining union leaders and by publicly criticising the union, Mr Gqweta said.

"In my submission, the latest detentions are no more than part and parcel of this settled policy of anti-union activity".

According to the affidavit, Saawu and relatives of the detained unionists do not know why they have been detained and contend that their detention is unlawful.

Mr Gqweta said it appeared that 205 Saawu members had been detained under Regulation 8 of Ciskei Proclamation 252, which covers security offences. Most of them were still being held in police stations and lock-ups in Mdantsane, Keiskammahoek and Dimbaza.

They were detained as they returned home from a Saawu report-back meeting in East London on September 6.

Mr Gqweta said nearly 1 000 had attended the meeting and Saawu had provided transport home afterwards. Three buses had travelled to Mdantsane with more than 200 union members.

So far as he had been able to ascertain, the buses never reached their destination — the Mdantsane bus terminus — but were intercepted by police

and the drivers ordered to take the occupants to the Mdantsane police station.

There they were detained and had not been seen since, his affidavit said. The union did not know the identities of all those detained but had submitted a list of 25 names with the application.

Mr Gqweta said the conduct of the people on the buses was not the sort of conduct referred to in the security regulations under which they had been detained.

If there was such conduct it was inconceivable that all the occupants of the three buses were involved and the respondents were not competent to detain them indiscriminately.

The detentions could also not have been authorised with the approval of the Ciskei Cabinet as contemplated under Proclamation 252.

Three union members who travelled in one of the buses after the Saawu meeting but were not detained said in affidavits that the conduct of those on the buses had been entirely orderly.

Members had been singing union songs and had given "the solidarity salute," which took the same form as the black power salute.

Another affidavit describes how a woman at the Mdantsane bus terminus, who was wearing a union sticker reading "We don't eat Wilson-Rowntrees," was allegedly slapped in the face by a

Ciskeian policeman before being detained.

One of the detainees who was released a few days later said in an affidavit that the only song members sang on the bus as it travelled through Mdantsane was one entitled "Saawu is our union," part of which went "We will follow it in factories, in jails, at home."

Mr Gqweta's affidavit claimed that Gen Sebe had stated soon afterwards to two reporters, Mr Steven Friedman of the Rand Daily Mail and Mr Phillip van Niekerk of the Daily Dispatch, that the union members had been detained under the Riotous Assemblies Act Gen Sebe also told Mr Friedman that "in the meantime" they were being held under Proclamation 252.

Affidavits by Mr Friedman formed part of the Saawu application yesterday. Among the documents filed was a request for a third reporter, Mr Phillip Hayton, of the British Broadcasting Corporation, to be subpoenaed to testify about an interview he conducted with Gen Sebe.

Notice of the application was served yesterday morning on Mr Njokweni and Gen Sebe through the deputy Sheriff in King William's Town.

The respondents have until Thursday to file replying affidavits, which will be reported in the Daily Dispatch when they come before the court — DDC

SV Post 16/9/81
**Detained
unionists
in court**

Post Reporter

EAST LONDON — Two groups of trade union members — a total of 183 people — who were detained by the Ciskeian police 10 days ago, appeared in the Mdantsane District Court today

All 183 were remanded till October 7, pending a report from the Attorney-General. Bail will be set by the court today

A group of 43 appeared on three charges — incitement to violence and violations of the Riotous Assemblies Act and Ciskei's Proclamation 252

The others appeared on the first two charges

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Star 16/9/81 ~~33~~ ~~10~~ ~~379~~ 1454
Ciskei workers on bail

A total of 183 members of three trade unions who were detained by the Ciskeian authorities 10 days ago appeared in the Mdantsane district court today.

The men are members of the SA Allied Workers Union, the African Food and Canning Workers Union and the General Workers Union.

They were remanded until October 7, pending a report from the Attorney-General.

Bail was set at R50, according to legal sources.

A total of 43 unionists appeared on three charges: incitement to violence, violations of the Riotous Assemblies Act and the Ciskei's Proclamation R-252. The other men appeared on the first two charges.

Lawyers also say the Supreme Court action by Saavu challenging the detentions will proceed in Grahamstown on Friday, but only to settle the matter of costs.

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20. Ibid.
21. Skinner, R.M.: Ac es - A Canadian Viewpoint, page 90
22. Ibid, page 91.
23. Bierman, Harold J. Accounting for Interest Business Research Journal Volume 10 Number 1 1978 Page 271. Thomas R.: "Accounting for Interest", Accounting and Finance, page 271.
24. Ibid. The case was postponed to November 9 for trial. Bail was extended.
25. Ibid, page 267. Their appearance is the sequel to a work stoppage at the factory at the beginning of this year, resulting in the sack of a number of workers - DDR
26. Ibid, page 271.
27. Hendriksen, Eldon S.: Accounting Theory, page 257.
28. FASB 34: Op. cit., paragraph 42.
29. FASB ED: "Capitalisation of Interest Cost", December 15, 1978, paragraph 57.
30. Linhart, P.B., Lebowitz, J.L. and Sinden, F.N.: "The Choice between Capitalising and Expensing Under Rate Regulation", The Bell Journal of Economics and Management Science, Volume 5, Autumn 1974, page 407.
31. Lockett, Peter P.: Op. cit., page 32.
32. Guidance Note of Treatment of Interest on Deferred Payments, Chartered Accountant (India), October 1979, page 394.
33. Sentrachem Limited AFS 1979: page 64.
34. FASB DM: Op. cit., paragraph 47.
35. Ibid, paragraph 49.
36. National Council of Chartered Accountants (S.A.): Generally Accepted Accounting Practice : 1.001 The Disclosure of Accounting Policies, paragraph 5.
37. FASB DM: Op. cit., page 2.
38. Greenblo, Allan: "Pascall Fiasco", Financial Mail, April 5, 1974, page 70.

MDANTSANE — Six former Wilson Rowntree employees appeared briefly before Mr B Addison in the Regional Court here on charges of intimidation. They are Mr Gobo Tswana, Mr Government Turo, Mr Tobile Jana, Mr Mongezi Didiya, Mr Sipuyo Yumandaba and Mr Muntsha Mhla, all of Mdantsane. No evidence was led and they were not asked to plead.

Argus 16/9/81
183 union
members in
Ciskei court

Argus Correspondent
FAST LONDON — Two groups of trade union members — a total of 183 people — detained by the Ciskeian police 10 days ago, appeared in the Mdantsane District Court today.

All 183 were remanded until October 7 pending a report from the Attorney-General.

Bail was to be set by the court today.

A group of 43 trade unionists appeared on three charges: incitement to violence, violations of the Riotous Assemblies Act, and of Ciskei's Proclamation R252.

The rest of the unionists appeared on the first two charges.

**Detained
unionists
in court
today?**

40. Ernst & Whinney:
41. Arthur Young & Co: Memorandum - Accou
42. FASB DM: Op. cit.
43. Ibid, paragraph 12
44. Ibid.
45. FASB Technical Bul Cost to be Capital February 6, 1981.
46. Included here are:
Mr T.K. Woolle
Mr D.C. Arnolc
Mr J. Vermoote
47. Mr N. Blackshaw of
48. Arthur Young & Co: Statement of Financi sation of Interest
49. Business Week, Dece
50. Lockett, Peter P.: "Capitalisation of Interest in the Light of Recent SEC Developments", The CPA Journal, January 1975, page 34.
51. Ibid.
52. Ibid.
53. Ibid.
54. FASB 34: Op. cit., paragraph 15.
55. Arcady, Alex T. and Baker, Charles E.: "Interest Cost Accounting : Some Practical Guidance - How to Implement the Controversial FASB Statement No 34", Journal of Accountancy, March 1981, page 69.
56. Ernst & Whinney: Op. cit., page 42.
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Also Deloitte, Haskins & Sells: Op. cit.
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Labour Reporter
THE trade unionists held by the Ciskei authorities in the biggest swoop ever on unionists are expected to appear in a Ciskei court today, charged under the Riotous Assemblies Act.

About 20 of the 205 unionists held in the swoop have been released, but all those still in detention are expected to appear in court.

If the unionists do appear in court, an action against the Ciskeian authorities by the SA Allied Workers Union (Saawu) asking the Eastern Cape Division of the Supreme Court to order the detainees' release will fall away. The action was scheduled to be heard on Friday after being postponed in a brief hearing on Monday.

Lawyers representing Saawu said, however, that the action would proceed as the union would attempt to win the costs of the action from the Ciskeian Government.

Major-General Charles Sebe of the Ciskeian Central Intelligence Service originally said the unionists would be held for up to three weeks. Their detention has elicited a wide range of protest from local unions

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16/9/81
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**Detained
 unionists
 out on
 R50 bail**

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By STEVEN FRIEDMAN
 THE unionists detained by Ciskeian authorities last week in the biggest swoop on South African unionists ever, were all released on R50 bail yesterday after appearing in court in Mdantsane.

Originally 205 unionists from three unions were detained, but about 20 were released late last week

In another development, an official of the SA Allied Workers Union, Mr Eric Mntonga, leader of the workers dismissed after a strike at Wilson Rowntree, was yesterday acquitted with another member on charges of arson and damage to property. Mr Mntonga and other Wilson Rowntree workers were detained by Ciskeian authorities for several weeks earlier this year. The others are due to appear in court next month.

The release of the unionists on bail follows sustained protest from local and international unions in which the Australian Trade Union Congress called a week-long refusal to handle exports to and imports from South Africa.

In addition, Saawu brought a court action against the Ciskeian authorities for the detainees' release.

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4.8 Consolidated Annual Financial Statements

4.8.1 Group Accounts

What happens to the interest that has been capitalised when consolidation takes place? If no practical guidelines exist, it is possible for management of the holding company, by virtue of their position of control, to manipulate the profits of the group by merely borrowing funds from outside the group, and then lending these funds to their subsidiary

DD 17/9/81
Arson.
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MDANTSANE — Two former Wilson Rowntree employees, Mr Skhrwintshi Sibawu and Mr Eric Mntonga, of Mdantsane, were found not guilty and discharged on a charge of arson at the close of the state case in the Regional Court here yesterday

Acquitting the men, the Regional Court magistrate, Mr B Addison, said there was no evidence on which to convict them. He said the men had been charged for arson but the state had not proved that immovable property had been set alight, except that rubbish was set alight.

He was satisfied there had been no evidence to prove that it was Mr Sibawu who set the rubbish alight.

The trial is a sequel to unrest at the sweet factory early this year.

Mr Eric Mlandu said in evidence that he woke up one night in May and saw fire in his yard. He said he opened the curtains and saw Mr Sibawu standing on the other side of the fire. He fled in a car, when he saw the curtains opening.

Mr Mlandu said the compost and pieces of paper were burning about 10 meters from the house. The fire did not damage his house and was no danger to it.

Under cross examination by advocate V E M Tshabalala of Durban, for the defence, he said the fire had extinguished itself. He agreed that the person he saw could have been someone who looked like Mr Sibawu. He could not say for certain that he was Mr Sibawu.

The state closed its case without calling any other witnesses — DDR

181 unionists appear in court

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MDANTSANE — A total of 181 trade unionists appeared briefly before Mr B M Gabada in the magistrates court here in two separate trials on charges under the Riotous Assemblies Act and the Ciskei's Proclamation R252

Forty two appeared on three counts and 139 on two counts. They were not asked to plead and no evidence was led

They were arrested by the Ciskei Police on their return to Mdantsane on September 6 from a report-back union meeting in East London

The accused sang trade union songs and shouted "Amandla" with clenched fists as police vans and trucks ferried them to the court cells yesterday

Police with rifles and quirts kept relatives and wives of the accused away from them. There were no incidents

Benches in the courtroom were put aside to make enough room for the

accused. Spectators were not allowed inside

Mr J. H. Steenkamp, for the state, asked for a postponement to October 7 and asked that bail be fixed at R50 per person

Bail was paid

The following face three counts

Mr Thozamile Manelli, Mr Benjamin Tyali, Mr Morrison Sindapi, Mr Thobile Manqina, Mr M Goduka, Mr G Mbiza, Mr S Sivaya, Mr J Matikince, Mr V Camagu, Mr M Mati, Mr M Thobezweni, Mr Si Sityebi, Mr D Tshaha, Mr W Makhiya, Mr D Ludziva, Mr M Madlanga, Mr N Jubatu, Mr G Yelani, Mr N Mtumani, Mr M Gogotva, Mr M Landani, Mr B Ndzungu, Mr P Mfikile, Mr M Mbangela, Mr D Thandane, Mr L Dyani, Mr B Kema, Mr M Malahle, Mr N Koltisi, Mr W Luthuli, Mr Z T Zinyusile, Mr A Vellem, Mr E Manyano, Mr J Sohophu, Mr T Mapasa, Mr Z Manelli, Mr N Thobigunya, Mr N Mtyeku, Mr M Mathungana, Mr B Kunjulwa, Mr Z Gosa, Mr S Mvuni

The following face two counts: Mr M Thndapi, Mr R Joka, Mr M Dekeda, Mr M Bishiti, Mr M Nongwe, Mr T Ngqongwa, Mr M Kali, Mr M Siwisa, Mr M Gxekilali, Mr M Sinoko, Mr N Mgatyelwa, Mr Z Nkuhlu, Mr J Nkafu, Mr B Soci, Mr M Sumaza, Mr M Ndileni, Mr M Komani, Mr H Maxhegwana, Mr T Gibson, Mr J Mkuma, Mr S Mgxathe, Mr M Ntambekwana, Mr V Lmdledle, Mr S Mncotsho, Mr E Ngqaleni, Mr M Yofa, Mr M Mpinga, Mr F Sithole, Mr M Noko, Mr B Mkunqwana, Mr D Kilani, Mr

N Maxhegwana, Mr N Siyobi, Mr W Tshetu, Mr P Maxhongo, Mr N Totolo, Mr M Noxoko, Mr D Dyakopu, Mr S Gxothani, Mr A Mtsi, Mr V Gweni, Mr D Rayi, Mr M Mbhoti, Mr P Slotile, Mr B Mandungwane, Mr S Kube, Mr L Yengile, Mr M Bani, Mr M Lento, Mr S Bambele, Mr T Dikani, Mr M Patho, Mr M Mqokozi, Mr A Mpungutyana, Mr S Plaatvie, Mr S Tokwe, Mr M Williams, Mr N Beja, Mr L Bam, Mr M Melani, Mr S Mantyi, Mr M Mkunjulwa, Mr X Mbete, Mr W Singcayi, Mr M Mpongoshe, Mr T Velapi, Mr S Sidindi, Mr M Vukile, Mr M Xoyana, Mr Z Majiki, Mr A Mkiye, Mr F Nkohl, Mr T Morhi, Mr R Roji, Mr M Nyembezi, Mr T Kwababana, Mr F Nduluka, Mr F Ntantsi, Mr P Ninzi, Mr M D Tutani, Mr N Kobese, Mr S Mpakati, Mr N Nongwe, Mr N Magxala, Mr N Thandiwe, Mr N Tshetu, Mr C Mfengu, Mr N Mnyabiso, Mr N Mbovane, Mr X Koka, Mr M Mbinda, Mr I Sitywantsi, Mr N Brown, Mr N Mahlangeni, Mr S Mpahlwa, Mr Z Mangesane, Mr G Rubushe, Mr M Mnikana, Mr N Sigingqi, Mr F Bonga, Mr W Maweni, Mr B Melithafa, Mr S Maqholo, Mr W Gohinca, Mr T Luxhomo, Mr Z Kolo, Mr J Mabhena, Mr P Vetyeka, Mr Z Tayi, Mr R Gqweta, Mr Z Gohintsika, Mr G Sizani, Mr D Xinwa, Mr F Nontenja, Mr N Nibe, Mr N Mndi, Mr N Ngumani, Mr N Snobolo, Mr S S Petani, Mr B Ntozini, Mr M Mzileni, Mr B Sifingo, Mr R Rwezu, Mr P Njili, Mr V Mtyolo, Mr M Ngcayi, Mr W Matutu, Mr P Kaas, Mr B Tuluma, Mr K Mlungisi, Mr M Mshweshwe, Mr L Joni, Mr M Bishoti, Mr M Ndarana, Mr Z Ntlabati, Mr M Joka, Mr S Ndevu and Mr M Higa
— DDR

ultimate consumers and in so doing achieve the firm's sales and profit objectives.

Physical distribution abroad entails a number of aspects. The first is that of facility location. Where should plants, warehouses and depots be located for optimal distribution.

Inventory control is another aspect. Where should inventories be located and in what quantities? Material handling is also included here. Procedures for processing orders must be laid down too.

Modes of transport must also be decided on. Should vehicles be leased or purchased for an optimal return? Air freight is generally much more expensive than shipping, but has various advantages. The economies of air freight may in fact be very attractive. This fast means of transport can reduce stock levels and consequently capital tied up and warehouse space required. Unfortunately 90% of goods cannot be transported by airfreight.

REFE

DD 19/9/81
Ciskei
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2. Staubus, George
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3. Ibid.
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11. Lockett, Peter P.: "Capitalisation of Interest in the
Light of Recent SEC Developments", The CPA Journal,
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Trade Unions Said to Violate Government Proclamation

GRAHAMSTOWN — East London trade unionists detained in Mdantsane nearly two weeks ago had been chanting that the Ciskei Commissioner of Police, Major-General Charles Sebe, should be put to death.

They had also been propagating the overthrow of the Ciskei Government.

This is alleged in an affidavit by the Ciskei Minister of Justice, Mr Hammond Njokweni, opposing an urgent application for the release of the detainees which was brought by the South African Allied Workers' Union (Saawu) in the Supreme Court here.

The trade unionists have since been released on bail of R50 each after appearing in the Mdantsane Magistrate's Court on

Tuesday. The Saawu application, supported by affidavits from relatives of some of the union members detained, cites Mr Njokweni and General Sebe as respondents. It asks for a court order declaring the detentions null, void and of no effect.

A hearing of the matter scheduled for yesterday morning was postponed until next Thursday by Mr Justice Howie, who saw legal representatives of Saawu and the Ciskei Government in chambers.

The Saawu application claims the detentions were unlawful and performed indiscriminately without proper warrant.

Saawu's president, Mr Thozamile Gqweta, said in an affidavit the detentions were part of a systematic policy by the Ciskei Government to subvert and oppress the union, in spite of its activities being entirely legitimate.

He claimed that the unionists, who were detained as they returned to Mdantsane in three buses from a Saawu meeting in East London on September 6, had been singing union songs and were not guilty of conduct contravening the provisions of the Ciskei Proclamation 252.

In an opposing affidavit filed late this week, Mr Njokweni denied that the detentions were unlawful or performed indiscriminately. The occupants of the buses were detained following information received by the Ciskei police. They were later formally served with warrants of arrest signed by himself following a meeting of the Ciskei cabinet which was specially convened the same night.

Mr Njokweni said information received by him indicated that the people detained were guilty of subversive conduct on the buses and that their behaviour was in contravention of regulation 8 (1) of Proclamation 252.

They had subsequently been charged under this proclamation as well as under the Riotous Assemblies Act.

The unionists had been chanting that General Sebe be put to death and giving the black power salute, Mr Njokweni said.

They had also shouted "Amandla" and "up with Mandela" and were propagating the overthrow of the Ciskei Government. Mr Njokweni denied in his affidavit that the Ciskei Government regarded Saawu as an opponent for

that it had taken steps to subvert or oppress the union. He denied a Saawu claim that union leaders had been detained as part of this policy and said no leaders had been detained simply by virtue of the positions they held.

"Union leaders who were detained were detained in connection with illegal activities and not in connection with their legal activities as union members,"

A Ciskei police officer, Major Mywe Pakade, said in an affidavit that passengers on the first of the three buses were in "a riotous mood" when they arrived at the Mdantsane bus terminus, where they formed a gathering and continued shouting subversive slogans.

After they refused to obey an order to disperse, he instructed police to remove them to the Mdantsane police station and, on the basis of further information received, he ordered the other two buses to be intercepted.

Major Pakade said the words being chanted could be clearly heard outside the buses. General Sebe said in an affidavit that he and Mr Njokweni attended the

special cabinet meeting on September 6, after he had been contacted by the Mdantsane police station held and the acts they were alleged to have committed.

The warrants were later prepared by members of his staff for each of the 205 people being detained. General Sebe denied having told two newspaper reporters the unionists were being held under the Riotous Assemblies Act.

He said in his affidavit that he told Mr Steven Friedman of the Rand Daily Mail and Mr Phillip van Niekerk of the Daily Dispatch that charges under the Riotous Assemblies Act were being investigated but that the detainees were being held under security legislation.

An affidavit from the Ciskei Chief Minister, Chief Lennox Sebe, said the union members were being charged with incitement to public violence or alternatively contravening regulation (4a) Proclamation 252.

They are also being charged with contravening section 2 (6a) of the Riotous Assemblies Act, with an alternative charge under proclamation 252.

CT 21/9/81
Sweets 'seized'
in UCT protest

Staff Reporter

TWO canteens at UCT were stripped of Wilson Rowntree products on Friday as part of an impromptu protest by an *ad hoc* group of about 30 students supporting a nation-wide boycott of the firm's products.

They have now locked 327 packets of Wilson Rowntree sweets in the SRC safe and will keep them there until the university caterers, Fedics, undertake to discontinue the sale of the firm's products at its campus outlets.

The boycott was launched when 500 Wilson Rowntree workers were sacked after a strike at the firm's East London factory in February this year.

Since then a large number of workers and their trade union representatives have been detained by Ciskeian security police, the latest of these being the detention of 205 trade union members two weeks ago.

The SRC president, Mr Laurie Nathan, said yesterday that shortly before lunchtime the group decided to "give the boycott content and use the protest as an

educative weapon"

While one group of students entered the main union cafeteria and dumped Wilson Rowntree products in a cardboard box, another group addressed students to give reasons for the action.

As the products were "confiscated", the students took an inventory of each item removed.

They then moved to the cafeteria in the Robert Leslie Social Science Building and cleaned out its shelves. Once again an inventory was taken.

Mr Nathan said one supervisor in the Leslie canteen initially objected to the action on the grounds that the products were all old stock.

Once the position had been explained to him, he agreed that all the firm's products could be removed and he would not reorder Wilson Rowntree stocks until the boycott was over.

"If Fedics as a body agree to remove all their stocks of Wilson Rowntree products and not to buy any more, the *ad hoc* group have said they will return the 'confiscated' goods," Mr Nathan said.

UCT chews over the sweet swoop by boycott demos

RDM 22/9/81

186 152 145A 67 24

CAPITALIS

FAL

Financial account THE University of Cape Town authorities reacted cau-
realties of a tiously yesterday to the "confiscation" of 327 packets of
ments cannot be Wilson Rowntree sweets by an ad hoc group of about 30 economic
ples due to the students on Friday.

required to be The students were protesting
laxed for economic purposes. against the continued stocking of
accounting should not be at vari the firm's products by the campus
there are compelling reasons. 2 caterers during the boycott
not recognise the interest cost of Wilson Rowntree

because to do so would not be 1 They blitzed two of the biggest
Anthony feels that this conclus cafeterias on campus at the
weekend, explaining their
actions by megaphone to other
students having lunch

In this chapter I propose to di The background to the Febru-
ary strike and subsequent sack-
ing of 500 workers at the firm's

tary and Entity theories of Acc East London factory was out-
lined, and the launching of the
boycott in support of the sacked
workers spelt out

light various of the arguments Mr Don Cooper, Deputy Regis-
trator for Student Affairs, said yes-
terday the protesting students
had acted in a "very responsible
manner"

capitalising an imputed interes "They have locked the sweets
in the SRC safe and have given
the caterers, Fedics, a stock list.

will conclude by examining some "The students are being per-
fectly reasonable and are negoti-
ating with Fedics on the future of
the stocks," he said

involved were such a policy to be implemented. A spokesman for the sweet
raiders said yesterday he felt
"quite confident" Fedics would
agree to their demand that they
cease stocking the products at
their on-campus outlets until the
boycott was over.

5.1 Proprietary vs Entity Theory

The proprietary theory of accounting views the enterprise
as being owned by the proprietor himself. He is the centre
of all accounting - all the assets
are his, and the liabi-
lities are his obligations, and any excess of assets over

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Mail Correspondent

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CT 22/9/61
Sweet boycott: Students press on

Staff Reporter

WHILE University of Cape Town authorities reacted cautiously to the "seizure" of Wilson Rowntree products from campus cafeterias last week, a spokesman for the student group involved said similar action may be taken at the Baxter Theatre

Last Friday, a group of about 30 students protesting against the continued stocking of the firm's products during the current Wilson Rowntree boycott blitzed the cafeterias at lunchtime

They locked the sweets in the SRC safe and gave the caterers, Fedics, an inventory of all the items taken. A spokesman for the group

said yesterday he felt "quite confident" Fedics would "be reasonable" and agree to their demands as regards their on-campus outlets

"However, if Wilson Rowntree stocks continue to be sold in the Baxter Theatre, we might have to consider similar action there," he said

The university's chief administrative officer, Mr W Jack, said that while he did not think any action would be taken against the group the matter had been reported to Mr Don Cooper the deputy registrar for student affairs, and the university regarded the action "as an unsatisfactory state of affairs"

Tax Planning for
Asset Acquisitions
- leasehold
Improvements

ss. 1 'Gross income' definition paras. (g), (h), 11(f), 11(g), 11(h), 12, 13, R(4), R(5)

513 - 524,
765 - 786,
534 - 537,
1423 - 1426

ILLUSTRATIVE
EXAMPLES TUTORIALS

T.1319
T.1409
T.1411

UNIONISTS

fired detainees

EAST LONDON - Black trade union members here have demanded that all workers dismissed after being detained in the Ciskei be reinstated

The call was made at a public meeting on Sunday attended by about 800 members of the SA Allied Workers Union, the African Food and Canning Workers Union and the General Workers Union

At the meeting it was alleged that seven workers had been dismissed because they had been detained in the Ciskei two weeks ago

The meeting resolved

that all workers committed at the various unionised factories approach their managements and call on them to put pressure on employers who have dismissed workers, particularly the management of the SATV Manufacturing Company where it was claimed three workers were fired

The other employers who were alleged to have fired their employees were the Ciskei Transport Corporation, the South African Railways and the East London Airport

At the meeting workers claimed that the dismissals were pure victimisation

because the detainees had not been found guilty of any offence

The workers committees are to report back to the union tomorrow on the action taken by management and there is to be a meeting of workers at the weekend to decide what further action to take

One of the resolutions at the meeting stated that the workers would stop using Ciskei Transport buses if Mr Boy Soci, a former employee there, was not reinstated

Other workers claimed to have been fired are Miss Doreen Kileni, Miss Thandiwe Negondele and

Miss Sylvia Tayela (all from SATV), Mr Sandiso Bishoi (of the East London Airport) and Mr Barington Mandongana of the South African Railways

Mike Bosworth, the managing director of SATV, said it was not the policy of his company to fire people merely because they had been detained. He said he would check up on the cases named, but by yesterday evening had not replied

Mr H G Kaiser, group manager of the CTC, said Mr Soci was dismissed after failing to report for duty after a consecutive

seven-day absence period "It is a standing rule that all employees who absent themselves from duty should inform the company within seven days.

"However, each case is treated on its merits and Mr Soci is welcome to utilise the normal grievance channels of the CTC if he is in any way dissatisfied with his treatment."

A spokesman for the SAR said he would check up on the allegations and issue a statement today. A spokesman for the East London Airport refused to discuss the issue saying staff matters were confidential - DDR

16.7.1981

EXAMINATION - OCTOBER 1981

THE TUTORIALS REFER TO 'QUESTIONS ON S.A. INCOME TAX 1980' AND THE SOLUTIONS ARE PREPARED ON THE BASIS THAT THE QUESTIONS ARE UPDATED BY ONE YEAR.

DD 23/9/81

Director tells why detained three sacked

EAST LONDON — Three workers had been fired from the SATV Manufacturing Company here because of normal company policy and not because of their trade union activities, Mr Mike Bosworth, the managing director said yesterday

Mr Bosworth, who was referring to three workers who were dismissed following their detention by the Ciskei police two weeks ago, said workers who absented themselves without contacting the company within three days were automatically dismissed

"We can't bend the rules for employees every time they stay away for more than three days. We merely applied the rules of our company to them and their dismissal had nothing to do with Saawu," he said.

Workers resolved at a public meeting on Sunday

to approach their managements in an effort to get the three workers reinstated as they had not been convicted of any offence. The names of the workers are Miss Sylvia Tayela, Miss Thandiwe Ngqondele and Miss Doreen Kileni.

Mr A Jonker, systems manager of the SA Railways in the Eastern Cape, said two railway workers had been fired following the detentions but this was mostly due to their poor record. He said two other railway workers who had been involved had been allowed to recommence duties.

"These two men were regarded as having absconded when they only showed up for work on Friday after having been released on Wednesday. This coupled with their work record convinced the superintendents on what action to take" — DDR

RDM 23/9/81
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Confident

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5.3 Evaluation of Proposals

The proposal of capitalising interest imputed on equity
 funds is essentially an economic one. Economists speak of
 three factors of production - natural resources, labour and
 capital - and associate a cost to each (rent, wages and
 interest). Capital here includes all capital, whether
 debt or equity, and therefore a cost must be incurred for

Trade unionists attack Ciskei independence

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Staff Reporter

BLACK people who accepted the independence of the Ciskei were "accepting national suicide", the general-secretary of the Port Elizabeth Black Civic Organization (Pebco), Mr Sandile Manasse, said at a rally in Langa at the weekend.

The meeting was held in protest against the detention and alleged harassment of trade unionists by the Ciskei security police. About 300 people attended. It was organized by four city trade union organizations and held in the St Francis Cultural Centre.

Mr Manasse said people in Port Elizabeth had decided to ignore the Ciskei independence celebrations on December 4 and hold a morning church service instead. No buses would leave Port Elizabeth for the Ciskei.

"The Sebes and Matanzimas are the extension of our oppression. They are the puppets of the Pretoria regime. The so-called indepen-

dence of the Transkei and Ciskei has been completely and totally rejected by the majority of the people.

'Oppression'

"The winds of liberation are blowing in our favour. We are prepared to pay the price, no matter how great to liberate our country. Nelson Mandela has paid the price. Steve Biko has paid the price. Only the black man can now liberate himself from the chains and shackles of oppression," Mr Manasse said.

Several speakers described harassment of trade unionists and workers in the Ciskei and called for a united front to oppose the actions of the Ciskei authorities. The detention of 205 trade unionists was condemned.

Mr Leon Mqhakayi, general secretary of the Catering and Allied Workers Union, said: "We are appealing to frustrated workers not to go to the polls to vote for

the Ciskei independence. By voting, you are supporting this government."

Mrs Zora Mehlomakulu, an organizer of the General Workers' Union, said: "The government of Sebe will not mean freedom to us, but death."

'Choked'

She said working class people were being "choked" by homeland leaders.

Journalists were shown copies of a pamphlet distributed throughout Cape Town's black townships on Friday night indicating that the venue had been shifted to a Wynberg cinema.

The notice was signed African Food and Canning Workers' Union and General Workers' Union, but the general-secretaries of both unions denied any knowledge of the leaflet. The secretary of the Food and Canning Workers' Union, Mr Jan Thejon, said a number of people had been turned away from the cinema.

Star 29/9/81
Stevedores return to work after
a shutdown at Durban harbour

Labour Reporter
Striking stevedores employed by the South African Stevedores Services Company (Sassco) in Durban have agreed to return to work today after a shutdown at the docks yesterday.

The black workforce of about 950 workers went on strike yesterday, leaving 11 ships lying idle in the harbour.

Sassco is one of the Durban harbour's employer associations.

The stevedores agreed to return to work this morning on condition that management met their liaison committee to discuss grievances.

Sassco's chairman, Mr M Graham, said the "work stoppage" was a result of the workers' attempt to draw management's attention to their grievances, although the company did not know what these grievances were.

The Sassco yard has been the scene of much inter-union rivalry for union membership among the stevedores.

Competing for membership are the General Workers' Union, the Transport and General Workers' Union and the South African Allied Workers' Union (Saawu).

The General Workers' Union (GWU) has already

obtained agreements with stevedore employer bodies in Cape Town, East London and Port Elizabeth, and Durban is seen as a key point to establish its control in this labour field.

The GWU opened its Durban office about five months ago.

The Transport and General Workers' Union, an affiliate of the Federation of South African Trade Unions (Fosatu) has recognition agreements with another Durban stevedore employer firm and is at present organising at the Sassco yards.

Saawu also has some

members and has been closely linked with the GWU in other organising drives.

The struggle for membership could end as a direct confrontation between the GWU and Transport and General.

Mr Graham said the liaison committee was an elected body and could not confirm grievances relating to weekly wage demands.

Union sources in Durban said the Sassco stevedores were not happy with the committee system because it had not proved effective in representing their grievances to management.

0029/9/81

Independence called suicide

CAPE TOWN — Black people who accepted the independence on the Ciskei were "accepting national suicide," the secretary of the Port Elizabeth Black Civic Organisation (Pebco), Mr Sandile Manasse, said at a rally in Langa

The meeting was held to protest against detention and harassment of trade unionists by the Ciskei security police

Three hundred people attended the meeting, which was organised by four city trade unions

Mr Manasse said people in Port Elizabeth had decided to ignore the Ciskei independence celebrations on December 4, and would hold a morning church service instead. No buses would leave Port Elizabeth for the Ciskei

"The Sebes and Matanzimas are the extension of our oppression," he said. "They are the puppets of the Pretoria regime. The so-called independence of the Transkei and Ciskei have been completely and totally rejected by the

majority of the people," Mr Manasse said

He said it was time for blacks to stand up for their rights and appealed for unity among organisations

Several other speakers alleged harassment of trade unionists and workers in the Ciskei and called for a united front to oppose the actions of the Ciskeian authorities. The detention of 205 trade unionists on September 8 was strongly condemned

Mr Leon Mqhakayi, general secretary of the Catering and Allied Workers' Union, said "We are appealing to frustrated workers not to go to the polls to vote for the Ciskei independence. By voting, you are supporting this government"

Mrs Zora Mehloakulu, an organiser for the General Workers' Union, said "The government of Sebe will not mean freedom to us." She said working class people were being "choked" by homeland leaders — SAPA

UNIVERSITY OF CAPE TOWN

DEPARTMENT OF ACCOUNTING

TAXATION AND ESTATE DUTY II - 1981

COURSE OUTLINE/READING LIST - 3rd & 4th QUARTER

LECTURE DATE	LECTURE NO.	TOPIC	THE INCOME TAX ACT	MEYEROWITZ	ILLUSTRATIVE EXAMPLE	TUTORIALS
31 August	20	Tax Planning for Asset Acquisitions - leasehold improvements - lease or buy decisions - leverage leasing	ss.1 'gross income' definition paras. (g), (h); 11(f), 11(g), 11(h), 12, 13, 8(4), 8(5)	513 - 524, 765 - 786, 534 - 537, 1423 - 1426	-	<i>DD 30/9/81</i> 4 Saawu members detained EAST LONDON — Four workers are being held here under Section Six of the Terrorism Act, the local head of the Security Police, Colonel A P van der Merwe, confirmed yesterday The four men, who are all members of the South African Allied Workers Union, are Mr Mncedisi Makalima, Mr Monwabisi Mgiijima, Mr Loyiso Majeka and Mr Dumisani Maninjwa A fifth worker, Mr Frank Tonga, was released from detention last week after being held for two weeks Mr Makalima has been held since the beginning of September while Mr Mgiijima, Mr Majeka and Mr Maninjwa have been held since the beginning of August — DDR
VACATION - 5 SEPTEMBER TO 13 SEPTEMBER						
14 September	21	Tax Planning for Business Acquisitions - partnerships and joint ventures (briefly) - acquiring assets and liabilities - acquiring shares - interest payable on acquisition	ss.11(a), (l), (j), 12, 13, 22, 22A, 24A, 103(1), 103(2)	The relevant paras. in Chapters 9, 11, 12 and 26	-	
21 September						
<u>REVISION</u>						
<u>EXAMINATION - OCTOBER 1981</u>						

N.B. THE TUTORIALS REFER TO 'QUESTIONS ON S.A. INCOME TAX 1980' AND THE SOLUTIONS ARE PREPARED ON THE BASIS THAT THE QUESTIONS ARE UPDATED BY ONE YEAR.

WILSON ROWNTREE BOYCOTTED

Sweeten 30/9/71

ABOUT 50 Ateridgeville traders have removed from their shelves the Wilson Rowntree products in response to a call for a boycott of these products.

Meanwhile the Mamelodi traders have been given an ultimatum to remove all Rowntree products from their shelves within two weeks retrospective from last weekend.

According to various traders interviewed in the two townships, several youths have been distributing pamphlets calling for a boycott of Rowntree sweets company products

By NORMAN NGALE

Mrs J Chula, an Ateridgeville grandmother said yesterday she was puzzled over the weekend after sending a child to various shops that she could not get any of the Wilson Rowntree sweets. Mrs Chula who is suffering from a bout of flu said she wanted Wilson XXX mints, Mentholypius or Cherrols to soothe her

throat and she was shocked when a child told her the sweets were banned.

One of the pamphlets circulated among the traders in Mamelodi and Ateridgeville said "Thousands of people all over the country are supporting the Wilson Rowntree workers".

According to the pamphlet this followed the sacking of about 500 employees at the company's Port Elizabeth plant earlier this year. The pamphlets further states that the workers

were still on strike in demand for reinstatement recognition of their workers' committee and recognition of their trade union SAAWU by management.

Mr Z Z Mashao president of the Ateridgeville/Saldusville chamber of commerce told SOWETAN yesterday that local traders affiliated to his chamber were asked at an urgent meeting last week to remove the company's products.

"I called the meeting after I was visited by

youths on September 16 who handed me the pamphlet.

"We are prepared to sympathize with them in their call for solidarity but we get discouraged by their approach which is arrogant," Mr Mashao said.

Mr P S Monoa chairman of the Mamelodi branch of the National African Federated Chamber of Commerce condemned the youths for giving an ultimatum without consulting the local traders' body.

Unions pushed into politics

DD 1/10/81

Theron

EAST LONDON — Anti-trade union actions by the Ciskei authorities had drawn the unions into a political issue, speakers told a crowd of about 1 500 in the city hall last night.

Mr Jan Theron, the general secretary of the African Food and Canning Workers Union, said it was the first time the independent unions had decided to speak out on a political matter.

"It has become clear as daylight that, by the actions and words of the Ciskei authorities against unions, Chief Minister Sebe is seeking a fight with the unions."

Mr Theron said the forthcoming independence of the Ciskei was one extreme of the policy of

apartheid whose aim was to set people against each other. This policy had created a group of people in the Ciskei who would be used after December 4 as a tool for smashing worker organisations.

"With no unions or tame unions in East London, the bosses will once again be free to pay as they like and do as they like with no organised workers to hinder them."

Mr Thozamile Gqweta, the national president of the South African Allied Workers Union (SAAWU), said workers joined trade unions to fight for better working-conditions, wages and social conditions. He asked how the workers could improve their lot if an independent Ciskei

acted against unions.

"Workers want to be left in South Africa where they can join trade unions and fight for their rights on the shop floor."

Mr Gqweta said the workers of East London had helped create the wealth of South Africa, but now they were forced to become citizens of a country with virtually no economy.

"There are few industries, poorly developed agriculture, and not a single mine in the Ciskei. Must we willingly subject ourselves to starvation?"

"Do you think a few bicycle factories in Dimbaza will employ the thousands of unemployed people who have been dumped in the



Mr Thozamile Gqweta, national president of the South African Allied Workers' Union, and Mr Jan Theron, general secretary of the African Food and Canning Workers' Union, address a union meeting in the City Hall last night.

Ciskei?"

Mr Gqweta said the Ciskei was different from Transkei in that it was not purely rural. He said the people of Mdantsane were urbanised and sophisticated and it was ridiculous to incorporate the second largest township in South

Africa into an underdeveloped homeland.

"We know that even if we reject this independence, it will be imposed on us. But we must nevertheless make our opposition known to the public so that we don't suffer in silence or grumble in private." — DDR

This month's toll in a small corner of SA:

- ★ 11 strikes
- ★ 83 arrested
- ★ Businesses lose millions

By BEVIS FAIRBROTHER

THE Eastern Cape has been hit by 11 strikes so far this month, involving more than 5 000 black workers.

Millions of rands have been lost in production time

By the weekend Dunlop Flooring in East London was the only firm still suffering with "a handful" of its workers on strike over pension demands.

The strike at Johnson & Johnson, East London, ended on Friday with 650 workers going back

They had downed tools over the dismissal of another worker after the alleged theft of two toilet rolls.

Johnson & Johnson is still negotiating with the workers

About 320 workers in the stores at Car Distributors Assembly also returned to work on Friday

It was the company's second strike this month

A man's dismissal was also the cause of the strike. Negotiations are continuing

Employees at the other firms had either returned to work, been dismissed or arrested

Altogether 83 workers were arrested by Security Branch in connection with the strikes

Delegates attending a meeting of the executive council of the Federated Chamber of Industries in East London this week called for a tough line towards workers striking over pensions

Welding

power

The FCI vice-president, Mr Tony Hesp, accused certain trade unions of "irresponsibly" using the pensions issue with the aim of "welding power for political gain"

He said he saw a danger in the relatively

hour force (seeing what concerted action by workers would achieve

"Where will it stop if we back down on the pensions issue?"

He was backed by Mr Alex Hamilton of the Natal Chamber of Industries, who called for employers to stand together in resisting strikes over pensions

Mr E L Klopper, of the Transvaal Chamber of Industries, said that when people got into the habit of striking they would strike again and again

He held up the sacking of air controllers in the US as an example of how to deal with a strike

Mr Bill Hamilton, also of the Natal chamber, said that apart from the role of activists, there was a genuine feeling among workers that their pension contributions were savings to be used to tide them over during periods of unemployment more than money to draw on when they retired

He said the real problem was that the issue had been insensitively handled by the Government

Committed to talks

Mr Brian Matthew, of the Midland Chamber, said the Government had started halfway up the ladder in introducing the proposed legislation

He distanced himself from hardline attitudes on the issue, saying the MCI remained totally committed to negotiation.

In a statement, the general manager of Dunlop Flooring, Mr N Yeadon, said members of the workers' liaison committee approached management on Thursday and asked for employees' pension contributions to be paid out

After the company's policy was explained to the workers — the number could not be established — they left the factory, "thereby terminating their employment with us", said Mr Yeadon

Recruitment, including selective re-employment, would begin on Wednesday.

Some of the other firms hit by strikes this month were

● October 1 About 1 600 workers at Car Distributors Assembly in East London walked out over the dismissal of a fellow worker who had been involved in a scuffle with a white worker

● October 6 About 250 workers at the SA Bottling Plant in Port Elizabeth walked out for the second time in eight days over a dispute about pay

● October 7 About 280 workers at the Epol plant in East London downed tools demanding their pension contributions be paid out to them

● October 13 About 180 workers at Motorvia in Uitenhage stopped work and refused to return unless their union, the Transport and Workers' Union was recognised

● October 13 About 300 workers at Imperial Cold Storage polony factory at Aloes walked out over a wage dispute

GENERAL NEWS

Important

court cases are to resume today and another long-delayed case at the Maritzburg Supreme Court today involves 180 former employees of the Union Co-operative Sugar Mill at Dalton, Natal. The workers challenged management's right summarily to evict them from their hostel compound after they had been dismissed earlier this year.

The Ciskei Government's case against 163 workers detained at the beginning of September resumes next Wednesday at the Mdantsane Magistrate's Court. The workers are charged alternatively with incitement to violence, violations of the Riotous Assemblies Act

Important cases to be heard in court

and under Ciskei's Proclamation R252. The detentions sparked widespread protest against the Ciskei authorities both locally and overseas

CT 3/10/81
Court
order on
Ciskei
minister

Own Correspondent

PORT ELIZABETH — A Grahamstown Supreme Court Judge yesterday ordered the Ciskeian Minister of Justice and two others to prevent assaults on a detained East London trade unionist

In an urgent application the detainee's father, Mr Kaizer Mpulampula, of Mdantsane, asked Mr Justice T M Mullins to issue an interim interdict to prevent further assaults on his son

Mr Boyboy Mpulampula, a member of the South African Allied Workers Union (Saawu), is being detained under Proclamation R252 at Dimbasa police station

Six members of Saawu said in affidavits they saw Mr Mpulampula suffer an epileptic fit in their cell at the police station on September 9

The respondents were the Ciskei Minister of Justice, the Commissioner of the Ciskei Police, and Major-General Charles Sebe, head of the Ciskei Central Intelligence Service (CCIS)

He issued an interim interdict restraining them from "either directly or indirectly through their own actions, or those of anyone under the command or control of one or other of them, from

- assaulting,
 - interrogating in any manner other than that prescribed or permitted by the law;
 - employing any undue or unlawful pressure on,
 - subjecting any form of unlawful duress on,
- Boyboy Mpulampula, the son of the applicant"

In an affidavit, a member of Saawu, Mr Robert Gqwetha, says he and five others met Mr Mpulampula in the police cells at Dimbasa

He was detained, together with 205 members of Saawu, while returning from a union meeting at the Springbok Hall in East London on September 6

Mr Gqwetha says Mr Mpulampula alleged he was assaulted by police

In detention he was kicked, hit with clenched fists, had his right foot twisted while being pinned to the floor, and was forced to stand for hours

The respondents were given until 5pm on October 12 to file opposing affidavits, and Mr Kaizer Mpulampula until 5pm on October 19 to reply

The rule will operate as an interim interdict pending the return day, October 22. The question of costs was reserved.

1
1-MPC

GRAHAMSTOWN — A Supreme Court judge here yesterday ordered the Ciskeian Minister of Justice and two others to stop further alleged assaults on a detained East London trade unionist

In an urgent application the detainee's father, Mr Kaizer Mpulampula, of Mdantsane, asked Mr Justice T. M. Mullins to issue an interim interdict to prevent further alleged assaults on his son

Mr Boyboy Mpulampula, a member of the South African Allied Workers' Union (Saawu), is being detained under Proclamation R252 at Dimbaza police station.

Six members of Saawu said in affidavits they saw Mr Mpulampula suffer an epileptic fit in their cell at the police station on Wednesday, September 9.

The respondents were given as the Ciskei Minister of Justice, the Commissioner of the Ciskei Police, and Major-General Charles Sebe, head of the Ciskei Central Intelligence Service (CCIS)

The judge, who presided in his Chambers, issued a rule nisi calling on the respondents to reply to the allegations on October 22

He issued an interim interdict restraining them from "either directly or indirectly through their own actions, or those of anyone under the command or control of one or other of them from

- Assaulting;
- Interrogating in any manner other than that prescribed or permitted by the law;
- Employing any undue or unlawful pressure on,
- Subjecting any form of unlawful duress on Boyboy Mpulampula, the son of the applicant."

In papers before the court Mr Kaizer Mpulampula said his son was detained on the Qumza Highway, Mdantsane, on September 2 by four members of the CCIS.

In an affidavit, a member of Saawu, Mr Robert Gqwetha, says he and five

Court acts on alleged assaults on Saawu man

DD 3/10/81
145A

others met Mr Mpulampula in the police cell at Dimbaza.

He was detained, with 205 members of Saawu, while returning from a union meeting in East London on September 6

He, Mr Jeffrey Wabhena, Mr Zintsika Qubintsika, Mr Gogwana Sizwani, Mr Patrick Vetyeka and Mr Vumile Gweni, were later detained at Dimbaza. Ten people were in the cell

On September 7, he and his five unionist cellmates met Mr Boyboy Mpulampula at the cells. They noticed his right eye was bloodshot and he limped slightly to the right

Mr Gqwetha said Mr Mpulampula alleged he was assaulted by police. Mr Mpulampula said when he was arrested they hit him with open hands and dragged him into their car. At the time he had in his possession a document — a commentary on the Industrial Workers' Union. The CCIS men demanded to know where he got the document

When he said he got it from the Saawu offices as he was a member, the men questioned him about his union membership. Then they took him home and questioned his brother about his activities

At Mdantsane police station they told him to write down his knowledge of Saawu and the African National Congress (ANC). While writing they accused him of being stubborn and assaulted him, he alleged

In detention he was kicked, hit with clenched fists,

had his right foot twisted while being pinned to the floor, and forced to stand for hours

The alleged assaults took place in front of uniformed members of the Mdantsane police station

At 6 30 p m he was taken to the offices of the CCIS in Zwelitsha, near King William's Town. Later he was detained at the Dimbaza police station

Mr Gqwetha said on the evening of September 9 he and his five cellmates saw Mr Mpulampula have a fit. He was unconscious for about five minutes. Mr Mpulampula was later treated by a doctor

Before their release on September 24, Mr Mpulampula asked them to tell his father to take legal action on his predicament, the affidavit said.

Five other former detainees submitted a joint-affidavit in which they said they supported the contents of Mr Gqwetha's affidavit

In another affidavit his mother, Mrs Nonceba Mpulampula said she did not notice any injuries on her son after his arrest. Before then he was "certainly in good health to my knowledge," she said

The respondents were given until 5 p m on October 12 to file opposing affidavits, and Mr Kaizer Mpulampula until 5 p m on October 19 to reply

The Rule would operate as an interim interdict pending the return day, October 22. The question of costs was reserved — DDC

TRADE UNIONIST

Argus 3/10/81

145A

329

105

ASSAULT CLAIM

Weekend Argus Bureau
PORT ELIZABETH. — An interim interdict was issued by a Supreme Court judge in Grahamstown yesterday restraining certain Ciskeian departmental heads from further alleged assaults on a detained trade unionist.

The detained man, Mr Boyboy Mpulampula, a member of the South African Allied Workers' Union (SAAWU), is being held under proclamation R252 at the Dimbasa police station.

His father, Mr Kaiser Mpulampula, of Mdant-

sane, brought the urgent application asking Mr Justice Mullins to issue the interim interdict to prevent further alleged assaults on his son.

The Ciskei Minister of Justice, the Commissioner of the Ciskei Police and the head of the Ciskei Central Intelligence Services were named as respondents.

REPLY

Mr Justice Mullins, who presided in his chambers, also issued a rule nisi calling on the respondents to reply to the allegations on October 22. The respondents were given until

October 12 to file opposing affidavits to those submitted yesterday and Mr Kaiser Mpulampula was given until October 19 to reply.

Mr Robert Gqwetha, one of six SAAWU members who submitted affidavits said that when he was detained with 205 members of SAAWU while returning from a union meeting in East London on September 6, he met Mr Boyboy Mpulampula, who had also been detained and who alleged

he had been assaulted by policemen on a number of occasions.

On September 9 he saw Mr Mpulampula have a fit and then fall unconscious for about five minutes. He was later treated by a doctor.

Before Mr Gqwetha and the five other unionists were released on September 24, Mr Mpulampula asked them to tell his father to take legal action.

Mr T L Skweyiya, instructed by Espin and Espin of Grahamstown and the Brahm partnership of Mdantsane, appeared for Mr Mpulampula. Mr J J Neppon, instructed by Whitesides of Grahamstown, represented the respondents.

Police order funeral procession off road

MDANTSANE — Ciskei police in 15 vehicles intercepted the funeral procession of Mrs A Pati in Zone Eight here yesterday afternoon and ordered mourners, most of whom were trade unionists, to disperse and not block traffic in the street

A Daily Dispatch reporter on the scene said the order to stop the march, which would have taken the several hundred mourners through a distance of more than 5 km from Zone Eight to the graveyard, was given by the station commander here, Lt Col M G Pakade.

With him were the director designate of Ciskei Police, Lt Col L B Madolo, and the Zweitsha station commander, Lt Col M F Tele

The reporter said some of the mourners shouted they would walk on the pavements and side streets to the graveyard, but the leaders of the procession took the coffin to a hearse nearby and ordered the mourners to get into the buses

Police then instructed the driver of the hearse to drive "quickly to the graveyard"

After an argument in which the driver insisted he had to give the funeral the dignity accorded others, he drove off steadily to the graveyard

Police then pulled off some mourners from buses which appeared overloaded. Police vehicles drove in among the buses to the graveyard, the reporter said

The head of the Ciskei Central Intelligence Services, Major-General Charles Sebe, said the police intervened in the funeral procession because it was blocking the main tar road through Mdantsane

"Police had to move in to maintain law and order," he said

Explaining the police action, Gen Sebe said

members of the South African Allied Workers Union (Saawu) had gone to an earlier funeral in Zone Three of Mr Daba Libala, a worker who died in a car crash

He said the Saawu people had wanted to take over the funeral, but the relatives of the dead man, who wanted to carry on the funeral in a dignified manner, objected and refused to let the unionists participate

"The Saawu people left the funeral at the Mdantsane bus terminal, where they boarded a bus to another zone, and to another funeral" — the funeral of the wife of an "ex-Robben Island statutory offender" — Mrs Pati

The unionists joined the funeral — "and by the looks of things they were not accepted by the mourners"

However, they pushed their way into the funeral

"and assimilated with the members of that funeral"

"At some other time" the funeral became a procession down the main tar road in Mdantsane. The Saawu people were carrying the coffin shoulder-high, instead of putting it in a hearse

He said the police moved in to clear the road and to put the coffin in the hearse — "which is the normal procedure".

Instead of walking in the road, the people now had to travel on the buses, and were thus moving quickly to the cemetery "in a normal, dignified, religious way"

"Everything was in order thereafter. Before, there was turmoil and commotion, and the police had to put it right," Gen Sebe said

He said police would impose a clampdown in Mdantsane in "no uncertain terms."

SAME DAY

COLOUR FILM

PROCESSING

"QUALITY AND SATISFACTION GUARANTEED"

Films in by 9 a.m. ready by 4.30 pm the same day

Processing by 3M Africolor

20 DAYS LEFT TO WIN A PHILIPS MUSIC CENTRE



ABOUT 10 000 pamphlets in support of the boycott of Wilson-Rowntree sweets were distributed at white schools in the Peninsula yesterday

The pamphlets, issued by the Haifield branch of the Wilson-Rowntree Support Committee and printed by the SRC Press at the University of Cape Town, gave a summary of events surrounding the strike by 500 workers at the sweet factory in East London

'INJUSTICES'

It called for support from all people who oppose injustices such as those which led to the unfair dismissals at Wilson-Rowntree'

The pamphlets were handed out at the gates of most white schools on the first day of term yesterday

UNEMPLOYMENT

A cartoon on the front page of the four page pamphlet called on 'Mum to please forget the fruit gums'

The pamphlet claimed that one of the reasons for the readiness with which

10 000

Aug 7/10/81

pamphlets

handed out

~~USA~~ ~~311~~
at schools

Wilson-Rowntree was prepared to dismiss 500 of their employees was that they had no trouble finding replacements as East London has one of the highest levels of unemployment in South Africa

To attempt to force the management to give in, the trade union representing the workers and the workers have called for a boycott of Wilson-Rowntree sweets

Public removed as unionists appear

DO. 8/10/81
329 337 705
145A

MDANTSANE — Ciskei Police removed members of the public from a courtroom here yesterday as two groups of 181 trade unionists appeared before magistrate Mr B Gabada on charges under the Riotous Assemblies Act and the Ciskei emergency regulations

The removal was later raised by the defending attorney, Mr B. Nettleton, who said he was not starting an argument but merely bringing it to the notice of the court

He said there were large numbers of police in court while the public was barred.

"I just want to have it on record," he said

"I do not think it is proper that the public be stopped from coming into court."

Mr Gabada asked if it was not because of the large number of people appearing.

"It is a principle of justice that the public be

allowed," Mr Nettleton said

The prosecutor, Mr N. R. Ndyamara, said the State had no objection to the public being in court.

"It is only because we were still arranging matters and trying to avoid any confusion in checking out which of the accused were here," he said

Two of 42 men and women who appeared first — Mr Mboneli Landani, 28, of Zone Four, and Mr Tanana Mbingo, 24, of Zone Eight — were not in court Warrants for their arrest were ordered but these would be stayed for 14 days pending their appearance in court The others were not asked to plead and no evidence was led

Mr Gabada also ordered that their bail of R50 be estreated provisionally

The 40 men and women were warned to appear in a special regional court in the Zwelitsha Communal Hall on November 19 Con-

ditions of bail were extended.

Later another 131 men and women appeared on three charges involving public violence, the Riotous Assemblies Act and the Ciskei emergency regulations They were not asked to plead

Of those charged eight failed to appear and warrants for their arrest were ordered but would be stayed for 14 days pending their appearance in court. Bail was also provisionally estreated against the eight

They are Mr Stanley Magolo, of Zone 10, Mr Thembisile Nontenja, of Zone 13, Mr Vumile Gweli, of Zone Three, Mr Barrington Mandongane, of Zone Four, Mr Mthandeki Pato, of Zone 13, Mr Alfred Mputshungana, of Zone 10, Mr Ndooyisile Beja, of Zone 10, and Mr Alfred Mkize, of Zone 13.

The second group was warned to appear in the same court on December 8 Bail was extended.

Star 8/10/51
Praders in Mamelodi and Atteridgeville townships near Pretoria are boycotting Wilson-Rowntree products in their shops as part of a countrywide campaign against the sweets firm for its dismissal of about 500 workers at its Port Elizabeth branch earlier this year
About 100 township

Police remove public at unionists' trial

Own Correspondent

MDANTSANE. — Ciskei police removed members of the public from a courtroom here yesterday as 163 trade unionists appeared before magistrate Mr B Gabada on charges under the Riotous Assemblies Act and the Ciskei emergency regulations.

The removal was later raised by the defending attorney, Mr B Nettleton, who said he was not starting an argument but merely bringing it to the notice of the court.

He said there were large numbers of police in court but the public was barred from it. "I just want to have it on record," he said. "I do not think it is proper that the public be stopped from coming into court."

Mr Gabada asked if it was not because of the large number of people appearing "it is a principal of justice that the public be allowed," Mr Nettleton said.

The prosecutor, Mr N R Ndyamara, said the State had no objection to the public being in court. "It is only because we were still arranging matters and trying to avoid any confusion in checking out which of the

accused were here," he said.

First, 40 men and women appeared. Another two — Mboneli Landani, 28, and Tanana Mbingo, 24 — were not in court. Warrants for their arrest were ordered but these would be stayed for 14 days pending their appearance in court. The others were not asked to plead and no evidence was led.

Mr Gabada also ordered that their bail of R50 be estreated provisionally. The 40 men and women were warned to appear in a special regional court in the Zwelitsha communal hall on November 19. Conditions of bail were extended.

Later, another 123 men and women were charged with public violence, under the Riotous Assemblies Act and under the Ciskei emergency regulations. They were not asked to plead.

Eight failed to appear and warrants for their arrest were ordered but would be stayed for 14 days pending their appearance in court. Bail was also provisionally estreated against the eight. The second group was warned to appear in the same court on December 8. Bail was extended.

Ciskei
Star 9/10/81
unionists
~~105-27-1454~~
in court

Labour Reporter

The case against 183 trade unionists who were detained by the Ciskei security police last month was this week postponed at the Mdantsane District Court.

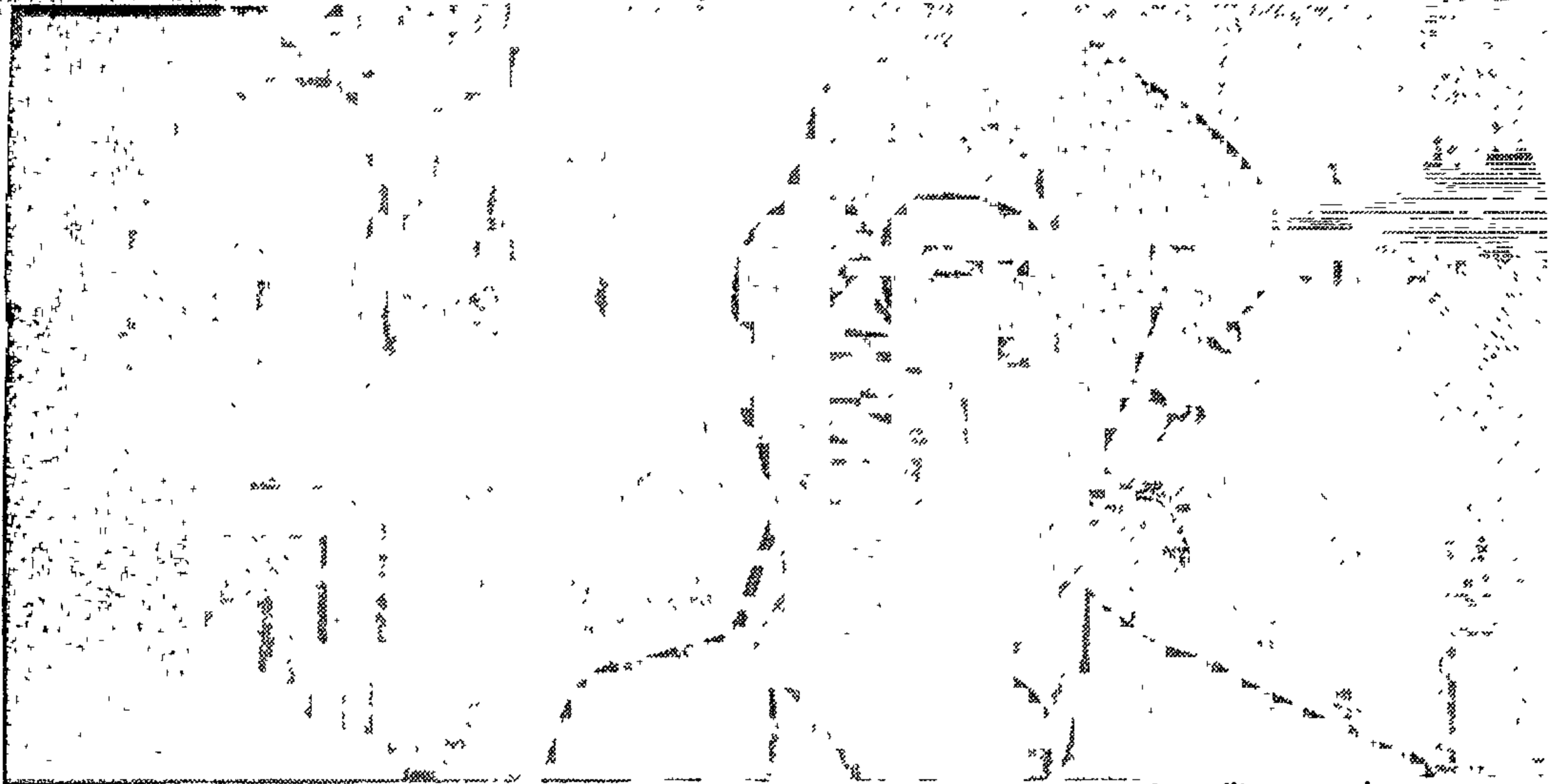
The workers were being held on various charges, including incitement to violence and violations of the Riotous Assemblies Act and Ciskei's Proclamation R252.

The accused were divided into two groups. Forty will appear at the Zwelitsha communal hall on November 19 and the other 131 at the Mdantsane District Court on December 8.

Ten of the accused did not appear in court and arrest warrants were granted but will be held for 14 days pending the next court appearance.

The 183 workers originally appeared in court on September 16 and were released on bail of R20 each.

Ciskei police detained the unionists on September 6 when they were returning to Mdantsane from a union meeting.



Blind singer Steve Kekana . . . will play alongside Juluka at the benefit concert

Kekana Benefit concert for Rowntree workers

By DAVID NIDDRIE

SOUTH AFRICA'S best-selling singer is to give a benefit concert this week in support of sacked Wilson Rowntree sweet workers.

Blind Soweto singer Steve Kekana, almost unknown to white music fans in South Africa, has sold almost 2-million LPs and singles, notching up several gold discs, in the past three years.

He has agreed to play at the "Wilson Rowntree Benefit Concert" at Wits University on Thursday. Alongside Juluka, a group formed by a white Wits lecturer and black migrant labourer, popular with both black and white audiences.

The organisers of the concert say it will net R2 000 to support the sweet workers, who are demanding their jobs back.

The company management says the sweet workers dismissed themselves in February after going on strike over the sacking of three fellow workers.

Kekana, dubbed "South Africa's Stevie Wonder" after the blind American singer told the Tribune he had agreed to sing at the benefit because "I may need help sometime myself, so I should help the workers while I can."

"I am a member of the public myself, so I must

help other members of the public when they're in trouble and need money."

Although Kekana is largely unknown to white South African audiences — the benefit concert will be his first concert in South Africa outside a township — his latest single "Raising My Family", one of his first in English, is currently number three on the Swedish record charts and is moving up the charts elsewhere in Europe.

Since he began playing English, Kekana has had two songs, Colour Me Black and I'm A Working Man, banned by SABC, although his vernacular songs still get much air time.

Steve
sweet
news
for
all
music
fans

Source: 13/10/81 (152)

More Durban strikes

WORKERS employed by a Durban stevedoring firm and a Pinetown quarrying company went on strike yesterday, the South African Allied Workers Union has reported.

First reports said hundreds of workers employed by Grindrods had stopped work. The second firm hit by the strike is Ridgeview Quarries.

A spokesman for the quarry said about 30 employees were involved and that negotiations had taken place. He would not comment on the reasons for the strike.

Mr S K Kikine, general secretary of the S A Allied Workers Union, said the issue at Grindrods was over demands by workers to have their pension contributions refunded without having to resign.

He said that workers were not satisfied by reports that the Government had deferred implementation of the controversial Pensions Bill for three years.

"They see this as a tactic, they are not happy and they want their pension money.

He said Ridgeview Quarries employees were protesting over the non-payment of a wage increase which, they said, they had been promised and also over the non-recognition of a union they had formed.

The managing director of Grindrod Cotts stevedoring, Mr F W K Ross, said yesterday afternoon the workers were "not on strike as such" but had simply "held up" work in order to discuss with management problems relating to the Pensions Bill.

RDP 15 11 81

Springs strike: hundreds re-apply after unrest

Labour Reporter

197
189

He claimed that there had been about 1 000 workers outside the factory gate yesterday morning seeking employment.

The spokesman added, however, that "the situation is dynamic and it is not possible to predict how things will look tomorrow"

In Durban, about 200 workers at stevedoring company Grindrod Cotts stopped work to discuss their demand that their pension money be refunded to them and the general secretary of the SA Allied Workers Union (Saawu), Mr Sam Kikine, said they had struck in support of this demand

But the company's managing director, Mr F Ross, said workers had not gone on strike but had stopped work in order to continue discussions with management on their pension demands. They had returned to work during the morning

"We have been discussing the pension issue with our works council and will continue to hold talks," Mr Ross said

A second firm, Pinesown-based Ridgeview Quarries, was hit by a strike by about 100 workers yesterday

Mr Kikine said the workers were striking because they had not received a promised wage increase and to back a demand for the firm to recognise Saawu.

A management spokesman said late yesterday that the strike had been resolved

ABOUT half the 1 600 workers fired after a strike at Telephone Manufacturers of SA (TMSA) at Springs ten days ago have applied for re-employment, a management spokesman said yesterday

The strike led to a ban on meetings in Springs over the weekend and the arrest of nine workers, allegedly as a result of violent incidents in KwaThema township. A spokesman for the Federation of SA Trade Unions said Fosatu unionists were attempting to secure bail for the arrested workers

Meanwhile, two more brief work stoppages were reported from Durban and a union spokesman said the 150 workers fired after striking at Game Discount World in that city two weeks ago were still refusing to return to work

And our Port Elizabeth correspondent reports that about 180 workers at Motor Via, a components firm which supplies the Volkswagen plant, struck yesterday in support of demands for recognition of Fosatu's Transport and General Workers Union

This is the third strike concerning recognition in Port Elizabeth in the past eight days

A TMSA spokesman said yesterday that about 900 black workers were now working at the company. Just under 800 of them were fired strikers who had applied for re-employment

USA

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145A
13/10/81

More out in dispute over pension refunds

RD-1 Mail Correspondent 152

THE Allied Workers' Union yesterday confirmed that workers at a Durban stevedoring firm and a Cato Manor quarry had gone on strike over pension refunds and wage increases

Union secretary Mr S K B Kikine said hundreds of workers at the Maydon Wharf and Point Road branches of the stevedoring firm struck early yesterday after demanding pension refunds

The quarrymen claimed promised wage increases had not been paid and the company refused to let them join the Building and Allied Workers' Union, apparently because it was not registered

A number of Indian employees joined the quarry strike because they did not want to be intimidated

Quarry manager Mr S Strydom said workers had been warned that they faced dismissal if they did not return to work. They had had a pay rise last month, he added

Police watched the quarry while management discussed the grievances

Mr F K W Ross, director of manpower at Grinrod Cotts stevedoring, said Maydon Wharf and Point Road workers were not on strike but had been delayed because of negotiations with management over pension refunds

About 700 workers at the two branches had requested unconditional pension refunds

Management had heard their grievances and it was agreed that an answer be given today," he said yesterday

The proposed pension legislation, which led to labour trouble at Hulett's sugar mills on the North Coast, spread to Maritzburg yesterday where 80 workers left Hulett's Aluminium

A company spokesman said they had been expressing concern over the proposed legislation for two weeks

About 120 hourly-paid employees at the plant had approached the company's personnel officers with the request that their pension contributions be repaid, the spokesman said

"The proposed pension legislation was again clarified and they were told their contributions would only be returned if they resigned," the spokesman said

"As a result, some 40 employees returned to work and the remaining 80 resigned

"Those who resigned were given cheques for their pension contributions and will receive their outstanding pay tomorrow"

More than 1800 people are employed in the plant

Wrong sweet gets on schools boycott list

CT 13/10/81

Staff Reporter

A PAMPHLET distributed to Cape Town schools last week publicizing the boycott of a manufacturer's sweets, has drawn a bitter reaction from a competitor whose confection appears on the list.

The product appearing in a list of Wilson-Rowntree sweets, was Mars Bar, manufactured by Mars Ltd, a British company.

The distributors of Mars Bar, contacted the president of the University of Cape Town SRC, Mr Laurie Nathan, this weekend to tell him that Mars Bar had been incorrectly included in the list.

A director of the distributing company, Mr H Henneck, said he had been angry at the mistake because the manufacturers of the product had been unfairly prejudiced.

"We don't want to make a fuss about this, but I feel that when students do their homework, they should make sure they do it properly."

The Harfield Wilson Rowntree boycott support committee yesterday issued a public apology to the distributors of Mars Bar for naming the product in the pamphlet.

"We call on all consumers not to boycott Mars Bar, but to maintain the boycott of Wilson Rowntree sweets. We trust that the distribution of Mars Bar has not suffered through this unfortunate error."

The support committee said the purpose of the boycott was to pressure management into opening negotiations with dismissed workers at the Wilson-Rowntree plant in East London.

Star
strike 13/10/81

over

pensions

Labour Reporter

Durban was the scene of another pension strike yesterday when an early shift of about 200 stevedores downed tools

And at a Pinetown quarry about 30 workers struck over wage demands

Management at Rennie, Grindrod and Cotts Stevedoring held talks with workers who had demanded payouts of their pension contributions

Work returned to normal at the dock several hours later after management agreed to investigate stevedore grievances and report back to workers next week

Earlier this month the South African Stevedores Company (Sassco) was hit by a strike affecting 950 workers

A Sassco spokesman said this week that talks with the workers had been held and grievances worked out

The general secretary of the South African Allied Workers Union Mr Sam Kikine said workers at Ridgeview Quarries in Pinetown went on strike because management had not paid them a new wage increase and also because workers were trying to have their union recognised by the company

The company spokesman confirmed talks were held with workers yesterday

The Rennie group dock strike followed hard on the visit last Friday to Durban by the Registrar of Financial Institutions, Mr Naas van Staden to discuss the pension unrest and impending legislation

Mr van Staden met the Natal Chamber of Industries and Durban Chamber of Commerce Both chambers and workers have called for a deferment of the pension legislation because of the widespread unrest

Their pleas appear to have been met as Mr van Staden subsequently announced that next year's pension legislation would not be fully enforced for another three years — until 1985 — giving pension funds time to adjust to the changes

Both Natal and Eastern Province have been the scene of pension-related strikes this year, stemming from worker mistrust of Government interference in the funds.

Concert for dismissed WR workers

Soweto, 14/10/87

1454

Some of the household names on the local music-scene will be featured at a concert to raise funds for the dismissed Wilson-Rowntree workers at the Wits Great Hall tomorrow at 8 p m

South Africa's biggest selling recording star Steve Kekane, Juluka, Nyanga and the Billy Mashego/Lazrus Kgagudi group have offered their services free of charge

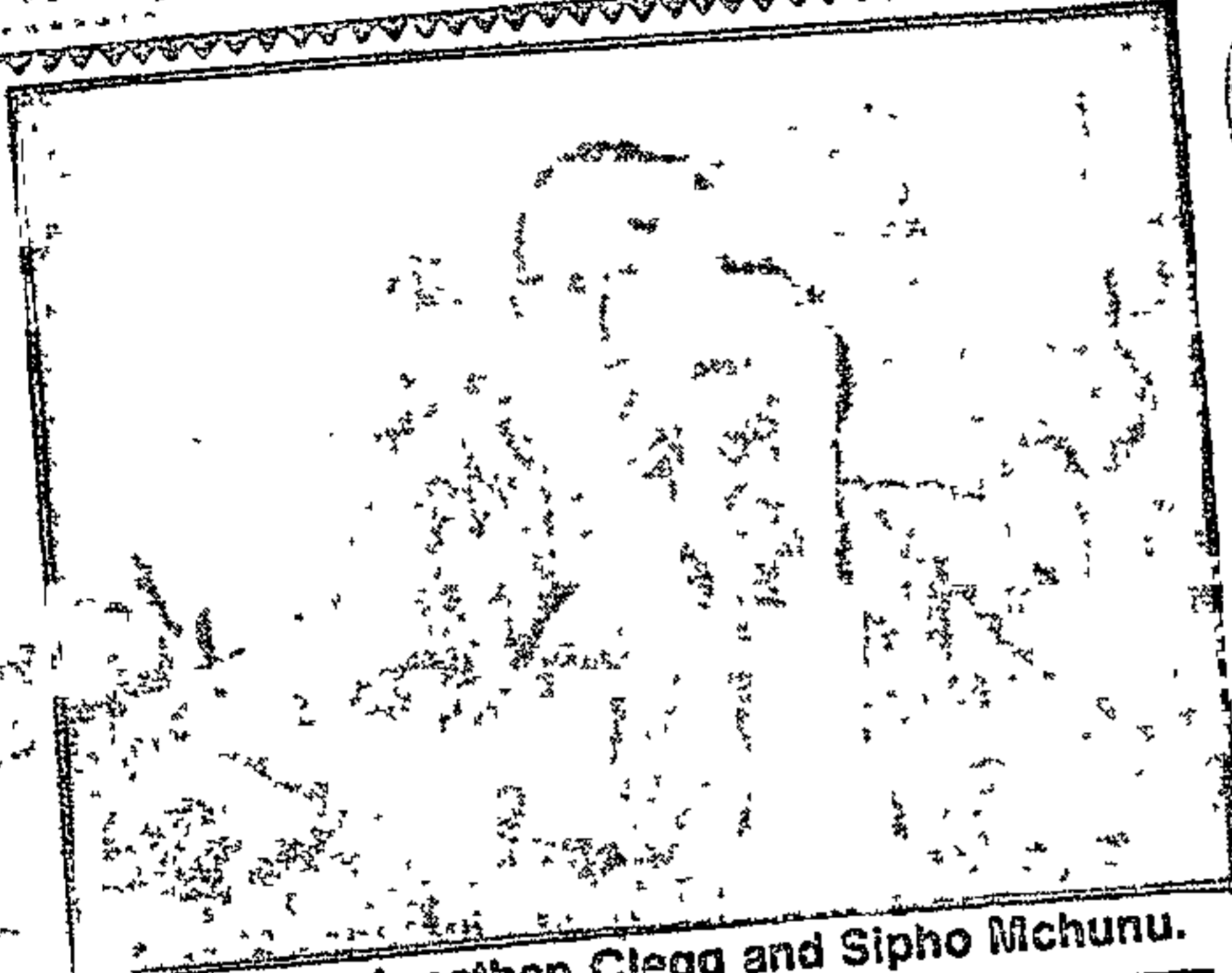
The project was jointly concertized by the Voice of Wits and the university's Students Representative Council. The aim is to raise money to help support several hundred workers dismissed after a labour dispute at the plant in East London several months ago. A campaign, which includes a call to boycott all Wilson-Rowntree products has been launched to support the workers.

Heading the bill is Juluka who have recently returned from a successful tour of Germany. Their act will include a migrant labour dance and songs from their album Universal Man and material that appears in their new album

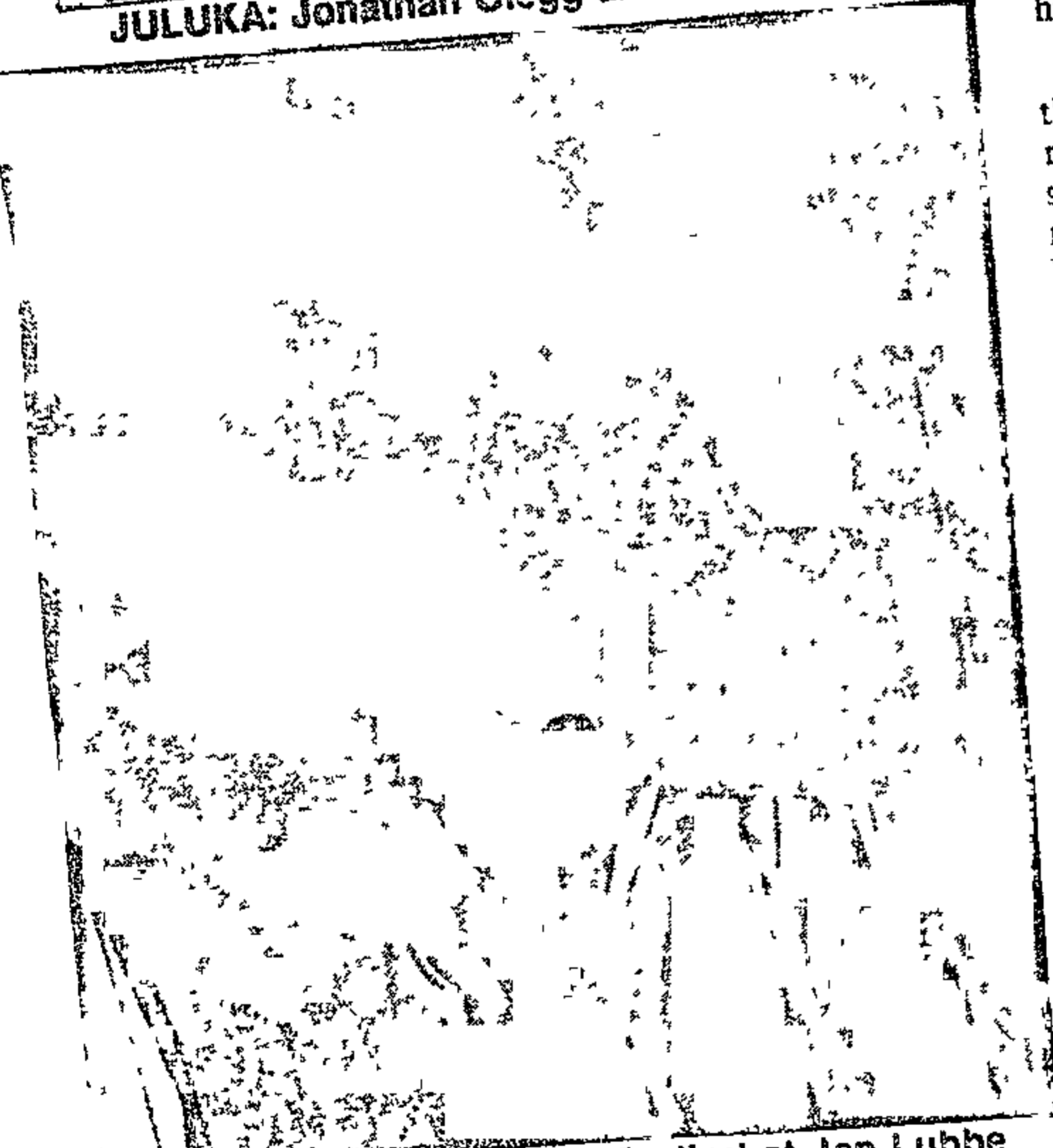
Steve Kekana, the country's most popular recording star, will be making his first appearance outside the townships, although this concert will have a fully integrated audience. Steve-a blind singer, has more than 14 gold discs to his name

His music, in the style of "township soul", is characterised by the powerful rhythms of Mbaqanga coupled with pensive lyrics sung in a gentle voice. Kekana has an enormous following in the townships and this is a rare opportunity for people outside the townships to experience an aspect of popular ghetto culture.

Nyanga promise to be the most visually exciting of the groups performing at the concert. Their songs have a new versatility generated by Aaron Friedman's keyboards and the jazz-fusion input of Martin Mitchell's bass, which adds a distinctive feature to group leader, Paul Chingman's unique African bush-rock sound



JULUKA: Jonathan Clegg and Sipho Mchunu.



ng at the Tembisa Summer Festival at Jan Lubbe
ne weekend.

Bottling plant

Ev Post 16/10/81

back to normal production

By GRANT AUBIN

THE SA Bottling plant was back to normal production today and the firm was building up to a full labour force. Mr P H Gutsche, managing director, said today

In a management statement on the situation at the plant where 250 workers struck two weeks ago, Mr Gutsche said he was anticipating some of the workers would return and would be engaged on merit

Strikes at SA Bottling began on September 25, when all weekly paid workers and two salary-paid workers walked off the job

After discussions with management the strikers returned to work and were paid for the full day while on strike

On October 6, workers once again went on strike

"There were many reluctant strikers, but they followed after being intimidated by a group of instigators," he said

The strikers gave their reason as the employment of five coloured workers standing in for absent employees

It was alleged that they were paid at a higher rate

"This is totally incorrect, as they were paid at the normal rate," said Mr Gutsche

Strikers also alleged that they were being used to train

the coloured workers, who would then replace them This was also denied by Mr Gutsche

In his absence overseas, workers were given an ultimatum to return to work or be fired

Meanwhile, 80 to 100 of the 180 workers who were out on strike at Motorvia in Uitenhage, returned to work yesterday A spokesman said Bloemfontein-based convoy drivers were expected back on Monday

About 200 strikers at Imperial Cold Storage at Alocs also returned to work yesterday

In East London, striking workers at Johnson and Johnson decided at a mass meeting today not to return to work until a dismissed worker was re-instated

The workers downed tools yesterday in protest against the dismissal of the worker

The company's personnel director, Mr Wayne Munro, was today unable to say how many were involved in the strike, but a spokesman for the South African Allied Workers Union (Saawu) said more than 600 workers were involved and production was at a standstill

The striking workers held a meeting with SAAWU officials this morning

Stoppage Follows Meeting at EL firm

16/10/81 (10:15) (11:54)

EAST LONDON — A large section of the workforce at Johnson and Johnson downed tools yesterday afternoon in sympathy with a fellow worker who had been dismissed

Mr Wayne Munro, the personnel manager of Johnson and Johnson, said in a statement "Endeavours by management to implement procedures which allow workers the opportunity to appeal against any management disciplinary action have been unsuccessful"

Management met yesterday evening with officials of the South African Allied Workers Union (Saawu), the union which represents the majority of workers at the firm and was recognised by management earlier this year

Mr Munro said that, following this meeting, management had given the union the opportunity of further discussing the issue at national executive level

"In terms of the agreement between management and the union, negotiations regarding the dispute will not proceed until workers are back at work," he said "Management is making every effort to resolve the issue"

Attempts to contact a Saawu representative for comment last night following the meeting proved unsuccessful

It is not known at this stage how many workers are involved in the stoppage or whether they will be returning to work this morning — DDR

Strike-hit PE bans

Union meetings

RPM 17 10 87
By STEVEN FRIEDMAN

All meetings by members of two trade unions in Port Elizabeth this weekend have been banned, and yesterday there were unconfirmed reports that more striking workers in the city had been detained.

In other developments
● Seven workers appeared in court in Port Elizabeth in connection with a recent strike at the General Post Office

● 36 workers who were detained by the Ciskeian Central Intelligence Service earlier this year in a dramatic swoop in Mdantsane township near East London yesterday had Riotous Assemblies Act charges against them withdrawn

The Ciskeian authorities had maintained they were holding a "riotous assembly" in an unruly manner while alighting from a bus in the township. All 36 were fired from Wilson-Rowntree after a strike at the plant some months ago

They had been held under Ciskeian Proclamation R252, which provides for three months' detention without trial
In Port Elizabeth, the Chief Magistrate has banned all weekend meetings by members of the Motor Assembly and Components Workers Union (Macwusa) and the General Workers Union of SA (Gwusa), whose members have been involved in several strikes recently, including one at the General Post Office

Order

Brigadier S J van Rensburg, Divisional Commissioner of Police in the Eastern Cape, told Sapa the order had been issued in terms of Section 2 of the Riotous Assemblies Act

A Mail correspondent in Port Elizabeth reported that both Macwusa and Gwusa officials said they had no meetings planned for the weekend
Meanwhile, seven Gwusa members appeared in court in Port Elizabeth yesterday with the charges connected with the strikes. Two other union members appeared in court earlier this week.

They are among 23 union members detained by Port Elizabeth police this week. A union organiser, Mr Thembisa Dusa, was also detained but has since been released

A Gwusa spokesman said yesterday that the nine workers who appeared in court were still being held in police custody
He added that there had been more detentions of General Post Office strikers and that the union was trying to establish how many were being held

DD 17/10/81
145A

EE workers vote to continue strike

EAST LONDON — The entire black workforce at Johnson and Johnson continued their strike yesterday over the dismissal of a fellow worker.

At a mass meeting in the morning about 650 workers resolved to continue their strike until management agreed to reinstate Mrs Eunice Tempi, who they said had been subject to victimisation.

The workers said Mrs Tempi, who denied being guilty of any offence, had been fired in connection with the alleged theft of two toilet rolls. She said she had been working at the firm for 11 years before she was fired on Monday.

Mr Wayne Munro, the personnel director of Johnson and Johnson, said if Mrs Tempi or the workers were unhappy at her treatment, procedures were "open for us to investigate the matter in detail and resolve it in a fair



MRS TEMPI . . . dispute over her dismissal

and equitable manner."

Following a meeting between management and officials of the South African Allied Workers Union (Saawu), which is recognised by the company, management agreed to institute an appeal committee to investigate the case with the proviso that the

workers return on Monday morning.

Mr Sisa Njikelana, the vice-president of Saawu, said the union would convey the matter to the workers, who are to hold another meeting on Sunday, but said the union could not decide for them whether they should return.

"We believe in mass participatory democracy," he said, "which means the workers and not the union officials dictate what action is to be taken."

Mr Njikelana said there had been a string of dismissals over the past few months which had caused concern to workers in the way they had been implemented. "It is disappointing when you speak to people for months and months and still get this kind of treatment."

Mr Munro said his company was totally committed to resolving the dispute in a just way — DDR

Union men freed in crackdown on strikes

slow 17/10/81

~~189~~ ~~337~~ ~~189~~ ~~145A~~ ~~337~~ ~~189~~ ~~145A~~ ~~337~~ ~~189~~

By Drew Forrest
The Ciskeian authorities have withdrawn charges against 59 members of the SA Allied Workers Union (SAAWU) in two separate hearings in the Mdantsane district court this week.
But in the countrywide crackdown on illegal strikes, more than 30 workers have appeared in

court this week either to be charged or for remand, and another 23 are expected to face charges shortly.
On Monday the Ciskeians dropped charges of public violence against 24 SAAWU members who were among the 500 workers dismissed after the February Wilson Rowntree strike in East

London. The 24 were held for two months under Ciskeian security laws.
And yesterday charges of attending an illegal gathering against another 35 SAAWU members were dropped. They were arrested in May after attending an East London court case involving a colleague.

On the East Rand two more former employees of Telephone Manufacturers of SA in Springs appeared in the KwaPhema magistrate's court on Wednesday on assault charges.

Nine former Femsam employers were charged with assault on Monday after the recent strike at the plant, which resulted in the dismissal of 1600 black workers. All the cases were postponed.

Our Port Elizabeth correspondent reports security police as saying that 15 of the 180 workers dismissed after last week's strike at two post office yards would appear in court shortly together with eight of the 250 workers who struck recently at SA Bottling.

And according to Sappu, the Port Elizabeth chief magistrate has imposed a weekend ban on meetings of the General Workers Union of SA and the Motor Assemblers and Component Workers Union (Macwusa).

Meanwhile, after last month's strike at Cobra Brassware in Limpopo, 13 workers appeared in the Krugersdorp magistrate's court for formal remand yesterday.

Sawetan 19/10/81

145A

Johnson strike continues

THE entire black workforce at Johnson and Johnson continued their strike on Friday over the dismissal of a fellow worker.

At a mass meeting in the morning, about 650 workers resolved to continue their strike until management agreed to reinstate Mrs Eunice Temp, who they say has been subjected to victimisation.

The workers said Mrs Temp, who denied being guilty of any offence, had been fired in connection with the alleged theft of two toilet rolls. She said she had been working at the firm for 11 years before she was fired on Monday last week.

Mr Wayne Munro, the personnel director of Johnson and Johnson, said if Mrs Temp or the workers were unhappy at her treatment, procedures were "open for us to investigate the matter in detail and resolve it in a fair and equitable manner".

Following a meeting between management and officials of the South Afri-

can Allied Workers Union, which is recognised by the company, management agreed to institute an appeal committee to investigate the case with the provision that the workers return today.

Mr Sisa Njikelana, the vice-president of Saawu, said the union would convey the matter to the workers, who held another meeting yesterday, but said the union could not decide for them whether they should return.

"We believe in mass participatory democracy, which means that officials, workers, and not the union officials, dictate what action is to be taken."

Mr Njikelana added there had been a string of dismissals over the past few months that had caused concern to workers in the way they had been implemented. "It is disappointing when you speak to people for months and months and still get this kind of treatment."

Mr Munro said his company was totally committed to resolving the dispute in a just way — Sapa

Bottling firm re-employs several workers

Ev Post 19/10/87

(182) (152) (129) (192) (182) (145A)

Post Reporters

THE managing director of SA Bottling Company, Mr P H Gutsche, said today that several workers who had been on strike had been re-employed.

But a spokesman for the General Workers' Union of South Africa (Gwusa) and the Motor and Components Workers' Union of South Africa (Macwusa), said the 250 workers were still on strike.

He did not know of any workers being re-employed.

Mr Gutsche said he could not reveal the number of re-employed workers or their names.

Last week, Mr Gutsche said in a statement that striking workers would be re-employed on merit.

Strikes at SA Bottling began on September 25, when all weekly-paid workers and two salary-paid workers walked out.

After discussions with management, the strikers returned to work and were paid for the full day while on strike. On October 6, workers once again went on strike.

A spokesman for Gwusa said

a meeting would be held later this week as weekend meetings had been banned.

Meanwhile, 80 to 100 of the 180 workers at the Motorvia plant in Uitenhage have gone back to work. A spokesman for the company said the rest of the workers, based in Bloemfontein, were expected back today.

In East London, striking Johnson & Johnson workers decided at a meeting yesterday not to return to work until a woman who was dismissed last week had been re-instated.

About 600 Johnson & Johnson workers downed tools on Thursday after the dismissal of Mrs Eunice Tempi, who allegedly stole two toilet rolls.

The Johnson and Johnson management agreed to institute an appeal committee to investigate the dismissal, provided the workers returned this morning.

A South African Allied Workers' Union (Saawu) official said this morning that union organisers would meet representatives of the company's management today to tell them the decision taken at yesterday's meeting.

Story 19/10/81
600 stay out in
sacked-woman row

By Drew Forrest

The strike by nearly 600 workers at the large East London plant of Johnson and Johnson went into its third day today as representatives of the unregistered SA Allied Workers' Union met management in another bid to break the deadlock.

The company is one of only two in East London to have signed a formal recognition agreement with SAAWU, and the strike is seen as a key test of its labour relations policies.

At a meeting in East London yesterday, the strikers decided not to go back until management reinstated a woman worker whose dismissal for theft sparked the stoppage last week.

The company has offered to negotiate with SAAWU on the dismissal,

but has said that in terms of the agreement it will only do so after a general return to work.

In Maritzburg some of the 200 workers who struck last Wednesday at the Huletts Aluminium plant were back on shift this morning in response to a management return-to-work deadline.

The workers are demanding repayment of their pension fund contributions and the reinstatement of 130 colleagues who resigned last week to reclaim their pension money, and have not been taken back.

A company spokesman said half the morning shift of 300 were at work, and other workers were meeting in the car park with officials of the Metal and Allied Workers' Union to decide on a course of action.

BOYCOTT SPREADS BUT TYCOON HODS OUT

Soweto

REPORTER
20/10/81
THE boycott of
Whiston-Towntree

Products is spreading with about 200 Katielohong traders being the latest to join in the action.

They decided at a meeting last week to remove from their shelves all products from the East London company which dismissed 500 workers who went on strike earlier this year. But Soweto tycoon, Mr

Ephraim Tshabalala has refused to heed the boycott call, saying he will not do so unless union leaders contact him personally.

"I won't boycott until these leaders have approached me so that we can talk," he said. "In any case I'm not even aware we're supposed to boycott Rowntree products," Mr Tshabalala added, saying he had not seen Press reports about the boycott.

The call for the boycott in the Soweto area came from Mr Veli Kraai, chairman of the Soweto Chamber of Commerce and Industry. Mr Tshabalala's stand was criticised by Mr Sphiwe Thusi, a member of the Support Committee which helps maintain the dismissed workers.

he should boycott. My committee talks only to organisations and not to individuals," Mr Thusi said.

Mr Tshabalala said he was no longer a member of the Chamber, but he was prepared to talk to them at any time.

In Kaitlöhong, the chairman of the Chamber of Commerce there, Mr Moleke Namane, said yesterday: "We have decided not to sell these products any more until the company decided to reinstate the 500 workers. My colleagues have promised to help them by removing the products from their shelves."

NO LIAISON, NO BOYCOTT: Mr Ephraim Tshabalala.

DL 20/10/81 (USA)

Strike talks end in deadlock

EAST LONDON — There were no signs yesterday of an end to the deadlock between the South African Allied Workers Union (Saawu) and the management of Johnson and Johnson as almost the entire black workforce remained out on strike at the firm.

At a mass meeting on Sunday the workers resolved to continue the strike until the company agreed to re-instate a cleaner who was fired for allegedly stealing two toilet rolls, but management has said it cannot re-consider the case until all the workers are back at

work.

A meeting between officials of Saawu and management ended in deadlock yesterday. Following this Mr Richard Cook, the managing director, issued a statement saying Saawu had rejected a proposal that workers return so that the causes of the strike could be more fully investigated.

"In line with the procedures negotiated in the recognition agreement, the grievance of Mrs Eunice Tempi was to be heard, providing the workers had returned to work," he said.

Mr Cook said he was disappointed that two of the fundamental principles of the recognition agreement had been ignored. He said the union had not gone through all the agreed procedures before resorting to strike action and the strike had been extended rather than workers returning as soon as possible so that negotiations could continue.

Mr Cook appealed to the workers to reconsider and return to work as soon as possible. "We remain committed to solving the dispute in a just and equitable way," he said.

Mr Sisa Njikelana, the vice-president of Saawu, said the workers had directed the union to reject management's proposal. "The workers are leading this struggle and the union leadership is backing them up."

Mr Njikelana said management had been warned of an impending situation of this nature but had continued to allow certain action to be taken against employees.

He said the workers would be meeting again this morning to discuss what action to take —
DDR

N M 600 workers quit in labour dispute

Pietermaritzburg Bureau
ABOUT one third of Hulett's
Aluminium's 1800-strong
Pietermaritzburg work
force elected to resign yes-
terday after a company
ultimatum

Workers who were on
strike last week were
warned on Friday that their
strike was illegal, and that
failing to return to work by

6 pm yesterday would be
taken as notice of their
resignation

Between 600 and 650 of
the strikers elected to col-
lect their pension fund con-
tributions, back pay and
other benefits, yesterday
morning and so left the
company's employ. Mr
Frank Fergusson, publicity
manager for the company

said last night

'Production is now at nor-
mal levels and the company
will be advertising to fill
the vacant posts. Mr
Fergusson said

Mr Geoff Schirmer of the
Fosatu affiliated Metal and
Allied Workers Union, who
have not been recognised
by Hulett's, said he did not
believe it was necessary to

refuse to re-employ the
workers who had resigned
in order to collect their
pension fund contributions

'There are numerous
ways in which Hulett's
could resolve this issue
There are a number of com-
panies that have already re-
funded their workers'
pension contributions with-
out problems,' he said

Hundreds sacked at Hulett's

ABOUT 500 Hulett's Aluminium workers were paid off yesterday after they insisted on having their pension fund contributions refunded to them. *Sowetan 21/10/81*

And in Durban more than 200 workers at the Henkel Chemical Works at Prospecton have gone out on strike in support of pay demands and pension negotiations.

The events at Hulett's followed the issuing of an ultimatum by the company on Friday, in which 300 workers were told they were on an "illegal strike" and that they should either return to work at 6 am on Monday, or lose their jobs

Workers at Henkel Chemical Works said they had downed tools during the morning tea break on Monday because discussions about wage increases and the possibility of paying out pension scheme contributions had been under way with representatives of management and the chemical workers' industrial union for some months without resolving anything.

They were subsequently told in writing that the strike was illegal.

Meanwhile negotiations aimed at settling a wage dispute at the Appletiser factory near Grabouw continued yesterday between management and representatives of the workers and the Food and Canning Workers' Union

Workers at the factory have been on strike since Friday, demanding a minimum of R1,50 an hour as opposed to 96 cents

LABOUR BEAT

offered by management.

In East London the dispute leading to a strike of 600 workers of Johnson and Johnson

plant is also still deadlocked. The South African Allied Workers' Union reported to the striking workers yesterday that the management still refuses to re-instate a Mrs Eunice Tempi whose dismissal led to the walkout on Thursday

A spokesman for the union said that management had offered to institute an appeal committee to investigate the dismissal provided the workers returned, but such a committee was not acceptable to the union or the workers as it would be biased.

In Port Elizabeth 59 workers appeared in the Magistrate's Court on Monday under the Riotous Assemblies Act following strikes at two post office yards and at the SA Bottling Company. All were remanded until October 29.

Another 24 also arrested last week appeared at the end of last week under the same Act

In both disputes workers were dismissed — 180 at the post office and 250 at SA Bottling.

The 83 men were arrested for alleged intimidation of workers during the strikes.

Saawu ordered to pay costs

DD 2111171
EAST LONDON — The South African Allied Workers' Union (Saawu) and relatives of union members detained when they returned from a meeting here on September 6 have been ordered to pay the costs of the action they brought against the Ciskei Minister of Justice and the head of the Ciskei Central Intelligence Services

The order was made by Mr Justice Mullins in the Supreme Court, Grahamstown

The hearing arose from an application by Saawu and relatives of detainees that the Supreme Court make an order for the release of the men and women detained under the Ciskei emergency regulations

The respondents were the Ciskei Minister of Justice, Chief H. Z. Njokweni, and the head of the CCIS, Major General Charles Sebe

When the final judgment was passed on the matter other issues had been settled as the detainees had either been released or charged — DDR

EL strikers threaten to contact US head office

DD 21/10/77
EAST LONDON — Mr Richard Cook, managing director of the strike-hit firm Johnson and Johnson, yesterday turned down a call by the workers' committee at the factory to involve himself in negotiations

About 650 workers, who continued the strike yesterday over the demand that management reinstate a cleaner who was fired for allegedly stealing toilet rolls, held a mass meeting in the morning

They demanded that Mr Cook meet with the top official of Saawu, the national president, Mr

Thozamile Gqweta, who is at present in Durban. They said there was no way discussions on the deadlocked issue could proceed unless top management became involved

The workers resolved that if this meeting did not materialise they would contact the head office of the company in the US and inform management there of the situation at the plant

They also resolved that if Johnson and Johnson management "remained intransigent" the company should start preparing holiday pay and bonuses and shut down the factory

until next year

Mr Cook said Saawu was already negotiating with a team that represented the views of the board of directors and the board was personally represented by the personnel director, Mr Wayne Munro

He said "Based on what has been reviewed by the parties concerned to date I see no reason to change the negotiating pattern

"The union should understand that the recognition agreement provides adequate channels for the resolution of disputes and these are open today pro-

vided employees return to work"

Officials of the union have criticised the company for sticking to technicalities in the recognition agreement and avoiding the main issue. They said management did not appear to realise the depth of sympathy for the dismissed cleaner felt by the workers who would not abandon her by returning to work before she was re-instated

The company has said that in terms of long-term policy theft, no matter how petty, is an offence punishable by immediate dismissal — DDR

Johnson & Johnson

DD 22/10/81

1324
1324
1457A

TO ALL JOHNSON & JOHNSON EMPLOYEES



We are experiencing a serious industrial dispute — the first since this Company was formed over fifty years ago. I feel it is important that we fully understand the principles involved.

Over the years the Company has provided good wages, good working conditions, family and community benefits, and we believe our people have opportunity and challenge, as well as a sense of security in their jobs.

We are fortunate to have many long-serving, loyal and hard-working employees today, and over the years they have achieved excellent results. We are proud of them.

Our sales have grown substantially over the past years, and today over 1 200 people earn their living at Johnson & Johnson. We have set high standards for our employees, and in the main these have been met. We have always expected our employees to have a keen sense of responsibility towards their Company.

Recently, however, we have been criticised for 'unfair dismissals'. We have released employees only for just cause. Long-standing Company Policy demands that we release those who steal Company property, regardless of the value, and we will not employ workers who are found sleeping at their work-place as their action may well threaten the safety of others.

Our Company is growing and its management becomes more complex. The Union — SAAWU — with whom we had negotiated a recognition agreement over the past 18 months, has an important role to play as one of the links between worker and Management, and it is disappointing at this early stage to experience serious conflict where conflict should not exist.

The Agreement with the Union prohibits a work stoppage until all procedures have been followed. Any employee who feels he or she has been unfairly treated may appeal through defined levels within the Company, and if still not satisfied, the case will be heard by an independent person who has been accepted by both parties as the final mediator.

This is the correct and agreed procedure. The Management at Johnson & Johnson will abide by it, and will accept any decision which results from its correct application. This is as it should be, but we cannot make progress on any issues as long as our employees refuse to come to work — a requirement included in the Agreement.

We have a business to run. We have a responsibility to our customers who need our products, and I am sure that many of those who are absent today and losing their wages as a result, would like to return to work and get on with the job. We hope they will.

Many of our employees have years of service behind them — they have skills which will be hard to replace. It takes time and money to recruit and train new people, but if necessary this is what we will have to do.

We cannot hold jobs open indefinitely. We therefore sincerely trust that our employees will return to work by Friday, October 23. If this does not happen we will, regrettably, have to assume that they have resigned and alternative plans will be made.



Richard L. Cook
MANAGING DIRECTOR

21st October 1981

Deadline set

Ev Post 22/10/81

for striking

workers

By SANDRA SMITH

EAST LONDON — In a full page advertisement in an East London newspaper today striking Johnson and Johnson workers were given an ultimatum to return to work by tomorrow, or lose their jobs

The advertisement was addressed "to all Johnson & Johnson employees" and signed by the company's managing director, Mr Richard Cook

The entire black workforce at Johnson & Johnson walked out on Thursday last week after the dismissal of a woman employee who allegedly stole two toilet rolls

The workers refused to return until the woman was reinstated

Management's stand, so far has been to agree to the setting up of an appeal committee to investigate the case — on condition that the workers return

The advertisement said "Recently we have been criticised for 'unfair dismissal' We have released employees only for just cause"

Long-standing company policy demanded that those who stole company property were "released" from service

The South African Allied Workers' Union "with whom we had negotiated a recognition agreement over the past 18 months, has an important role to play as one of the links

between workers and management, and it is disappointing at this early stage to experience serious conflict where conflict should not exist"

The agreement with the union prohibited a work stoppage until all procedures had been followed

The management of Johnson & Johnson would abide by the agreement procedure and accept any decision which resulted from its correct application

"We cannot make progress on any issue as long as our employees refuse to come to work — a requirement in the agreement," the advertisement said

"Many of our employees have years of service behind them — they have skills which will be hard to replace

"It takes time and money to recruit and train new people, but if necessary this is what we will have to do

"We cannot hold jobs open indefinitely We, therefore, sincerely trust that our employees will return to work by Friday, October 23

"If this does not happen, we will, regrettably have to assume that they have resigned and alternative plans will be made"

A spokesman for SAAWU said the workers were meeting this morning and the ultimatum to return to work by tomorrow would be discussed

50 22/10/81
No end in sight to E.L. strike

EAST LONDON — No end to the deadlock between management at Johnson and Johnson and the South African Allied Workers Union (Saawu) was in sight yesterday as about 650 black workers at the firm remained out on strike.

The workers, who have been on strike since last Thursday, have refused to return to work until management reinstates a cleaner who was fired for allegedly stealing toilet rolls.

Management has said that in terms of the recognition agreement signed between them and the union they cannot negotiate the case of the dismissed employee until all the workers are back at work
— DDR

Star 22/10/81
650 (145A)
139 309 183
192
145A
**650 strikers get
dismissal
warning**

The week-long dispute at the Johnson and Johnson factory in East London approached a climax today when management warned the 650 workers on strike that they will be dismissed if they do not return to work tomorrow.

In discussions yesterday, the management also warned that unless there was a return to work, the recognition agreement with the SA Allied Workers Union (SAAWU) would be "null and void," according to a union spokesman.

The agreement is one of only two reached between SAAWU and East London companies.

In a statement published in the East London Press today, Johnson and Johnson's managing director, Mr Richard Cook, said that if the workers were not back tomorrow "we will regrettably have to assume that they have resigned, and alternative plans will be made."

REINSTATEMENT

The workers struck last Thursday in protest against the dismissal of a cleaner, allegedly for stealing two toilet rolls. They have since insisted that they will not man their posts until she is reinstated.

In his statement, Mr Cook said the recognition agreement with SAAWU "prohibits work stoppages until all procedures have been followed."

"We cannot make progress on any issue as long as our employees refuse to come to work — a requirement also included in the agreement."

A SAAWU spokesman this morning accused the company of "clinging to technicalities."

CONTRIBUTIONS

Meanwhile, 260 workers are back at work at Henkel (SA) in Prospecton near Durban after their two-day strike over a demand for the immediate repayment of pension contributions.

And at the Motorvia car ferrying firm in Uitenhage, where 100 drivers struck a fortnight ago, management has agreed after talks to recognise Fosatu's Transport and General Workers Union.

Star 22/10/81
650 (145A)
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192
144

strikers get
dismissal
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East London tense as strike deadlock stays

RPM 22-10 81 By STEVEN FRIEDMAN

THE five-day-old strike by about 600 workers at Johnson and Johnson's East London plant remained deadlocked yesterday, while a three-day strike on the pension issue at the Henkel plant in Durban ended.

This week has seen another outbreak of strikes in various parts of the country on pension and other issues. The labour situation in East London is reportedly tense and there have been calls by individual workers for strike action over a variety of issues, chiefly the impending Ciskei independence.

At Johnson and Johnson, our East London correspondent reports that no end was in sight yesterday to the deadlock over the dismissal of a woman worker for allegedly stealing toilet rolls. Johnson and Johnson is one of only two East London companies to have signed a formal recognition agreement with the unregistered SA Allied Workers Union and both sides have accused the other of not adhering to the terms of the agreement.

At a meeting this week, workers called for the company's chairman to negotiate directly on the dispute with Saawu's president, Mr Thozamile Gqweta, and said the plant should close until the end of the year if the company did not agree.

But the company has replied it will continue to channel negotiations through its personnel director, Mr Wayne Munro.

Ultimatum

The company has said strikers should return to work before negotiations on the dismissal begin, while workers say they will return only once the woman has been reinstated.

At the Henkel plant in Durban, 260 striking workers ended a three-day strike in response to a management ultimatum.

Sapa reports that a spokesman for the Federation of South African Trade Unions' Chemical Workers Industrial Union, which has been negotiating with management on worker demands, described the outcome as "unsatisfactory".

He said the union had made three proposals aimed at ending the dispute — sparked by the Government's proposed Pension Bill — "and management rejected them all".

Saawu advises strikers to go back today

DD 23/10/81

145A

EAST LONDON — The South African Allied Workers Union (Saawu) is to recommend to the 650 Johnson and Johnson workers who have been on strike since last week that they return to work today

This follows a call by the managing director of Johnson and Johnson, Mr Richard Cook, contained in a full page advertisement in the Daily Dispatch yesterday, to return to their jobs or they would have "dismissed themselves" and a resolution by the workers at a mass meeting that they would be prepared to suspend the strike pending negotiations between management and the union

The strike was sparked last week by the dismissal of a cleaner for the alleged theft of toilet rolls and workers had refused to return until she had been reinstated. Management had refused to re-examine her case until the workers returned

Following a meeting between management and union officials yesterday, Mr Thozamile Gqweta, the president of Saawu, said the union would be recommending at a mass meeting this morning that they go back to their jobs

Mr Gqweta stressed that the final decision lay with the workers and that the union could only advise them on what action to take

In yesterday's advertisement management

● Said the company had done its utmost to look after its workers and was "proud of its many long-serving, loyal and hard-working employees who over the years had achieved excellent results"

● Denied there had been unfair dismissals, saying employees had only been "released for just cause"

● Said the recognition agreement between management and Saawu prohibited a work stoppage until all procedures had been followed

● Said there could be no progress on any issue as long as workers refused to return

● Called on all workers to return by today, failing which the company would "have to assume they have resigned"

At the meeting yesterday workers resolved to compromise on two points. They said they would be prepared to suspend the strike pending negotiations between management and the union, provided these negotiations did not last more than two days, and would be prepared to resume work "in the absence of Miss Nonceba Eunice Tempi who must wait inside the premises while her case is being considered"

However, the workers resolved that they would only return on Monday and not today in protest against the company

"dictating terms to the workers — and even more so through the Daily Dispatch which is not a party to the agreement and as such cannot be used as a means of communication between itself and the workers"

They contended that management had undermined the status and rights of the union as a mouthpiece and representative of the workers by not allowing them to report back to the workers first

This was last night denied by Mr Cook who said he had not dictated terms to the workers through improper means but merely passed on a message to the company's striking workers requesting a return to work

Mr Gqweta said the case of the dismissed workers should not be viewed in isolation but be seen in conjunction with previous dismissals at the factory for which management had failed to give satisfactory reasons

He said in all the cases management had not adhered to the disciplinary procedures agreed upon by the union and the company

Commenting last night on the union's decision to recommend a return to work, Mr Wayne Munro, the personnel director of the company, said "This is very positive and what we have been encouraging for a long time" — DDR

STU 23/10/87 (189) (200) (192) (145A) (183) (189) (182)
600 EL workers suspend their strike

By Drew Forrest
More than 600 workers at Johnson and Johnson in East London agreed yesterday to suspend their weeklong strike pending negotiations between management and the SA Allied Workers Union.

But the mass of workers were still meeting with SAAWU officials outside the plant today.

They were deciding whether to meet a management deadline for a return to work today or to go back only after the weekend.

The strike was sparked off last week by the dismissal of a cleaner, Miss Eunice Nonceba Tempi, allegedly for stealing two toilet rolls.

Workers refused to re-

turn before her reinstatement.

The company refused to re-examine her case until the workers went back.

Sapa reports that at yesterday's mass meeting SAAWU officials, including its president, Mr Thozamile Gqweta, recommended a return to work.

Sandock Austral, a Durban shipbuilding firm was

hit by a one day pensions-related strike on Wednesday.

The Star's Durban Correspondent estimates that between 700 and 900 workers struck in demand for the repayment of pension contributions.

● A dispute at the Appleton plant in Grahamstown ended on Wednesday with a wage increase.

By SANDRA SMITH
EAST LONDON — A strike
broke out at Dunlop Flooring
here today but workers at the
toiletory factory of Johnson &
Johnson and at the dispute-
ridden Car Distributors
Assembly (CDA) returned
today

In a statement, the general
manager of Dunlop Flooring,
Mr N Yeadon, said members
of the workers' liaison com-
mittee approached the firm's
management yesterday and
asked for employees' pension
contributions to be paid out
After the company's policy
was explained to the workers,
they left the factory, "thereby
terminating their employment
with us", Mr Yeadon said
Recruitment, including se-
lective re-employment, would
begin next Wednesday, he
said

At the troubled CDA plant,
which builds the Range of

Mercedes-Benz vehicles mark-
eted in South Africa, 321 work-
ers in the stores returned to
work after being addressed by
shop stewards of the National
Union of Motor and Rubber
Workers of South Africa
(Numarwosa)

It is the second time this
month a work stoppage has oc-
curred at the factory

CV Post
New EL
23/10/81
Strike
145A
Back
to work

A company spokesman, Mr
Richard Wagner, said 250
workers stopped work yester-
day afternoon after demanding
the re-instatement of a man
who was dismissed

The workers clocked in this
morning, but only agreed to
start work after it was de-
cided that union representa-
tives would discuss the issue
with members of management
Striking Johnson & Johnson
workers decided this morning
to return to work today

The company's managing di-
rector, Mr Richard Cox, yes-
terday gave the workers an ul-
timatum to return to work to-
day, or lose their jobs

After a meeting, between
management representatives
and officials of the South Afri-
can Allied Workers Union
(Saawu) yesterday, the union
said it would recommend that
the workers return to their
jobs today

24/10/81
650 strikers
agree to go
back to work

EAST LONDON — About 650 workers at the Johnson and Johnson plant here elected to end their week-long strike and returned to work yesterday

The strike was sparked by the dismissal of a cleaner for the alleged theft of toilet rolls

An appeals committee comprising three members from management and three members from the South African Allied Workers Union (Saawu) is to be constituted to review the case of the dismissed

worker on Monday. The decision by the workers to return follows a recommendation by Saawu that they go back and a call by the company for them to return by yesterday failing which they would have dismissed themselves

Mr Richard Cook, the managing director of the company, said yesterday he was pleased at the decision by the workers to return and said he was hoping for a fair resolution of the dispute — DDR

24/10/81 and 750 lose jobs

EAST LONDON — About 750 workers have lost their jobs following strikes at two local companies.

At Dunlop Flooring about 500 workers went out on strike on Thursday demanding their pension contributions back and at Car Distributors Assembly (CDA) 258 workers walked out of their jobs yesterday over the dismissal of a fellow-employee

In both cases management has regarded the workers as having dismissed themselves and will be recruiting to fill their places

Dunlop workers approached their management on Thursday with the request that their pension monies be paid back to them.

Mr N Yeadon, the general manager of the company, said the company's policy was explained to the workers

The employees then elected to leave the factory, thereby terminating their employment with us," he said "Recruitment, including selective re-employment, will commence on Wednesday next week"

At a mass meeting yesterday workers resolved to send a delegation of officials from the South African Allied Workers Union (Saawu), which claims to represent roughly half of the workforce, and five Dunlop workers to meet with management

258 workers from two departments at CDA — stores and cut and sew — walked off their jobs yesterday afternoon and a spokesman for the company said recruitment to replace them would start immediately

Problems in these departments began on Thurs-

day after a sorter in the stores department, who had been on probation, was not confirmed to the permanent staff and was paid off

The management spokesman said these departments had downed tools on Thursday in protest over his dismissal. They again downed tools yesterday morning but returned to work after the tea break at 10 am.

Following a meeting between the union and management it was agreed by both parties that the man's work performance had not measured up to standard and that the decision should remain.

The union informed the workers of the decision at lunch time and the 258 workers did not return to their jobs after the break

The management spokesman said all other sections at the plant appeared to be working normally yesterday.

EL firms to
CV Post 24/10/81

start filling
~~152~~ ~~192~~ ~~140A~~ ~~108~~
vacant jobs
1459 ~~370~~

Weekend Post Reporter

RECRUITING will begin next week to fill 750 jobs vacated by strikers at two East London plants

At Car Distributors Assembly (CDA) 258 workers who walked out yesterday afternoon for the second time this week were declared by the company to have dismissed themselves

A further 500 workers who downed tools at Dunlop Flooring on Thursday were being treated the same way

The workers at Dunlop wanted their pension contributions back

At CDA the workers walked out after the management refused to promote a probationer to the permanent staff. The man's work was not up to standard the management said

Strikers back — others fired

By Drew Forrest

Five busloads of workers turned up at the gates of the Johnson and Johnson factory in East London yesterday as the week-long strike by its 600-strong workforce drew to a close.

But at another East London company, Dunlop Flooring, about 500 workers were fired yesterday after striking in demand for the repayment of pensions contributions.

Accusing Dunlop of "utter intransigence," the vice-president of the SA Allied Workers Union, Mr Sisa Njikelana, said management had refused to meet either union officials or a worker delegation.

In a statement, the Dunlop general manager, Mr Nigel Yeadon, said the workers had "elected to leave the factory" on Thursday, "thereby terminating their employment."

He added that recruitment, including selective re-employment, would take place next week.

Yesterday's decision by Johnson and Johnson workers came after a mass meeting in which the SAAWU president, Mr Thozamile Gqweta, advised an immediate return to work in keeping with a management deadline.

The workers had earlier decided to resume work

pending negotiations between management and the SAAWU on the case of a company employee whose dismissal for the alleged theft of two toilet rolls triggered the strike.

At that stage they said they would go back only after the weekend.

A SAAWU spokesman stressed that the strike had been "suspended" pending talks — which will begin on Monday, and which workers have stipulated should last no more than two days.

They have also insisted that the dismissed worker be allowed to wait inside the factory while her case is reviewed.

Johnson and Johnson is one of only two East London companies to have formally recognised the SAAWU, and the strike has aroused intense interest among the city's employers.

Meanwhile, about 250 workers from the giant Car Distributors Assembly Plant in East London resumed work yesterday after a brief work-stoppage to protest against the dismissal of a colleague.

Management is negotiating on the issue with Fosatu's National Union of Motor Assembly and Rubber Workers.

nik tabled an amendment to the Fund-raising Act effectively stifling the judgment.

While legislation passed in 1978 gave the Minister authority to refuse permission to raise funds, the amendment removed the right of an organisation to appeal against his decision.

Opposition parties in Parliament attacked Dr Munnik for disregarding the legal principle of the right of appeal and claimed that the amendment made a mockery of the courts.

A prominent Johannesburg labour lawyer, reacting to yesterday's proclamation, said "The legislation, and the Minister's cynical use of it, represents the most blatant flouting of the rules of natural justice."

"It is all but impossible for a sophisticated trade union movement to develop in this country when it is prevented from becoming financially sound by ministerial decree," he added.

A senior Fosatu official told The Star that the federation condemned this "outrageous and also futile attempt" to prevent unions from stabilising and growing. "We will be consulting our affiliates and considering what steps to take in due course," he said.

Another labour lawyer said the prohibition in the gazette was "yet another example of the Government being unwilling to accept decisions made in the courts."

**200
workers
rehired**

USA

Mercury Reporter

24/10/81

want.

HULETTS Aluminium in Pietermaritzburg has rehired about 200 workers who resigned last week in order to withdraw their pension fund contributions, and according to Mr Frank Fergusson of Hulett's they probably will rehire more workers next week.

Mr Fergusson said the workers who re-applied would be chosen on a selective basis, according to who the production managers

want. ~~250~~ ~~100~~ ~~192~~ ~~184~~
About 650 workers resigned from Hulett's Aluminium last week in order to withdraw their pension fund contributions

The workers will not have to repay the lump sum of pension money they withdrew last week — but they will lose certain benefits, including an extra week's leave which some workers were eligible for before they resigned

SA's future: More strikes and turmoil

EXPRESS 25.10 87

115A

By DARYL BALFOUR

SOUTH AFRICA is facing a period of unprecedented worker unrest accompanied by possible widespread wildcat strikes and rioting.

So says the secretary-general of the Fosatu-affiliated South African Allied Workers Union (Saawu), Mr Sam Kikine, who warned that unless the Government stepped in to defuse the present situation — caused by worker dissatisfaction over recent Pension Bill proposals — the unrest could reach crisis levels.

"I see a crisis developing, with wildcat strikes and sporadic riots

"This pension issue has united workers everywhere. It is a common issue the likes of which we have never had before.

"It affects nearly every worker throughout the country and opposition to the pension proposals has now become a national issue," Mr Kikine told the Sunday Express this week.

Since August, at least 11 factories in Natal have been hit by strikes over pension fund contributions, with more than 6 000 workers downing tools.

Mr Kikine is an old-time trade unionist. A founder of the rapidly expanding Saawu, he is an articulate and perceptive man with a keen grasp of the labour movement and the problems facing workers.

As secretary-general he is in the forefront of most labour disputes and understands the motives of striking workers.

"The authorities who oppose trade unionism love to say the workers are being incited to strike. Their favourite catchwords are 'inciters' or 'agitators', but the reality of the situation is that workers don't need to be incited by outside forces.

PENSION BILL IS UNITING BLACKS IN THEIR ANGER



● Sam Kikine

.. workers united on pensions

"Poverty is what drives them

"Poverty and hunger will drive people to crime, let alone to strike," Mr Kikine said.

"The workers need their money. They're poor and have to feed and clothe their families.

"Add to that the fact that they are trying to educate their children so they won't have to follow in their footsteps as labourers and you can see the problems they have."

Mr Kikine said most workers needed their pension contributions paid back to them when they left jobs or were dismissed in order to tide them over until they regained employment.

"These people are poor. They don't have savings. They live from hand to mouth. Now they are told that when they leave a job or are fired they won't get

their pension money back.

"They have to wait until they retire.

"A worker just can't afford to have his money tied up like that," he said.

He said he saw the only way out for managements as refunding all pension contributions to workers and starting any new scheme afresh.

"Otherwise I see big trouble."

Mr Kikine warned that there were up to 100 companies in Natal alone where workers, on the verge of striking, had already approached Saawu for assistance.

University of Natal industrial sociologist David Ginsberg also feels that the present conflict could escalate.

"I think the issues that make it essential for the Black workers to have their money back are not going to go away. In which case I can't see any easy resolution of the present problems.

"We're looking at a low-wage, tenuous employment situation where workers tend to regard their pension contributions as a form of unemployment insurance.

"Most of these workers realise they could be out of a job at any time and that they will then need that lump sum to tide them over for the month, six weeks or however long it takes to find another job," he said.

"The whole problem really is the immediacy of their lives.

"They have to spend their wages as they receive them purely to remain alive. There's no leeway for savings or anything like that.

"And to the average Black worker, unemployment is a real

issue, so they need that money to live on — it's a simple life or death issue to them," he said.

But Mr Ginsberg said he could see the dilemma.

If the workers are paid out their pension contributions now, who will pay them when they reach the retirement age of 65?

He felt the only option was for the Government and employers to respond collectively to what he terms the "collective impulse of the workers."

"One of the basic rights of all people is the right to be looked after in old age and that is the State's responsibility.

"To continue to leave as critical a thing as pensions to private enterprise is ridiculous.

"What we need here is a State-sponsored pension scheme that reaches all people on an equitable basis."

Mr Ginsberg discounts present old age pensions as being insufficient — a case of too little for too few.

"I wouldn't be surprised if in the next few years we see the Black trade unions moving in that direction, using their collective powers to make demands for that sort of pension scheme," he said.

He warns too that employers may find the present pensions issue will generate other more important issues.

"The workers of today have become increasingly aware of their status and rights as workers and in the long run Black trade unions can only grow numerically and successfully in what they attain for their members.

"The union struggle will escalate in opposition to a bad system," he said.

Mr Ginsberg warned that the issue would only be resolved when the workers won the day.

They were not just going to back off.

"And it might escalate in a way employers don't anticipate."

● Natal on brink of labour volcanoes:
Page 34

CCIS denies alleged assault on unionist

DD 27/10/81 145A 329 100

GRAHAMSTOWN — Members of the Ciskei Central Intelligence Service had not assaulted a detained trade unionist and fears for his safety were groundless, according to papers filed at the Grahamstown Supreme Court.

The papers oppose an application by the detainee's father, Mr Kaizer Mzoli Mpulampula, of Mdantsane, for an interdict restraining the Ciskei police from assaulting his son, Mr Boyboy Mpulampula, who is being held under Proclamation R252 of the Ciskei.

The court has also been asked to order that the CCIS be restrained from interrogating Mr Mpulampula in any manner other than that prescribed by law, that no undue or unlawful pressure be employed and that he not be subjected to any form of unlawful duress.

A rule nisi, to serve as an interim interdict, was granted on October 2 and the case will be argued next Thursday.

Mr Kaizer Mpulampula claimed in his application that he had reason to fear

for his son's safety and health as people who had seen him in Dimbaza police cells reported that he had been assaulted and had a fit as a result.

An affidavit from a member of the South African Allied Workers' Union (Saawu), said that when he met Mr Mpulampula in the Dimbaza cells the detainee told him he had been assaulted when he was arrested on September 2.

Later, at the Mdantsane police station, he had been kicked, hit with clenched fists, had his right foot twisted while being pinned to the floor and forced to stand for hours.

Mr Gqwetha and other unionists detained said that on September 9 they saw Mr Mpulampula have a fit which left him unconscious for five minutes.

The application cited the Ciskei Minister of Justice, Mr Hammond Zolile Njokweni, and Brig-Gen Charles Sebe, who is cited in his personal capacity and as Commissioner of the Ciskei Police.

In opposing affidavits,

WO Mabandla Wellington Mbejeni said neither he nor any of the police who had arrested Mr Mpulampula assaulted him.

When he was arrested he was carrying a parcel containing pamphlets distributed by the banned African National Congress and the South African Congress of Trade Unions.

The parcel also contained a bottle of liquid which Mr Mpulampula said was medicine he required because he suffered "fits".

WO Mbejeni said Mr Mpulampula gave conflicting versions of where he had obtained the pamphlets.

Later that night just after arriving at the Mdantsane police station, Mr Mpulampula collapsed in the parking bay and appeared to have a fit.

WO Mbejeni denied that Mr Mpulampula was assaulted by anyone during the night and said the next morning his father was in the charge office where he could see his son and would have been able to observe for himself any injuries. A district

surgeon, Dr Gulam Muhamed Peer, said in an affidavit that he personally examined Mr Mpulampula on five occasions after he was detained and that he had at no stage complained of an assault, nor did he have any injuries to indicate one.

After the fit in the Dimbaza cell, Dr Peer said, he gave Mr Mpulampula anti-epileptic medication.

On October 2, after the application had been brought, he asked the detainee whether he had been assaulted and was told that he had been hit with a fist but that it was only a minor assault and "nothing serious".

A magistrate, Dr Denzil William Crossman, said he had visited Mpulampula five times before October 2 and that apart from saying once that he wanted to be released as his health was not good, had no complaints and made no representations.

The applicant was last week given until yesterday to file a replying affidavit before the case is heard on Thursday.

190 28/10/1 (182) (186) (248) (183) (145A)

EL negotiations continue

EAST LONDON — Negotiations between the South African Allied Workers' Union (Saawu) and the Johnson and Johnson management, following the strike at the plant last week, are continuing

Neither management nor the union would issue a statement yesterday

Production at the plant was normal

About 650 workers went on strike last week over the dismissal of a cleaner who was alleged to have stolen toilet rolls

At Dunlop Flooring, where about 500 workers went on strike on Thursday, demanding their pen-

sion contributions back, Mr N Yeadon, general manager of the company, said yesterday membership of the company's pension fund was a condition of employment

He said all employees were informed, on being interviewed for employment, of this condition

"The only way an employee can obtain a refund is to resign. This our employees know"

He said some operators at the factory had taken action to terminate their services in order to recover their pension contributions

Dunlop workers are to meet this morning to decide on what action to take following management's decision to start recruiting new workers to fill their places from today — DDR

Reef responds to boycott call

Star 28/10/87

30
114
145A
61
186
172

By Drew Forrest

About 1 000 traders in the Pretoria - Witwatersrand-Vereeniging area agreed recently not to stock Wilson-Rowntree products — indicating that the consumer boycott of the East London sweet company is spreading

African traders in the Transvaal were not fully drawn into the Fattis and Monis dispute two years ago and their response to the boycott call is a novel development

It is bound to strengthen demands for Wilson-Rowntree's recognition of the SA Allied Workers Union (SAAWU) and the reinstatement of 500 workers dismissed after going on strike in February this year

The president of the

Soweto Chamber of Commerce and Industries, Mr Vela Kraai, said yesterday that there had been "a good response" to the boycott call

He estimated that at least 500 Soweto traders had committed themselves to not renewing Wilson-Rowntree stocks

Earlier this month the Atteridgeville - Saulsville Chamber of Commerce, representing about 100 traders, the Mamelodi Traders Association and the 200-strong Katlehong Traders Association promised to support the boycott

A spokesman for the Transvaal Wilson-Rowntree Workers' Support Committee said that several traders in Sebokeng and Evaton, near

Vereeniging, and in Mabopane, near Pretoria, had also thrown their weight behind the boycott campaign

The campaign would "be intensified" in the coming weeks, he said, prime targets being traders in Alexandra and on the East Rand

He revealed that expressions of support had been received from the British Bakers, Food and Allied Workers Union and from the Dutch Anti-Apartheid Movement

Attempts to contact the company's management for comment on the effectiveness of the boycott failed yesterday. The Star was told that the only Wilson-Rowntree executives in a position to comment were overseas

RDM 28.10.81
Unrest at
Durban
firm over
pensions

By STEVEN FRIEDMAN

THE large Durban plant of home appliance manufacturers, Defy Industries, yesterday faced unrest from its 1 000 black workers on the pensions issue, which has sparked a wave of strikes

Union sources said workers were on strike, demanding the refund of pension money. A source close to the company said that workers had gathered in the canteen and that they were discussing demands with management

But he added "There is no strike yet. None of the workers have left the premises. The purpose of the discussions is to forestall a strike."

No refund

It is understood that management has said it cannot refund pension money

The reason, they say, is that Defy is covered by the metal industries' industrial council agreement, which does not allow individual companies to refund workers' pension money

Industrial council agreements, which lay down that workers cannot withdraw pension contributions, has been a source of unrest in other industries. Recently the Transvaal clothing industry amended its industrial agreement to allow workers to withdraw provident fund contributions without losing their jobs

Cable *Argus 28/10/78*

factory 152
260 145 187
deadlock
146 165 189
GOES ON

Argus Bureau

PORT ELIZABETH —
The deadlock between management and workers at the Aberdare Cable Factory, where about 150 workers have been on strike, is continuing.

The workers, who downed tools late on Monday, are refusing to work because of the dismissal of a colleague, it is believed.

A spokesman for the General Workers' Union, to which workers are affiliated said they would meet today to discuss the issue.

A spokesman for Aberdare Cables said management would not comment on the strike

PENSIONS

In East London, Dunlop Flooring today began recruiting staff to replace 500 workers who dismissed themselves last week when they struck after demanding that their pensions contributions be paid out.

The dismissed workers, who are represented by the South Africa Allied Workers' Union, met today to discuss the issue, but there was no decision on what action they would take

The general manager of the company, Mr N Yeadon, had told the workers it was company policy that all workers belong to the pension scheme

WELL KNOWN

'The only way an employee can obtain a refund is to resign. This our employees know,' he said

A spokesman for the company confirmed that new labour was being hired

Meanwhile, negotiations are continuing between SAAWU and Johnson and Johnson management over the dismissal of a cleaner who allegedly stole toilet rolls

RE-EXAMINED

Mr Wayne Munro, personnel director of the company, said negotiations were continuing

About 650 workers went on strike last week in sympathy with the cleaner. They suspended the strike on Friday after an agreement with management that the cleaner's case would be re-examined

Star 29/10/81 (7404) (145) (157) (197)
TWO UNIONS BYPASS COUNCIL

Two more breakthroughs have been achieved in the black trade union offensive on South Africa's industrial council system — one in the textile and the other in the engineering industry

According to the latest Fosatu Worker News, a textile industry employer body has conceded wage negotiating rights outside the industrial council to Fosatu's National Union of Textile Workers

After three-months of negotiations, the Textile and Yarn Fabric Manufac-

turers' Association (TYFMA) has conceded these rights at both plant and industry levels, Fosatu says

However, TYFMA was still insisting that the union accept the council as "an ultimate objective" This had been refused, and negotiations were continuing

And in a second important breakthrough, a committee elected under the auspices of the unregistered General Workers Union has won direct wage-negotiating rights

from an engineering firm in the Abercom group In terms of the agreement, Consani's Engineering in the Cape Peninsula recognises the right of the committee to bargain on behalf of its 600 employees

Consani's thus joins a small band of metal companies which have defied the guidelines of the powerful Steel and Engineering Industries Federation of SA (Seifsa) by agreeing to negotiate wages outside the metal industries' industrial council

DO 29/10/81 (186) (152) (145A) (183) (196) (306)

Milling workers end go-slow

EAST LONDON — A go-slow strike over wages at the KSM milling plant here came to an end yesterday with partial agreement between management and workers

There were no further developments in the two disputes between South African Allied Workers' Union (Saawu) members and Dunlop Flooring and Johnson and Johnson

The Managing Director of KSM, Mr Gordon Minkley, said yesterday that work at the plant was back to normal after two days of a go-slow strike

He said the company had negotiated with Saawu and the striking workers over a "number of issues" and that although some of the issues still had to be resolved, the workers had agreed to resume normal production

He did not reveal what was discussed, but said that the dispute had nothing to do with the transferability of pensions

However, Mr Sisa Njikelana of Saawu, who confirmed that the workers had "suspended their action", said the dispute was

mainly over wages

Mr Njikelana also said there was no change in the dispute between Saawu and Johnson and Johnson, where about 650 workers went on strike following the dismissal of a cleaner who allegedly stole toilet rolls

The workers returned to work, but negotiations between Saawu and J and J management continued

"We are still talking," Mr Njikelana said

At Dunlop Flooring, where about 500 workers, most of them Saawu mem-

bers, struck over the transferability of pensions, demanding the return of their pension contributions, and were dismissed, new workers were still being recruited yesterday

The management at the factory would not issue a statement yesterday, saying they would telex the Daily Dispatch if there were any further developments

Mr Njikelana said that as far as he knew the factory was still recruiting labour to replace the workers who had been fired — DDR

We're not illegal trade union

CT 29/10/81
145
Staff Reporter

THE Cape-based General Workers' Union has objected strongly to a misleading headline in yesterday's Cape Times which read "Firm and 'illegal' union sign accord."

The headline appeared above a report detailing an agreement signed between Consani Engineering and the workers' committee at Consani elected under the auspices of the GWU

A GWU spokesman said yesterday that the union was in no way an "illegal" body, but was an unregistered and independent trade union

The full text of the GWU's statement on the headline reads as follows

"We are in no sense an illegal organization. On the contrary, we are an open and entirely legitimate trade union under the strict and democratic control of our members. We have refused to register and instead opted to remain an unregistered trade union.

"We believe that registration removes the democratic control of the union from the hands of the workers, and vests it in the power of the registrar. We have therefore elected to remain outside the statutory framework of industrial relations created by the State.

"The fact that the Consani management has recognized the right of our workers' committee to negotiate any matters affecting them is therefore a tribute to the organization of those workers, and a vindication of our stand on democratic principles."

In a separate statement issued on Tuesday, the chairman of the Consani workers' committee, Mr Johnson Mpukumpu, congratulated the Consani management on their "willingness to reach an agreement with a democratic workers' committee, especially in the present situation of hostility to the workers' movement"

Pensions strikes: another 1000 out

By Tony Davis
Labour Reporter

Pension unrest erupted again this week in Durban as about 1000 workers at the Defy plant in Jacobs ~~downed tools~~ and demanded immediate payment of their pension contributions.

The work stoppage at Defy began on Tuesday when both shifts refused to work and management tried to reassure workers about the pension scheme.

Talks among management, the black works committee and Manpower Department officials were held yesterday.

Workers were warned that in terms of the metal industry's pension fund they were not entitled to payouts of their contributions even if they resigned.

The general secretary of the South African Allied Workers' Union (Saawu), Mr Sam Kikine, said the workers were unwilling to alter their demands on the pension issue. Saawu officials visited the plant on Tuesday to discuss the dispute with management.

At the Ensor Plastics factory in Durban, about 140 workers went on strike on Tuesday, demanding payouts.

They were warned by management to return to work yesterday morning

but refused to do so and were dismissed.

Ensor's personnel manager, Mr Geoff Woods, said workers would be selectively rehired from today.

At four Game furniture stores in Durban about 170 workers were still out on strike after a dispute earlier this month over union recognition of the Commercial, Catering and Allied Workers' Union.

The workers were demanding reinstatement as well as a commitment from management to negotiate. Only about 15 of the original workforce had returned to work, a union spokesman said.

The workforce of about 400 at Aberdare Cables in Port Elizabeth continued its strike this week in protest over the dismissal of a colleague. Workers walked out on Tuesday and at a meeting yesterday said they would stay out until their colleague was unconditionally reinstated, according to a spokesman for the Motor Assembly and Component Workers' Union.

At Dunlop Flooring in East London, where about 500 workers went on strike over pension demands, management yesterday began recruiting a new workforce. The workers were represented by Saawu.

29/10/81
200
152
180
183
145
187
187
37

Another pension strike in Durban

Labour Reporter

A STRIKE by 1 000 workers

Defy's Durban plant who are demanding the refund of their pension money entered its second day yesterday — and another pension strike in the city has been reported

The chief stumbling block in attempts to settle the Defy strike is the metal industries' pension fund, whose rules do not allow workers to withdraw contributions until they die or retire

Unionists say that this stipulation has been a key factor in other disputes around the country

Defy's general manager in the major appliances section, Mr R B Collie, said late yesterday that the company was continuing to meet workers in an attempt to settle the dispute

Sapa reports that Defy also held discussions with the Department of Manpower on ways of settling the dispute

SAAWU

Mr Collie also said management was last night due to meet Mr Sam Kikinc, general secretary of the SA Allied Workers Union (SAAWU), which claims to represent Defy workers "We are prepared to hear what he has to say," he said

According to Mr Collie, management cannot accede to workers' demands for a refund because the metal industries fund, started in 1978, does not allow it

"The only condition under which employees can withdraw contributions from that fund is if they resign or die. It is an industry-wide fund administered by a management board and it not under our control," he said

Meanwhile, Sapa reports that about 40 workers at Ensor Plastics at Prospecton, an industrial area of Durban, struck yesterday over similar pensions demands.

A spokesman for the firm, Mr C L Woods, said it was very unlikely that the striking workers would be paid out the pension contributions they were demanding

DD 30/10/81 1457

Strike: Saawu talks continue

EAST LONDON — Negotiations between the South African Allied Workers Union (Saawu) and the management of Johnson and Johnson continued yesterday following the week-long strike of workers over the dismissal of a cleaner.

Neither Saawu nor the company were prepared to issue a statement yesterday other than to say the

issue which led to the strike had not yet been resolved

At Dunlop Flooring, where about 500 workers were fired last week after striking in demand for the return of their pension contributions, attempts to establish from management how the recruitment of new workers was progressing proved unsuccessful — DDR

Pension rows keep two Natal strikes going

RDM 30/10/81
157 200 145A 128
157 200 145A 128
157 200 145A 128
157 200 145A 128

THE Defy Industries plant near Durban remained shut for the third day yesterday as 900 striking workers remained deadlocked with management over disputes on the refund of pension contributions

And at the nearby Reckitt and Colman factory in Mōbeni, about 400 workers struck for a second day in support of demands for a refund on their pension contribution, sources said

While the new wave of strikes over the controversial pensions issue again threatens to endanger labour relations in Natal, there was however, no sign of unrest at either plant

Mr Ron Collie, general manager of major appliances at Defy, said the factory remained at a standstill during negotiations with worker representatives

"We have no power to change the provisions laid down in the regulations governing pension

funds, nor do we have the option of transferring these contributions to a trust fund, as was the case at some other factories," Mr Collie said

"The SA Allied Workers' Union (Saawu) has approached us and talks are continuing. Our policy is to maintain dialogue and to avoid confrontation," Mr Collie said

Sources at Reckitts said about 400 workers who downed tools on Wednesday continued strike action yesterday in support of demands for a refund of pension contributions

At Ensor Plastics in Prospecton, police were called to disperse about 150 striking workers protesting over pension refunds

The firm's accountant, Mr C L Woods, said the workers were asked to collect their pay and if they had not returned to work by yesterday they would have to consider themselves dismissed

"Workers are coming in dribs and drabs, and so far we have re-employed about 35," Mr Woods said — Sapa

1977/152 745X 30/10/77
 Pension Row
 By Tony Davis

Labour Reporter

There was no production again yesterday at the Defy Industries plant in Durban as about 1000 workers continued their pension strike.

The black workforce downed tools on Tuesday demanding pay-out of pension contributions. They were told that under pension fund conditions their contributions would be held until they turned 65.

There is a possibility that management may negotiate with the Fosatu-affiliated Metal and Allied Workers Union and the South African Allied Workers Union (Saawu).

Talks have been held with a works committee, and Defy's managing director, Mr Ron Collicott, who might be future meetings with the unions to resolve the dispute.

Talks were held again

yesterday at the Johnson and Johnson plant in East London where workers are demanding reinstatement of a sacked colleague.

The pension unrest had also spread to another Durban firm — Reckitt and Colman, where 400 were reportedly on strike.

Ensor Plastics in Durban started to engage a new workforce after about 140 workers were dismissed after refusing to work until they received their pension contributions.

At the Aberdare Cable plant in Port Elizabeth about 400 workers were warned to return to work or face dismissal. They are demanding that a recently dismissed colleague be reinstated.

Also in Port Elizabeth yesterday the case against 59 former workers was postponed until next month. They were appearing in court a second time under the Unlawful Assemblies Act.

DD 31/10/81
Full production
soon Dunlop

EAST LONDON The Dunlop Flooring factory, at which about 500 workers are regarded as having "resigned" after downing tools in a demand for the return of their pension contributions, would be back to full production on Wednesday, the general manager of the company, Mr N Yeadon, said yesterday

Mr Yeadon said the response to the recruitment of new workers, which began on Wednesday, had been good and that production in certain sections had begun in the meantime

Meanwhile the workers held a mass meeting yesterday and have decided to send a letter to the head office of the company in Durban as well as to other trade unions setting out what happened at the factory

The workers, who numbered about 450, said they would not be applying for reinstatement at Dunlop but wanted their jobs back unconditionally as well as the return of their pension contributions

Mr Yeadon said of the recruitment "We realise

that a number of our employees did not join the walkout willingly and although we sympathise with them and would consider their re-employment, it will be extremely difficult to do this after the new replacements, who are looking forward to joining the company, have started on Wednesday"

The workers yesterday said they could not understand why they had not been allowed to withdraw their pension money because this had been allowed at several other firms in the area without the workers losing their jobs

They also condemned the Dunlop management decision to recruit labour through the Ciskei Manpower Centre in Mdantsane which they said was an agency for the sale of labour

The company explained it was decided to conduct the recruitment at Mdantsane because of the large number of work seekers involved who could be saved the inconvenience of travelling costs and waiting time — DDR

Defy issues ultimatum on pension strike

201 3/10/87
139 145A
Labour Reporter

THE 1 000 striking workers at Defy's Durban plant have been given an ultimatum to return to work on Monday morning or lose their jobs.

But at the same time, Defy has said it will take up their demand for the withdrawal of their pension contributions with the Steel and Engineering Industries Federation.

It will suggest the fund's rules be changed to allow withdrawals by workers.

The workers have been on strike since early this week

Yesterday informed sources suggested that the impasse at the company would prompt employers like Defy to press for a change in the fund's rules, which allow withdrawal of workers' contributions only on their death or retirement.

They argue that the fund's rules make it impossible for disputes with individual companies on the pension issue to be settled and that, until the rules are changed, worker demands to withdraw money are destined to end in deadlock — and to prove costly to both sides.

A Defy spokesman said yesterday the dispute was "non-negotiable".

"We are prevented by the fund's rules from meeting the workers' request and there is therefore nothing to negotiate."

He said workers had been told that, if they did not return by Monday, they would have "dismissed themselves".

The spokesman said, however, that Defy had undertaken to "make representations" to Seifsa in an attempt to win a change in the rules which would enable their request to withdraw contributions to be met.

It is likely that suggestions for a change in the rules will enjoy the support of other metal industry firms.

Sweet' n sour as traders join boycott

By Tony Davis
Labour Reporter

The Wilson Rowntree dispute has been going on for nine months and shows no sign of abating as the boycott campaign spreads in the Transvaal.

An estimated 1000 traders in the PWV area have agreed not to sell Wilson-Rowntree products in response to the growing boycott campaign.

In Soweto alone about 500 shopkeepers have agreed not to renew their stocks of sweets from Wilson-Rowntree.

A benefit concert for dismissed Wilson-Rowntree workers was held recently at the Uni-

versity of the Witwatersrand

But the cause of the actual dispute that eventually sparked the boycott campaign in May is not generally known.

Early in February three workers at the Wilson-Rowntree plant in East London were dismissed after they refused to repair machinery, a job they claimed they were not trained to do.

Ninety workers downed tools and demanded that their colleagues be reinstated. They too were dismissed after management said they had "dismissed themselves" for refusing to do work.

The dispute then began

to snowball as more and more workers at the plant downed tools and demanded reinstatement of their dismissed colleagues.

About 500 workers were dismissed over the month of February.

The South African Allied Workers Union (Saawu), which represented a number of the workers, failed in trying to bring management to negotiations and in early March the union telexed the parent firm — Rowntree MacIntosh — protesting against the dismissals.

However, the protest was unsuccessful and Saawu asked British unions to lend support and put pressure on the parent company.

The dispute also saw violence as police dispersed sacked workers who gathered in front of the factory gates. Some people appeared in court on charges of assaulting other workers.

Both Mr Donald Baroon, chairman of Rowntree MacIntosh, and Mr Steve Scheepers, of the Sweet Workers Union at the factory, blamed Saawu for the unrest.

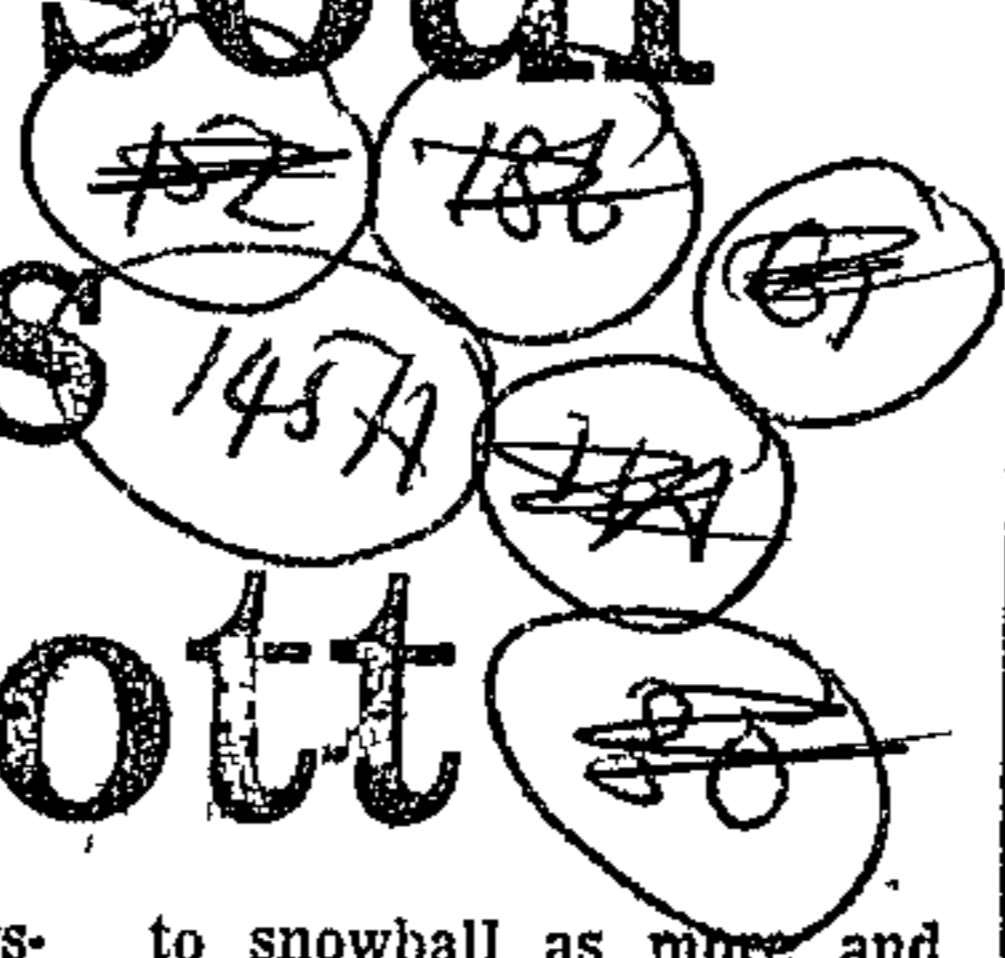
VIOLENCE

In March Saawu announced the start of the nationwide boycott campaign and Wilson-Rowntree executives flew to London to discuss the dispute with their superiors.

In response to claims that Saawu was guilty of intimidation of workers and other forms of violence, the union's general secretary, Mr Sam Kikine, said Saawu believed in consultation and not violence.

He blamed management for being unwilling to hold talks with Saawu.

Boycotts are certainly not new to the townships — from the red meat boycott in the Cape, the bus boycott in Lebowa and the nationwide Fatti and Moni boycott campaign — and organisers of the Wilson-Rowntree boycott see a sweets boycott as an easier campaign to initiate as sweets are not staple foods.



1400 get
work of 1400
sack' 150
ultimatum

By Tony Davis
Labour Reporter

Monday is "D-Day" for about 1400 workers at two factories in Durban unless they return to work they will be dismissed

The black workforce of 1000 at the Defy plant in Jacobs, Durban, stopped work earlier this week after demanding the return of their pension contributions

But after three lost days of production Defy has warned them to return to their jobs on Monday or face dismissal

Defy's general manager, Mr Ron Collie, said pension fund contributions were preserved until 65.

HALTED

He said talks were being held with unions, and representations would be made to Seifsa about the workers' demands.

Production of goods such as airconditioning units, electric stoves and ovens has been halted by the pension dispute

Beckett and Colman's eight factories at Mobeni were hit on Wednesday by work stoppages by about 400 workers who have also demanded pension pay-outs.

Managing director Mr D Dunsire, said the workers mistrusted pending Government pension legislation and under pension fund rules they could only obtain their contributions by resigning.

ARRESTS

Less than half the workforce were still at their jobs yesterday and police had arrested some intimidators, Mr Dunsire said. Workers had been given until Monday to return.

There apparently is no major union presence at the complex, although the South African Allied Workers Union (Saawu) has some members.

Johnson and Johnson management in East London is meeting Saawu officials in a dispute over a worker's dismissal. Workers involved in a pension dispute at Huletts Aluminium in Maritzburg are reported to have been dismissed.

Dunlop strike: 500 await reply on pensions

Argus Bureau

EAST LONDON — The 500 workers at Dunlop Flooring here who dismissed themselves nearly 10 days ago when they struck after demanding that their pensions be paid, are still awaiting a reply to a letter they sent to Dunlop management.

In the letter the workers demanded that their pension contributions be paid and that they be unconditionally re-employed.

Management, however, has been recruiting new labour and the general manager, Mr N Yeadon, said production would be back to normal by Wednesday.

STILL WAITING

A spokesman for the South African Allied Workers' Union, which represents the workers, said they would not offer themselves for re-employment until their pensions had been paid out.

The workers were still awaiting a reply to their letter and would hold a meeting on Wednesday to discuss further action, the spokesman said.

Referring to the recruitment Mr Yeadon said: "We realise that a number of our employees did not join the walkout willingly."

SYMPATHISE

"And although we sympathise with them and would consider their re-employment, it will be extremely difficult to do this after the new replacements have started on Wednesday."

At Johnson and Johnson, where 650 workers suspended a strike after they received an ultimatum from management to return to work or be regarded as having resigned, negotiations between SAAWU and management continued today.

Workers struck after a cleaner was dismissed for allegedly stealing toilet rolls. They agreed to suspend the strike while the cleaner's case was being re-examined.

Police disperse 1 300 strikers

Argus 3/11/81

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~~145A~~ ~~799~~

Argus Correspondent

DURBAN — Police, including a riot squad, and dog handlers ordered about 1 300 workers, dismissed yesterday after four days of striking from the Defy plant and surrounding area here today.

The workers were dismissed at close of shift yesterday after they failed to return to work.

The general manager of the Defy major appliances division, Mr Ron Collie, said that no workers had come forward to receive money due to them.

'We advised them yesterday that their pay for last week, accumulated holiday pay and accumulated holiday bonus was available at our pay office

RESTRAINT

Mr Collie said he believed the police had acted with the greatest restraint.

'They did not resort to violence and were dispersing the workers only because it was illegal for them to be gathered there,' he said.

Police with loud hailers told the workers they had five minutes to disperse. When they failed to do so the dog-handlers moved in.

Workers scattered and assembled in small groups about half a kilometre from the Defy plant.

Mr Collie said the recruitment offices would be opened from this afternoon and priority would be given to workers with experience with Defy.

BROKE DOWN

Mr Sam Kikine, general secretary of the South African Allied Workers Union (SAAWU) said talks with Defy management had broken down

yesterday when they refused to guarantee the workers' pension fund money would be returned.

All of the workers will refuse the money due to them until management agrees to their demands. 'The pension money is theirs and they are entitled to it,' he said.

● From Port Elizabeth The Argus Bureau reports that the strike at Aberdeen Cables spread yesterday while the entire work force at another company — Hide Trading Corporation — also downed tools.

Killer blaze wrecks Gqweta home

DD 3/11/81

EAST LONDON — The home of the parents of Mr Thozamile Gqweta, the president of Saawa, burnt to the ground, killing his uncle and seriously burning his mother.

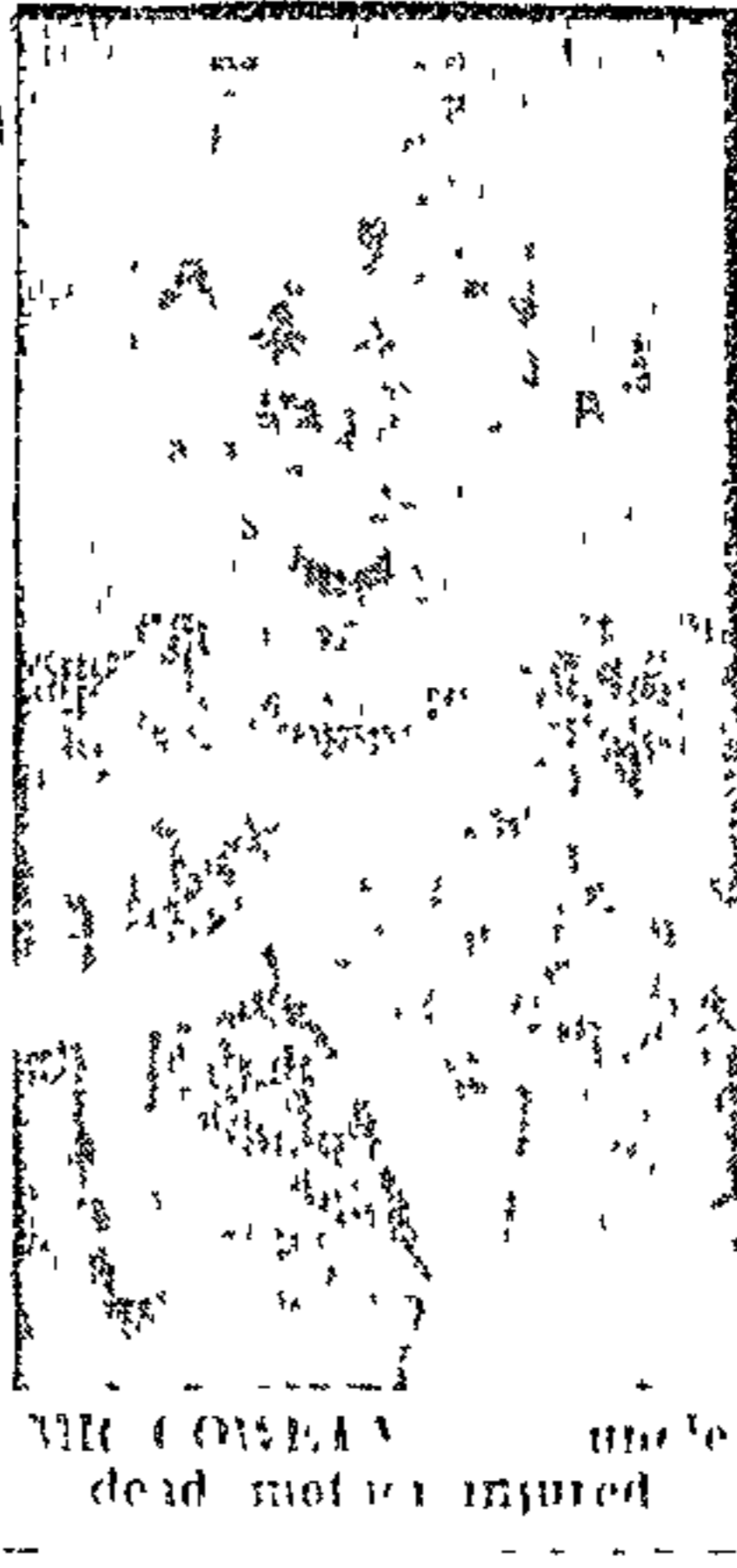
Mr Gqweta said the house, which is in Peelson near King William's Town, was destroyed in the blaze which occurred at about midnight on Saturday.

He said his uncle, Mr King Gqweta, was burnt to death and his mother, Mrs Nombana Elsie Gqweta, was admitted to Grey Hospital in King William's Town with serious burns. She was later transferred to Frere Hospital.

A spokesman at Frere Hospital said no one with the name of Gqweta had been admitted but that a Mrs Nomentile Meki 60 had been transferred from Grey Hospital on Sunday with serious burns.

A spokesman for the Zwelitsha police said yesterday evening the files were locked up and he could not check up on the case until today.

Mr Gqweta said his uncle would be buried on Sunday — DDR



MR GQWETA's uncle dead, mother injured

Sebe told to stay out of labour issues

003/11/81

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EAST LONDON — Mr Thozamile Gqweta, the president of the South African Allied Workers Union (Saawu), has called on Major-General Charles Sebe, the head of the Ciskei Central Intelligence Services to stay out of labour matters.

He was commenting on a speech at the weekend in which General Sebe said the strike at the Dunlop Flooring factory, in which 500 workers lost their jobs, was initiated by Saawu.

General Sebe said Saawu had told the workers that they should be given back their pensions because when the Ciskei became independent the Ciskei Government would gain possession and control of the money. Mr Gqweta said it was "absolute rubbish" to say Saawu

had initiated the pensions issue. He said labour unrest over pensions was being felt throughout the country, among non-Saawu factories and even unorganised factories.

"The Dunlop strike was never initiated by Saawu members. Non-union members were in the forefront because union members do not want to give management an excuse to victimise them."

"Many of the workers came to Saawu after the strike and we tried to organise them where we could."

Mr Gqweta asked why General Sebe had so much to say on the subject of labour because "where does a policeman feature in the whole labour scene?"

Mr Gqweta said the problem with strikes such as the one at Dunlop was that management refused to speak with the elected union of the workers or even to the workers themselves.

Management won't even discuss the issue — its only means of communication with the workers is to leave a message on the noticeboard. What options does it leave the workers?"

Mr Gqweta said it was clear from General Sebe's version of the Dunlop strike that he was protecting the employers. "Why has he not asked the workers what happened?"

Spokesmen for management were unavailable for comment yesterday evening — DDR

UDM 3/11/81

We'll sack strikers, says Defy

MORE than 1 300 black workers at the Defy plant in Durban were threatened with dismissal yesterday unless they resumed work

Mr Ron Collie, general manager of the Defy major appliance division, said yesterday the workers had entered the fourth day of production stoppage and would be paid off if they did not go back to work

He said the company had cancelled a meeting yesterday with the unregistered South African Allied Workers Union (Saawu), which is representing the workers

'We are too busy with our problems here,' he said

Mr Collie said Defy would be taking on new workers from today

'We have no power to meet the workers' demands to alter the regulations governing pension funds,' he said

Meanwhile, the entire black labour force at Croda SA in Prospecton near Durban, downed tools because of dissatisfaction with their pension fund

Saawu members were to meet Croda management yesterday to discuss the demands of about 30 workers - Sapa

Charles Sebe ~~is~~ takes a

swing SO WETAW at 3/11/81 Saawu ~~is~~

WORKERS at the Dunlop factory in East London went on strike recently because they were told they would not receive their pensions after the Ciskei became independent, according to a senior Ciskei official.

The head of the Ciskei Central Intelligence services, Major-General Sebe, was addressing a high school gathering at the weekend after a pre-independence celebration at Tshatshu near King Williams Town

In a copy of his speech released in Pretoria, he accused members of the SA Allied Workers Union employed at the factory of initiating the strike



SEBE. Ciskei reveals fallacy.

"What is interesting is that these people demanded all the workers should be given back their pension contributions because they said when Ciskei became independent the Government would gain possession and control of this money

They said this knowing full well that this is a fallacy of the first order. They know that no Government,

whether Ciskeian or South African, is legally entitled to pension money meant for the benefit of the workers in their later years in life"

General Sebe said the sole aim of some SAAWU members was to cause chaos in the country regardless of whether this resulted in people going hungry or destitute when they lost their means of making a living

"They know that this will result in the intimidation and terrorising of those who want to go to work, as in the Dunlop case thus bring instability to the country

"Meanwhile hundreds of families will be going hungry, and this is exactly what communism thrives on," he said — Sapa

DD 4/11/81
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Sebe: labour is CCIS priority

KING WILLIAM'S TOWN
— It was a display of ignorance to tell the Ciskei Central Intelligence Services (CCIS) to stay out of labour matters the Director General of State Security, Major-General Charles Sebe, said yesterday

He was reacting to a statement by Mr Thozamile Gqweta, president of the South African Allied Workers' Union (Saawu) in which Mr Gqweta had asked where a policeman featured in the whole labour scene Mr Gqweta had been reacting to an accusation by General Sebe that Saawu members had initiated a recent strike at the Dunlop factory in East London by telling workers the Ciskei would gain control of their pension money after independence

"He does not have his priorities straight" General Sebe said yesterday

"He forgets my work is to maintain law and order and the integrity and stability of the state

"He does not realise that labour is one of the priorities of this organisation (the CCIS), because labour is one of the targets of the communists as was stated by Engels and Trotsky the founders of communism"

He wanted to warn the people of Mdantsane against infiltration by communist elements through the labour front. General Sebe said

"We have to probe into labour. We know what happened at Dunlop. We had to acquaint ourselves with that subject," General Sebe said — DDR

EAST LONDON — A productivity-linked wage agreement between the South African Allied Workers Union (Saawu) and Chloride SA has led to a positive trend in productivity improvements according to a joint Saawu-management statement

The statement, which was issued yesterday, said that in order to maintain and build on the achievements to date, permanent productivity teams were to be formed at the shop-floor level, involving both worker representatives and front-line supervision

The managing director of Chloride which was the first company in East London to recognise the unregistered Saawu, Mr Don Scarle, said yesterday he saw this as real and positive evidence that both parties were trying to build up the relationship — "not by the one trying to control or coerce the other, but by recognising each other's independence and acknowledging that each party has responsibilities as well as rights"

Explaining the origin of the productivity agreement, the statement said "When Saawu and Chloride entered into a recognition agreement a year ago we declared our mutual commitment not only to industrial justice and peace

Productivity pact leads to positive trend

DD 4/11/81
145A

but to productivity and growth

"From the outset we stressed the importance of relationship-building which means we acknowledge and recognise each other as independent parties who each have a part to play in developing the worker-management relationship, through the continued processes of negotiation, consultation and communication

The statement said that when the parties met for their first collective bargaining session on wages they reached agreement not only on new rates but also on a scheme for quarterly reviews based on productivity improvements. The first wage increase in terms of this scheme had now been granted

There was minimal improvement in the initial stage in the first quarter, the statement said but a joint task force comprising management and worker representatives was formed in the second quarter to recognise and discuss mutual issues. During this latter period productivity improvements

became evident and a very positive trend has been maintained

"Not only Saawu full-time officials but the workers central executive committee at the Chloride factory have been fully involved in implementing the productivity-linked wage improvement plan, together with supervision and management

Mr Scarle said that unless a relationship was based on mutual respect and trust it was useless to talk of joint commitment to increased productivity. The factory manager of Chloride in East London, Mr Ron Bartlett added

We are particularly pleased with the part played by our front line supervisors and managers in getting the plan to work and look forward to building on the improving relationship in the factory

Mr Sisa Nkkelana, the vice-president of Saawu said "We do not think it is necessary to add to the joint statement. Labour relations are going through a difficult period and the workers in this area still face a long struggle"
DDR

Thursday, November 5, 1981

RDM 5/11/81 (145A)

Wage accord boosts firm's productivity

RST
AB
AE

By STEVEN FRIEDMAN

AN UNUSUAL wage agreement — linked to worker productivity — between an East London battery company and an unregistered trade union, has boosted productivity at the company substantially.

A joint statement by Chloride (SA) and the unregistered SA Allied Workers Union yesterday spelled out the terms of the agreement and the company's managing director Mr Don Searle, hailed it as an example of how unions and management could co-operate on productivity if there was 'mutual trust' between them.

Chloride was the first company in East London to recognise Saawu which refuses to register with the Government.

Most East London employers have resisted recognising the union, which they claim is bent on confrontation.

Chloride's co-operation with Saawu on productivity is thus likely to prompt intense interest among employers.

The joint statement said that when Chloride and Saawu met to negotiate wages they reached agreement not only on wage rates but on 'a scheme for quarterly (wage) reviews based on productivity improvements.

The first wage increase in terms of the scheme had just been granted.

'Task force'

In the first quarter after the agreement was signed productivity improvements had been minimal.

However a "joint task force" of management and worker representatives had then been set up in the second quarter to discuss productivity issues.

'During this latter period productivity improvements became evident and a very positive trend has been maintained' the state-

ment said.

It added that when Chloride had recognised Saawu a year ago, the two parties had declared their mutual commitment not only to industrial justice and peace but to productivity and growth.

'We stressed the importance of relationship building which means we acknowledge and recognise each other as independent parties who each have a part to play in developing the worker-management relationship through the continued process of negotiation, consultation and communication.'

Mr Searle said he saw the productivity agreement as 'real and positive evidence that both parties were trying to build up the relationship.

Saawu's vice-president, Mr Sisa Njikalana, said he did not wish to add to the joint statement.

'Workers in this area still face a long struggle' he said.

Dunlop says worker return building up

DD 5/11/81

(Handwritten: 165A)

EAST LONDON — The number of people returning to work at the Dunlop Flooring factory here was "building up", the general manager, Mr N Yeadon, said yesterday

About 500 workers at the factory downed tools on October 22 in demand for the return of their pension money Management at the factory said the workers were regarded as having terminated their employment because they had elected to leave the factory after company policy had been explained to them

In a statement yesterday Mr Yeadon said "The number of people coming back to work is building up and recruitment of new employees is proceeding to replace people who have resigned to get a refund of their pension fund contribution"

Mr Yeadon said Dunlop

Flooring had operated a pension fund for black workers for 15 years and had no intention of abandoning the fund

"There was no need for this strike in the first place", Mr Yeadon said

"The Preservation of Pensions Bill will not become operative until 1985 and even then the registrar may exempt a pension fund from this and other provisions of the Act for those members of the fund who are citizens of a foreign country, if they return to the country of which they are citizens

"This will apply after December 4 this year to all Ciskeians working for us and living at Mdantsane — almost our entire labour force", he said

Mr Yeadon referred to a Daily Dispatch report earlier this week on a Ciskeian denial that the Ciskei Government would in-

terfere with the pension accumulation of its citizens

He said the report had indicated that the Ciskeian Government felt strongly that the provision of these benefits was vital, and interference by outside elements had misled workers to the extent that many of them were losing their means of support

Mr Yeadon said Dunlop Flooring believed in the provision of the pension fund for its workers "Workers who do not want this are at liberty not to work for us New employees will be required to join the company's pension fund," he said

In line with the rules of the pension fund, Dunlop Flooring would refund contributions of any employee who had resigned six months after the employee had left the company's service, he said —
DDR

Rescuer tells of blaze at Gqweta home

DD 5/11/81

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~~354~~ ~~115~~

FAST LONDON — A tribeswoman, Mrs N Dyanti, of Peulton near here, described how she kicked open a locked door to rescue a neighbour, Mrs N Gqweta from a blazing inferno at the weekend

The blaze seriously burnt Mrs Gqweta, the mother of the president of the South African Allied Workers Union (Saawu), Mr Thozamile Gqweta and killed his uncle, Mr King Gqweta

Mrs Dyanti said she was woken up at midnight by her son, Mr Boyisana Dyanti, who told her there was a fire next door

I jumped out of bed in my nightie and went out to investigate "she said

"I saw flames coming out of the windows. I tried to open the door but it was locked and I had to kick it open. Hot smoke came out scorching my body and I had to retreat for a while

"I crouched inside and tried to pull Mrs Gqweta by her clothes but they were burnt and I then dragged her out by her legs "she said

"Had I known Mr Gqweta

was there as well I might have saved his life as well"

She said she had raised an alarm. By the time people arrived all the belongings in the house were burnt out and nothing could be salvaged

Mr Nowandile Meti, sister of the man who was burnt to death, said she had gone there to visit Mrs Gqweta. She said the prime remains of the body were discovered the following morning

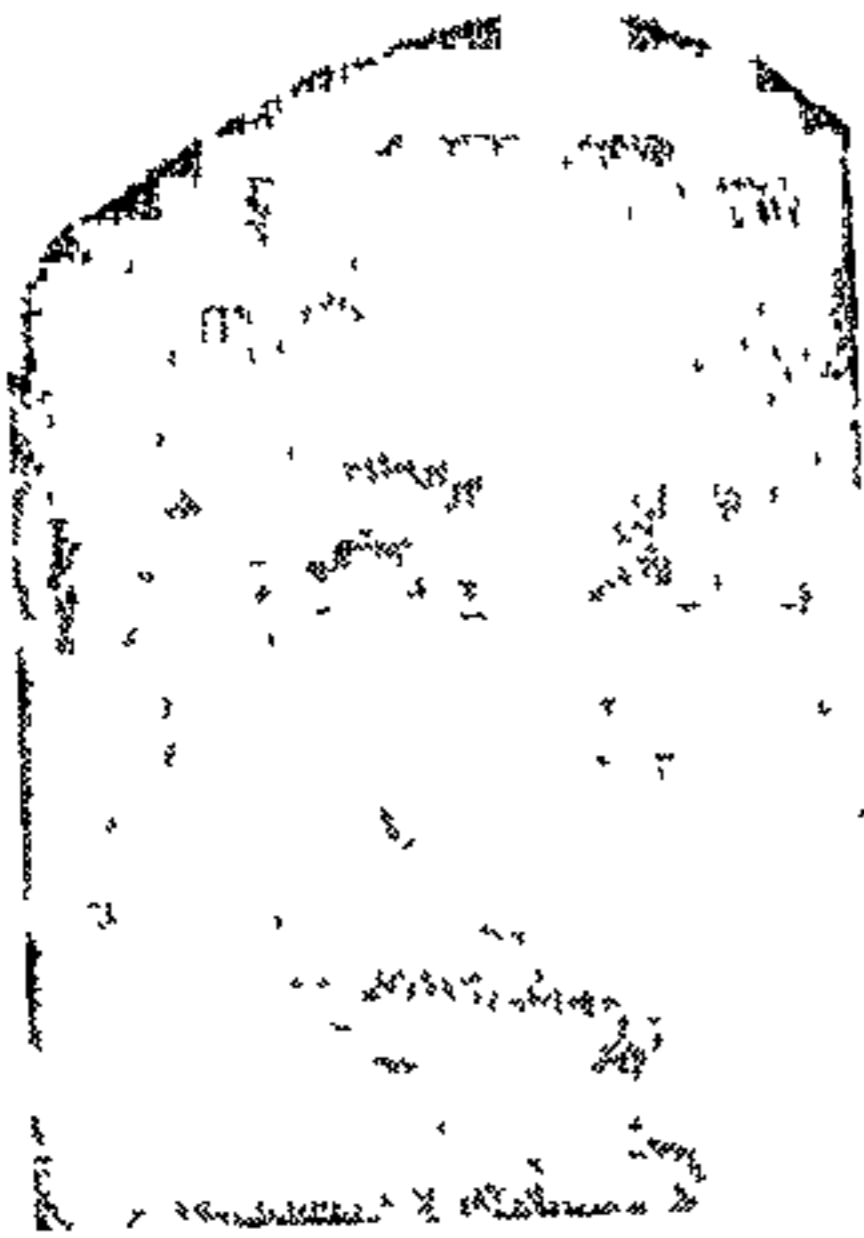
The remains of the body was taken away by the police. Mr Gqweta will be buried at his home on Sunday

Police are still investigating the incident but at this stage no foul play is suspected, according to Major W Brown the public relations officer for the

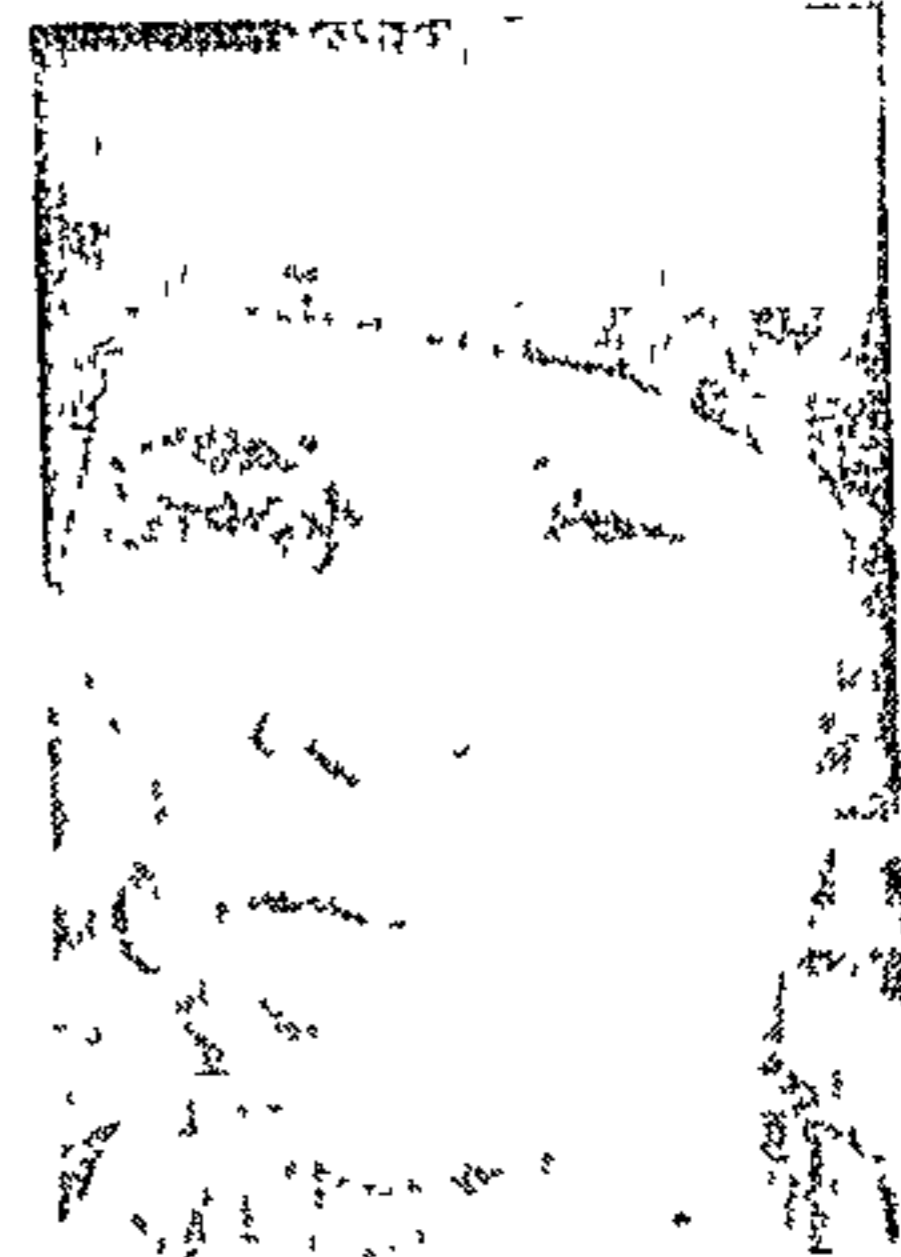
police in the Border

He said the dead man had been identified as Mr King Ntlangeni Meti

He said police suspected that the fire started from within the hut — DDR



MR DYANTI raised alarm



MRS DYANTI kicked door

More workers paid off after pension disputes

Mercury Reporter

ABOUT 120 workers from Chicks Scrap Metals at Mobezi in Durban were paid off yesterday after a dispute with management over union representation and pension funds.

The workers downed tools on Tuesday after the management had dismissed the South African Allied Workers' Union's representative at the factory.

According to the general secretary of the union, M. Sam Kikine, workers demanded the reinstatement of the representative union, recognition and immediate repayment of their pension fund money.

Mr. A. K. Sayer, managing director of Chicks Scrap Metals, spoke to workers yesterday morning and told them that the skills they have are important to our business and would be hard to replace.

Dismissed

But he told them, 'those of the workers who had not started work by 8 a.m. would have to be considered by management to have voluntarily dismissed themselves.'

Mr. Sayer said, 'Unfortunately the workers decided not to commence work and 90 percent of the workforce accepted their wage envelopes.'

He said the employment office had been opened yesterday afternoon and 'it would appear that a great majority of our previous employees will be re-engaged.'

Forty-four workers from the Zinkwazi Caravan Park near Stanger who went on strike after the management fired two workers on Saturday appeared in a Stanger Court yesterday on charges of trespassing.

Mr. H. Q. Achtzehn, the general manager of the caravan park, said he had discharged all the striking workers on Saturday but they had refused to leave the premises.

Deadline

'I called the police in who issued a final deadline to the workers that if they had not left the premises by Tuesday they would be arrested for trespassing.'

'The workers still would not leave so they were taken into police custody where they remained until they appeared in court yesterday, he said.'

The public prosecutor, Mrs. N. [unclear] said, 'The workers had appeared briefly in court when their trial was postponed until November 20.'

They were remanded on a warning and released from custody, she said.

Meanwhile at Jacobs in Durban yesterday the Defy Industries plant was still closed six days after 1200 workers downed tools after a dispute with the management over pension funds.

Registered

Mr. Ron Collie, general manager of the Defy major appliances division, said yesterday 500 of the workers who had been dismissed on Monday had registered for re-employment.

He said if the company re-employed 100-200 workers in the next few days they would be able to re-open the plant, but this depended on the exact composition of the workforce.

The re-employment of 500 workers was dismissed by Mr. Kikine as 'propaganda'.

He said he had been out to the factory and the only workers there were the 40 he had sent to see what was happening.

DD 6/11/81, (145A)
**Gqweta's
mother dies
from burns**

EAST LONDON — Mrs Nomentile Elsie Gqweta, the mother of Mr Thozamile Gqweta, the president of the South African Allied Workers Union (Saawu), died in Frere Hospital yesterday.

Mrs Gqweta died of injuries sustained in a fire which destroyed her house in the Peelton location near King William's Town on Saturday. Her brother, Mr King Gqweta, died in the blaze.

Mr Thozamile Gqweta said yesterday his mother had died at 11 am. She was moved from Grey Hospital in King William's Town to Frere Hospital on Sunday suffering from serious burns.

Mr Gqweta said his mother would be buried with his uncle at Peelton on Sunday — DDR

om happy workforce?

k^{back} to normal

A. B. G. P. R. 4
6/11/81
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Mercury Reporter

DURBAN returned to normal yesterday after a week's spate of work stoppages involving more than 2 500 workers

At Chicks Scrap Metals in Moberi Mr A K Saver said the company had re-employed about 90 percent of the 120 workers who had been paid off on Thursday

He said he had gone down to the factory during the day and the workers were 'full of smiles and waves, so we seem to have a happy workforce'

The workers downed tools on Tuesday after they claimed the management had dismissed unfairly their union representative

They had also demanded immediate repayment of their pension money

Mr Saver said he had informed the workers that it was company policy to make sure their pension money was not misused and had guaranteed that should anyone resign they would be paid out

Although recruiting of workers who had been dismissed on Monday continued at Defy Industries plant in Jacobs, Mr Ron Collie, general manager of the major appliances division, said it was going fairly slowly

'Quite a lot of our previous workers have re-applied and the total number of people at the factory including the small number who did not participate in the strike is 600' he said

Pension fund strikers slowly return to their jobs

The plant has been closed since Wednesday last week when about 1 200 workers downed tools after a dispute with management over pension funds

Mr Collie said there was a small amount of operating going on in the plant but it would not be able to re-open fully yet as the workforce was not enough to operate all sections

He reiterated that it was impossible for the company to pay out the workers' pension contributions as these were controlled by the Steel and Engineering Industries Federation of South Africa

'One of our senior executives has discussed the workers concern with federation executives and there has been a lot of con-

cern about the pension fund expressed by other members' Mr Collie said

The 700 workers from Reckitt and Colman at Moberi returned to work on Monday after they had been involved in a dispute with management over pension funds

The entire workforce of Croda S A at Prospecton — about 30 men — who downed tools on Monday after management refused to pay out their pension money returned to work the next day

At the Pinetown textile factory of Ninian Lester near Pinetown about 500 workers returned to work on Tuesday after a one day stoppage when management refused their demand for a wage increase

Police use teargas to disperse workers

N. MERCURY

7/11/81

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Mercury Reporter
POLICE used teargas to disperse about 400 workers from the Saiccor mill at Umhomas on the South Coast after they downed tools yesterday over a pension fund dispute.

The workers, some of whom had been working since midnight, stopped work at 6 a.m. yesterday and gathered outside the factory where they were told management would address them at 11 a.m.

Police in riot gear accompanied by dogs arrived about 1 p.m. and then management representatives addressed the assembled workers.

Refusal

The workers sent two representatives to talk to Mr G. W. Tainton, the managing director of the rayon-pulp mill.

They returned with Mr Tainton's refusal to pay their pension money, 'unless they resigned'.

An ultimatum was issued by the police and management that the workers either to return to work or go home.

As the workers were slowly dispersing the police formed up and tear gas was fired into large groups of workers.

The majority of workers

then turned to run down the road and police rolled tear gas canisters at small groups who had not followed them.

Workers told the Mercury that all they wanted was their pension money and then they would return to work.

'After all it's our money,' they said, 'so all we're asking for is to be given what belongs to us.'

Mr Tainton claimed later that the majority of his workers wanted to return to work but they were being 'stirred up by agitators'.

During the day the Mercury had seen no evidence of agitation and all the workers spoken to had understood the pension fund issue.

A number of workers said although the proposed pension Bill was only to be introduced in 1985, they did not trust the Government.

'I signed forms relating to my pension when I joined the firm which set down rules relating to it,' a worker said, 'surely then if the rules are to be changed I should have been consulted.'

In the morning workers stopped and bounced cars. They said they were checking for workers from other shifts.

At Rheem S.A. in Isipingo about half the workforce —

involving about 75 men — also stopped work yesterday demanding their pension fund contributions. All but about 20 workers had returned by a deadline that had been set.

At Defy Industries plant in Jacobs all the workers clocked in yesterday after an agreement was reached between management and the South African Allied Workers Union.

The plant had been closed since Tuesday last week after about 1 200 workers downed tools.

Membership

Mr Ron Collie, general manager of the major appliance division, had said the firm was unable to pay out the workers' pension contributions because they were tied by membership to the Steel and Engineering Industries Federation of South Africa, who administered the fund.

He said arrangements had been made with the union to commence discussions directly with the federation.

Workers' grievances would be conveyed to the various authorities.

Mr Sam Kihine, the general secretary of the union, said they had accepted Defy's assurance that no victimisation would take place.

Gqweta calms

DD 9/11/81

crowd

at ~~366~~ ~~145~~ ~~145A~~ ~~182~~ ~~186~~

funeral

PEELTON — The president of the South African Allied Workers Union, Mr Thozamile Gqweta, calmed an angry crowd at the funeral of his mother and uncle here yesterday.

The crowd was milling around members of the Ciskei security police and protesting against the arrest of one of the mourners.

The crowd had surged forward to try to release Mr Butinyana Tokota from their custody.

The incident occurred during the funeral service of Mrs Nontamba Elsie Gqweta and Mr King Gqweta.

The service was attended by thousands of mourners, including some from Johannesburg, Port Elizabeth, Grahamstown, Durban and Bloemfontein.

Mourners from Mdantsane and East London came in a fleet of vehicles to pay their last tribute.

Mrs Gqweta and Mr Gqweta were burnt to death when their house here was destroyed by fire last week.

Messages of condolence read at the funeral included some from the management of factories and firms in East London, all expressing sympathy with Mr Thozamile Gqweta and members of his family.

Mr Tokota said he borrowed a pen from a friend and was writing a message on the palm of his hand when the security police came forward and tried to take him to a car. He protested and wanted to know why he was being taken away.

He said the security police paid no heed and dragged him into the car. This drew the attention of the mourners who became angry and surged forward, milling around the security men demanding to know why they were taking Mr Tokota away.

Mr Gqweta left his seat as chief mourner to plead with the crowd to be calm. They responded immediately and Mr Tokota was released from the custody of the security police.

The security police left when the mourners left the cemetery — DDR

DD 9/11/81

Woman shot in Mdantsane claims union

EAST LONDON — A woman was said to have been shot dead in Mdantsane yesterday afternoon

The branch chairman of the South African Allied Workers' Union (Saawu), Mr Eric Mntonga, said the incident happened after mourners returned from the Peulton funeral of Mr Thozamile Gqweta's mother and uncle

Mr Gqweta is the president of Saawu

Mr Mntonga said workers had reported to him that as they got off the buses singing, police appeared in Land Rovers

"The workers were ordered to disperse and when they did not do so, the police opened fire and the workers ran away

"I was told that the workers fought back with bottles and stones and that about five or six were arrested"

He said he did not know the name of the woman who had been shot, but his information was that she was a worker at an East London factory

Mr Dan Mrwebi told a Daily Dispatch reporter that while he was waiting for a bus at the Zone ten bus stop, he saw a girl hit by bullets

He said the girl was not part of the crowd of unionists who had alighted from the bus singing trade union songs

Mr Mrwebi said he had not been part of the sing-

ing crowd either. He was returning from the Saule shopping complex when the shooting started

"I do not know how I and other people were missed by the bullets. Some went past my ears and I was very frightened. I did not know what to do but just stood there"

Another eye-witness, who declined to reveal his name, said that as the mourners walked towards the bus stops for the feeder services to various units, they were singing trade union songs, holding up clenched fists and shouting "amandla"

He said one man was arrested as they went past a police contingent that had been watching the scene. The workers protested and shots were fired

The Daily Dispatch was unable to get confirmation of a death from the authorities at Cecilia Makiwane Hospital last night

A policeman at the Mdantsane police station refused to comment. He said the station commander would be available today — DDR

Funeral report, page 11

Pension

ROWS go on

N. M. G. 10/11/81 ~~1981~~ ~~1981~~

No respite for firms after Govt scrapping of Bill

Mercury Reporter

PENSION fund disputes still continued in Natal yesterday in spite of the Government's scrapping of the proposed Pensions Bill

Four hundred and fifty workers from Ilco homes in Isipingo were fired and about 800 from the Saiccor mill in Umkomaas still had not returned to work after disputes over pensions

The Registrar of Financial Institutions, Mr Naas Van Staden and the Director General of Manpower, Mr Jaap Cilliers, announced on Friday that the Preservation of Pension Interests Bill was not being pursued

The managing director of Ilco homes, Mr A C Demmers, said that yesterday morning the entire labour force — about 150 workers — at their Isipingo site had stopped work and demanded repayment of their pension money

Dismissed

'If they start getting stupid like that there is nothing left to do but to fire them all'

'We gave them 30 minutes to get back to work refusing even to discuss the issue, and then when this had passed we dismissed them all,' he said

Mr Sam Kikine, the general secretary of the South African Allied Workers Union (Saawu), said Ilco management had agreed to reinstate certain of the workers but workers demanded unconditional reinstatement

Workers at the Saiccor rayon-pulp mill at Umkomaas, who downed tools on Friday after the management had refused to pay out their pension contributions, had not returned to work yesterday

Outside

The workers yesterday again sat outside the factory demanding their pension contributions. The management told them to come back today for their decision

Mr O W Tanton, the managing director, could not be contacted yesterday. The Mercury was told he was in

conference all day

Trade unions contacted yesterday by the Mercury said although they welcomed the Government's decision to scrap the Pensions Bill, the labour unrest would not cease

Mr Kikine representing Saawu's 25 affiliate unions said the withdrawal of the Bill would not solve the pension problem

Avoided

'Already we have had problems with both the building and steel industries who still have a preservation clause in their pension schemes

A spokesman for the General Workers Union said they strongly welcomed the withdrawal of the Pensions Bill, but had the Government paid attention to the early warning of the unions the labour unrest would have been avoided

'The Government's failure to consult with the workers' leaders has led to an unprecedented wave of strikes and cost the jobs of thousands of workers

The general secretary of the National Federation of Workers, Mr Mathews Oliphant said this should serve as a lesson to the Government that workers should be consulted on any legislation that would affect them

Ultimatum by Trade Unions: Ciskei Police

News 10/11/81

Argus Bureau

EAST LONDON — Three trade unions here have called on the South African authorities to discipline the Ciskei police or face disastrous consequences.

The South African Allied Workers' Union,

the African Food and Cannery Workers Union, local branch, and the General Workers' Union warned in a statement that the situation in East London is heading for a major confrontation.

The unions were reacting to the reported shoot-

ing at workers by Ciskei police in Mdantsane on Sunday. A woman was reported to have been shot dead when police opened fire on workers returning from the funeral of Mr Thozamile Gqwela's mother and uncle Mr Gqwela is the

national president of SAAWU. Major-General Charles Sebe, head of the Ciskei Central Intelligence Services, today refused to comment on the shooting. 'You can report on it in full when the case is heard in court',

Asked whether people

had been arrested, General Sebe again refused to comment. In the statement the unions said they had often pointed out that legislative reforms and progressive initiatives by management were severely undermined by the constant tension and harassment of the

workers' leaders. 'We must warn authorities that the situation in East London is heading for a major confrontation and if the South African authorities do not intercede and discipline the Ciskei authorities the consequences will be disastrous. Whether they like it or

not the South African authorities are forced to recognise the tension generated by the deep-seated opposition to the forthcoming Ciskei independence.

The South African Government must recognise that the power base of the workers rests in their

organisation in the factories in East London and if the South African Government wishes to avoid full-scale confrontation in the factory, they would do better to control the Ciskei authorities than to uphold the myth of independence.

PO 10/11/81 (145A) (150) (152) (153)

Sebe: 150 screened for Dunlop

EAST LONDON — More than 150 workseekers had been screened by the Ciskei Central Intelligence Services staff and sent to the Dunlop factory here yesterday, the Director General of the CCIS, Major General Charles Sebe, said yesterday

He said the workseekers had been responding to a call by the Ciskei Minister of Agriculture and Forestry, the Reverend W M Xaba, who urged unemployed people to apply at CCIS offices to fill 250

vacancies at the factory. The vacancies had been created following a strike over pensions at the factory two weeks ago.

Asked why the Ciskei Government had involved itself in "sorting out" workers, he said they had learnt that after the strike at Wilson-Rowntree many workers who lost their jobs there had been employed at Card Distributors Assembly (CDA).

"This employment of these people had been done by management who were not aware that these people had lost their jobs over a strike," he said.

"What followed this was another strike at CDA and some industrialists have come to realise the need for screening in this volatile situation."

His department was committed to 'eliminating this element' by working

with industrialists in ensuring a healthy atmosphere in local factories.

Asked whether this would not have negative reaction from other countries when it was known that workers had to go through an intelligence office to get jobs in factories, he said "This is not what we are pressing for but in cases where there have been disturbances and work stoppages we are using this system as a short term solution."

"It depends on the willingness of industrialists to cooperate with us in stamping out this evil."

Mi Sisa Njikelana the vice-president of Saavu, yesterday described the statements by Mi Xaba and General Sebe as "remarkable."

He asked "What happened to the Ciskei Man-

power Development Centre through which management was trying to recruit workers? Has it failed dismally?

"Moreover how does the intelligence service of a country function as an employment bureau?"

He said that those workers who had applied for jobs through the CCIS only indicated to other workers that they still had a great task to educate those who were still in the dark — those who did not realise that the "so called Ciskei government is hopelessly trying to implement a strike breaking strategy for Dunlop Flooring workers."

"How can a government which serves and protects the interests of the employers be able to serve and protect the interests of the workers as well?" - DDR

Security

chief tells why

star 10/11/81
ETL

job seekers were screened

1457A

EAST LONDON — More than 150 job seekers had been screened by the Ciskei Central Intelligence Services and sent to the Dunlop factory in East London yesterday.

The chief of the CICS, General Charles Sebe, said the job seekers had been responding to a call by the Ciskei Agricultural Ministry urging unemployed

people to apply for 250 vacancies at the factory.

These had occurred after a strike over pensions two weeks ago.

Asked why the Ciskei Government had involved itself in "sorting out" workers, General Sebe said he had learned that after the strike at Wilson-Rowntree, many workers

sacked had taken jobs at Car Distributors' Assembly.

"Management was unaware that these people had lost their jobs over a strike," he said.

"What followed was a strike at CDA. Now industrialists realise the need for screening prospective workers. His department is committed to 'eliminating' this element by working with industrialists in ensuring a healthy atmosphere in local factories.

Asked whether this would not bring negative reaction from other countries when it was known that workers had to go through an intelligence office to get jobs in factories, he said: "This is

not what we are pressing for, but in cases where there have been disturbances and work stoppages we are using this system as a short term solution.

"It depends on the willingness of industrialists to co-operate with us in stamping out this evil."

Mr Sisa Njikelana, the vice-president of SAAWU,

yesterday asked: "What happened to the Ciskei Manpower Development Centre through which management was trying to recruit workers?"

"How can a government which serves and protects the interests of the employers be able to serve and protect the interests of the workers as well?" — Sapa

145A

Shooting marks new stage in relations-unions

DD 10/11/81

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EAST LONDON — The reporting of an alleged shooting involving workers returning from the Gqweta family funeral on Sunday marked a new and sinister stage in the relations between workers and the Ciskei authorities three trade unions said in a joint statement yesterday

The statement issued by the South African Allied Workers' Union, the General Workers' Union and the African Food and Canning Workers' Union local branch said the unions had constantly pointed out that legislative reforms and progressive initiatives by management were severely undermined by the constant detention and harassment of the workers' leaders

"These reforms are rendered absolutely meaning-

less when workers are wantonly shot at by the police — workers who in this instance were returning from mourning the violent death of the mother and the uncle of one of their most respected leaders

"We should also point out that the shooting was preceded by the most flagrant provocation of the mourners by senior Ciskei policemen at the funeral itself

"We must warn authorities that the situation in East London is heading for a major confrontation and if the South African authorities do not intercede and discipline the Ciskei authorities the consequences will be disastrous Whether they like it or not the South African authorities are forced to recog-

nise the tension generated by the deep-seated opposition to the forthcoming Ciskei independence

"In the context of this general tension the Ciskei authorities are now taking on the unions in the most vicious way possible The South African Government must recognise that the power base of the workers rests in their organisation in the factories in East London and if the South African Government wishes to avoid full-scale confrontation in the factories they would do better to control the Ciskei authorities than to uphold the myth of independence

"Should the South African Government fail to do this their complicity in the reign of terror in the Ciskei will be there for all to see" — DDR

RDM 10/11/81 (145A) (277)

Tensions rise after Ciskei police shooting

By STEVEN FRIEDMAN

SIMMERING tensions between the soon-to-be-independent Ciskei Government and trade unions reached boiling point over the weekend when Ciskeian police opened fire on a crowd of workers in Mdantsane township near East London, killing one and wounding several others, according to eye-witnesses.

The workers were returning from the King William's Town funeral of the mother and uncle of the president of the SA Allied Workers' Union, Mr Thozamile Gqweta. The two died when their house caught fire.

The head of the Ciskeian Central Intelligence Service, Major-General Charles Sebe, refused to comment on the shootings.

And, in another development likely to increase tensions, the Ciskeian authorities announced they had actively begun recruiting workers to replace strikers fired from the Dunlop Flooring factory in East London.

The Ciskei is due to become independent on December 4.

The authorities in Ciskei have increased action against unionists as independence nears and unionists warn of growing worker tension in the area.

Gathered

Our East London correspondent reports that about 5 000 workers gathered near King William's Town on Sunday for the Gqweta funeral. Ciskei security police under a senior CCIS officer arrived and attempted to arrest a worker.

The mourners then began "manhandling" the officer. Mr Gqweta intervened and calmed the crowd.

At the end of the funeral, workers boarded buses and travelled back to Mdantsane, which is just outside East London but officially part of Ciskei.

According to eye-witnesses, workers alighted from the buses with raised clenched fists singing union songs. They were met by Ciskeian police who ordered them to disperse.

They refused and police opened fire. One young woman worker was killed and several other people injured in the hail of bullets, they said.

Maj-Gen Sebe said he was not prepared to comment, except to deny that several people had been injured. Asked if he was denying that one person had been killed, he again refused to comment.

Tensions

Hospital sources confirmed the death of one woman, but did not reveal her name. Workers, however, identified her as Miss Diliswa Raxiso.

Tensions have also been raised by a weekend statement by Ciskei's Minister of Agriculture, the Rev W M Xaba, inviting 250 workers to apply for jobs vacated when about 500 workers at Dunlop Flooring were sacked after a recent strike.

He congratulated Dunlop on its stand against "evil righteousness" and urged workers to apply at the Ciskei Central Intelligence Service offices.

Three East London unions, SAAWU, the General Workers' Union and African Food and Canning Workers' Union, last night issued a statement on the shooting.

They said it marked "a new sinister stage in relations between workers and the State in South Africa" and added that reforms of labour law and "progressive management initiatives" were being "severely undermined by continued police harassment of workers".

• See Page 11

Shooting of woman boosts tensions in the Ciskei

By Drew Forrest

A woman was shot dead on Sunday after Ciskeian police allegedly opened fire on a group of trade unionists in the township of Mdantsane, outside East London.

The unionists were gathered at the Mdantsane bus terminus after returning from the funeral of the mother and uncle of the SA Allied Workers Union president, Mr Thozamile Gqweta.

According to eyewitness reports the singing slogan chanting workers refused to disperse when ordered to do so, and protested when a policeman tried to arrest one of them.

Police allegedly opened fire killing a woman. Her name was given by SAAWU as Mrs Delany Roxiso, a union supporter who had attended the funeral.

The head of the Ciskei Central Intelligence Service, Major-General Charles Sebe, would not confirm the incident yesterday. He also refused to comment on SAAWU claims that at least five of the mourners had been

shot. In a joint statement yesterday the SAAWU, the African Food and Carnage Workers Union and the General Workers Union said the alleged shooting marked a "new and sinister stage" in relations between workers and the Ciskei authorities.

"We must warn that the situation in East London is heading for a major confrontation."

The unions also state that "deep-seated opposition" to the impending independence of the Ciskei — due to be formalised on December 4 — had sparked tension. "In the context of this general tension, the Ciskei authorities are taking on unions in the most vicious way possible," they state.

The death of Mrs Roxiso is the latest in a tragic sequence of events beginning with a fire which gutted the Peleton home of Mr Gqweta's mother and uncle on the night of November 1.

Both died of burns sustained in the blaze which SAAWU claims was caused by a firebomb in May this year, firebombs were thrown at the house of SAAWU vice-president, Mr Sisa Njikelana.

A South African Police spokesman said arson was not suspected.

DD 10/11/81 ~~153~~ (153) ~~154~~ (154) ~~155~~ (155) ~~156~~ (156) ~~157~~ (157)

Natal Unrest Goes on despite bill being ditched

DURBAN — Pensions fund disputes still continued in Natal yesterday in spite of the government scrapping of the proposed Pensions Bill.

A total of 450 workers from ~~Iron Homes in Isipingo~~ were fired and about 800 workers from the ~~Saarcor mill~~ in Umkomaas still had not returned to work after ~~strikes~~ over pensions.

The registrar of Financial Institutions, Mr Vaas van Staden and the Director-General of Manpower, Mr Jack Chliers announced on Friday that the President of the Pension Interests Bill would not proceed.

The bill had triggered off countrywide labour unrest with workers demanding the refunding of pension contributions — with Natal being the worst hit.

The managing director of Iico Homes, Mr A. C. Demmers, said yesterday the whole of the labour force — about 450 workers — at their Isipingo site had stopped work and demanded repayment of their pension money.

"If they start getting stupid like that there is nothing left to do but to fire them all."

"We gave them 30 minutes to get back to work refusing even to discuss the issue and then when it is handed passed we dismissed them all," he said.

Mr Sam Kikine of the South African Allied Workers Union (Saawu), said Iico management had agreed to reinstate certain of the workers but workers demanded unconditional reinstatement.

At the Saarcor rayon-pulp mill at Umkomaas, the workers, who downed tools on Friday after the management had refused to pay out their pension contribution, had not returned to work yesterday.

The workers yesterday again sat outside the factory demanding their pension contributions. Management told them to come back today for its decision.

Mr O. W. Taintor, the managing director, could not be contacted yesterday.

Trade unions contacted yesterday said although they welcome the government's decision to scrap the Pensions Bill the labour unrest would not cease.

Mr Kikine representing Saawu's 25 affiliate unions said the withdrawal of the bill would not solve the pension problem.

"Already we have had problems with both the building and steel industries who still have a preservation clause in their pension schemes."

A spokesman for the General Workers Union said the strikers welcomed the withdrawal of the Pension Bill but had the government paid attention to the early warning of the unions the labour unrest would have been avoided.

In the event of the government's failure to consult with the workers' leaders, it has led to an unprecedented wave of strikes that cost the jobs of thousands of workers.

The general secretary of the National Federation of Workers, Mr. M. M. Oshanti said this should serve as a lesson to the government that workers should be consulted on any legislation that will affect them.

"But it will not stop workers demanding their pension contributions as it has highlighted certain issues involving pension funds."

"Workers are eager to know where their pension money is going to and are demanding to be represented on existing pension schemes," he said.

Mr B. E. Khurao, general secretary of the Black Allied Workers Union saw the dropping of the Pensions Bill as a sign of "growing up on the part of the government" — DDC

UK campaign to support Rowntree boycott

LONDON A campaign in support of the sacked Wilson Rowntree workers in East London could lead to a boycott of the mother company's products in Britain.

A spokesman for the Anti-Apartheid Movement which has launched the campaign said in London: "We are putting a lot of pressure on Rowntree

Wickinosh management in York to force them to side with the South African workers and tell their South African subsidiary to ~~stop~~ Re-instating all the workers who have been fired.

- End the harassment of these workers and
- Allow them to join the trade union of their choice

The spokesman said several meetings had already been held with the mother company management and with senior trade union officials.

"We have also had a successful public protest meeting and plan more before the end of the year. If the Rowntree management's attitude does not

change to support the South African workers we will hold a major campaign meeting in York after Christmas.

"This meeting could lead to a call for a total boycott of Rowntree products here."

He said the campaign was hotting up and attracting a lot of support.

and I could become a major issue in Britain.

Anti-apartheid spokesmen confirmed they had sent messages to a weekend congress meeting of the workers in East London expressing their solidarity and saying a nation wide boycott of Rowntree Maccintosh's products was being actively considered."

194 1458 177

EL black workers stay away

Argus Bureau

EAST LONDON —The entire black work force at Hodgetts Timbers here, who lost their jobs after striking had not returned to work today, the managing director, Mr L van Zijl said

The 98 workers lost their jobs yesterday after refusing to go back to work after a dispute with management over bonuses.

Yesterday Mr van Zijl said new labour would be recruited today. He refused to disclose whether new labour was being hired.

A spokesman for the South African Allied Workers' Union, which represents some of the workers, said none of the workers had approached the union yet. The strike was being investigated.

Mr van Zijl said workers had walked out after a dispute about a wage increase implemented on October 29.

Strikers

drop

demands

Argus Bureau

EAST LONDON — Striking Dunlop Flooring workers here have dropped their demand that their pension contributions be paid out before they return to their jobs.

But they are still insisting on the unconditional re-employment of all 500 workers who downed tools more than two weeks ago after their pension demands were refused by management.

A South African Allied Workers' Union spokesman said workers had agreed to withdraw their pension demand as the Pension Preservation Bill had been scrapped.

Mr N Yeadon, general manager of Dunlop, said applications for re-employment would be considered for vacancies which existed when the applications were received.

Yesterday Mr Yeadon met a four-man delegation of the ex-employees to explain the position to them.

12/5 (145A)

Argus Bureau

Ciskei: Warning on 'reign of terror'

11/11/81
1057
145A

By TONY WEAVER

THE three major trade unions operating in Ciskei have challenged the South African Government to intervene and end the "reign of terror" of the ruling Sebe brothers.

They said the Ciskeian authorities were "taking on the unions in the most vicious way possible", and warned that unless the South African Government intervened to curb the growing power of the Ciskeian police, South African authorities would be directly implicated in the "reign of terror".

The statement - released jointly yesterday by the South African Allied Workers' Union, (Saawu), the General Workers' Union (GWU) and the local branch of the African Food and Canning Workers' Union (AFCWU) - follows the alleged killing of a 20-year-old woman by a Ciskeian paramilitary unit on Sunday.

The head of the Ciskeian National Intelligence Service, Major General Charles Sebe, said last night that he was not prepared to release details of the shooting.

"There is no special reason for this - there are things that are classified as news, and in our organization we have decided not to classify this as news."

One of mourners

Miss Deliswe "Sweetness" Roxiso of Zone 5A Mdantsane, was one of a crowd of over 3 000 mourners who had attended the funeral of the mother and uncle of Mr Thozamile Gqweta, Saawu national president.

As mourners alighted from buses at the Highway bus terminus in Mdantsane, singing trade union songs and giving clenched fist salutes, a van-load of para-military men warned them to disperse.

Eye-witnesses say that at least eight more vans arrived on the scene and five workers were arrested.

"When we told the police to release the five people, they just opened fire on us and they killed Sweetness," one member of Saawu said. He said he heard at least six shots fired.

"People were terrified and began to run in all directions. Some of us tried to fight back with bottles and sticks, but it was no use because we were fighting against guns."

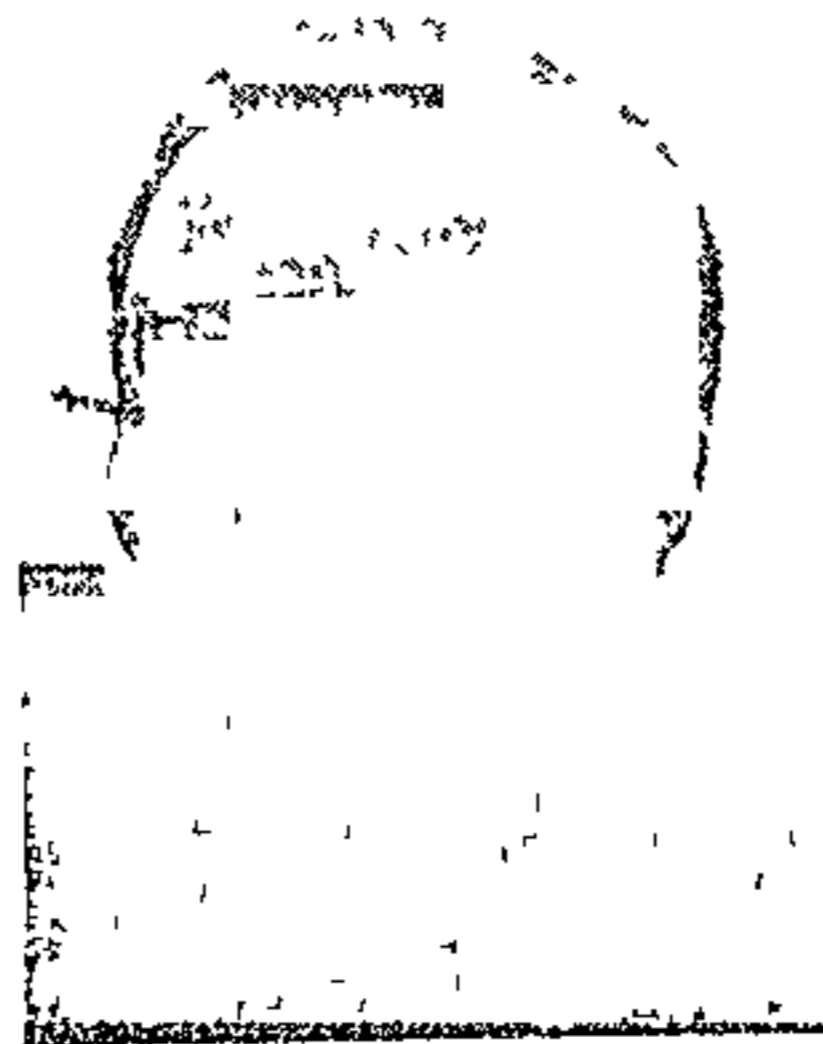
"Things are very heavy be-

tween the Ciskei and the workers, but it is going to get worse," he said.

Senior members of the Ciskeian Central Intelligence Service had earlier tried to arrest a man at the funeral. When mourners gathered around the policemen and demanded his release, Mr Gqweta climbed on the back of a truck and spoke to them, defusing the situation.

Mr and Mrs Gqweta were burnt to death last week when their hut was set alight. Reacting to allegations that the fire was the work of the Ciskeian National Intelligence Service, Major General Sebe said "It would be naive of me to say we did not do it. If any allegations are made, they should be taken up with the Supreme Court."

He said Saawu was a "so-called" trade union acting as a "front for a subversive organization." He would not specify which organization he meant, "as they can choose for themselves which



General Charles Sebe

subversive organization they wish to be a front for."

In yesterday's statement, the three unions said the shooting marked "a sinister new stage in relations between the workers and the State in South Africa."

"We have constantly pointed out that legislative reforms and progressive initiatives by management are severely undermined by detentions and police harassment of the workers' leaders."

The unions said the "wanton" police action on Sunday had rendered these reforms "absolutely meaningless."

Spokesmen for the Department of Co-operation and Development could not be reached for comment last night.

'Don't you know Sam, this is SB'

SAM KIKINE, general-secretary of the 80 000-strong South African Allied Workers' Union says he is the victim of a campaign of "continual harassment and psychological intimidation".

The accusation follows a telephone conversation yesterday between Mr Kikine and a reporter on the Daily News in Durban which was interrupted by a man claiming to be from the Security Police.

The reporter was about to put down the telephone after speaking to Mr Kikine when a third person coughed. Mr Kikine asked who was there and a man replied, "Don't you know, Sam? This is Security Police, Cape Town."

An angry Mr Kikine said that at least once a day for the past year something similar has happened while he had been on the telephone.

"It can't always just be crossed lines. Sometimes the person impersonates one of my colleagues, giving wrong information or asking questions."

"There are two voices I recognise. About 2-1/2 weeks ago one of the voices telephoned me and said there was a bomb on our premises in Victoria Street."

The head of the Security Branch at Port Natal, Brigadier J. R. van der Hoven, yesterday denied any knowledge of these accusations.

"As far as the telephone interruption is concerned, I think it is a physical impossibility."

Brig Van der Hoven said he could not say whether SAAWU's telephone was bugged, but said that in accordance with the Post Office Act it was not illegal to do so in South Africa.

A spokesman for the Post Office's investigative section said he would look

into the matter.

Mr Kikine said that he noticed yesterday one of the doors to his offices had been forced.

"I am not sure who did it or if anything has been taken. I have not had a chance to assess that yet."

He said it was the third time this year his offices had been broken into. "In September files and receipt books for SAAWU and two affiliates disappeared."

Mr Kikine said pamphlets warning workers against SAAWU had been distributed in East London recently and signed by the "Free Democratic Trade Union Council".

"Such a council does not exist and we trade unionists suspect it is a front for Security Police."

"The pamphlet mentions myself and a couple of other trade unionists."

"It says we are not to be trusted and that I have a couple of businesses on the side, which is a laugh. I live in a shack," he said.

Ex-Dunlop employees told hiring conditions

DD 11/1/81

1453 1453 1453

EAST LONDON — The general manager of Dunlop Flooring, Mr N Yeadon, told ex-employees of the company yesterday that the company could only consider applications for re-employment for vacancies that still existed when the applications were made

Mr Yeadon said in a press statement released to the Daily Dispatch yesterday afternoon that, on the request of ex-employees who had terminated their services and had not yet applied for re-engagement, he agreed to see a delegation of four of the ex-employees

It was made clear, said Mr Yeadon, that he was seeing them as representatives of ex-employees

Although they had indicated that they were prepared to withdraw the demand for the refund of pension contributions, they had included in their demands the unconditional re-employment of all those involved

As a large number of the workers who were involved had already been re-employed and a number of new people had been engaged, Mr Yeadon said he had made it quite clear that the company could only consider applications for re-employment for vacancies that still existed when the applications were made

Mr Yeadon said the delegation agreed that the conditions of employment had been fully explained to the ex-workers on

numerous occasions prior to their termination of employment. With the scrapping of pension preservation, the company pension fund, which had already been in operation for 15 years, would continue as before, and the company conditions of employment would remain unchanged

Mr Yeadon again expressed his regret for those people who he said had been misled by irresponsible elements and who would now, together with their families, have to suffer hardship

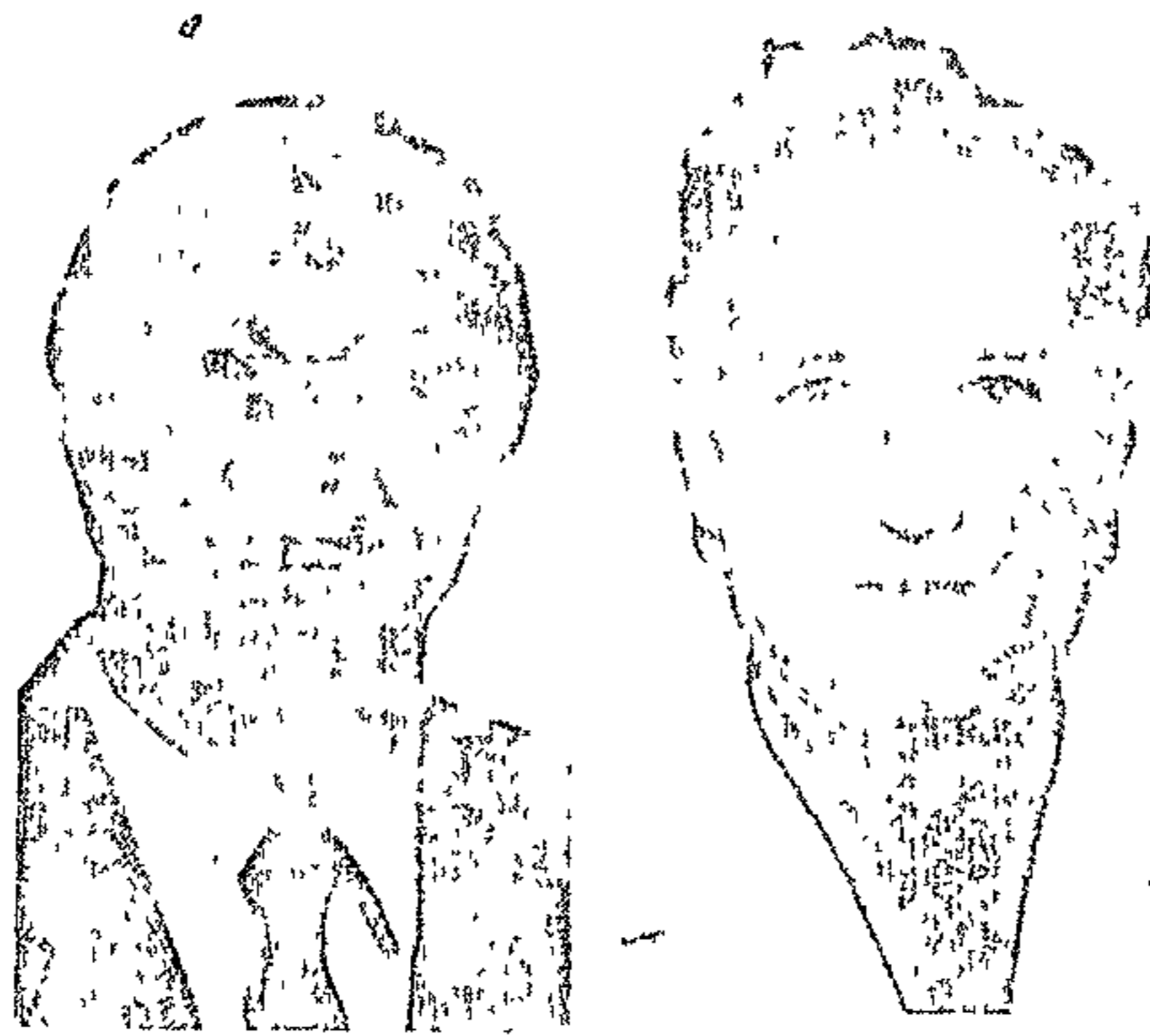
He wondered whether those who supported the action, which he described as shortsighted and irresponsible, were now prepared to support in other ways, those who remained jobless — DDR

Labour:

DD 11/11/31

appeals for calm

EAST LONDON — Appeals for calm and co-operation in labour relations were made by two civic leaders here yesterday.



MR SPRING

MR CARD

Both the Mayor of East London Mr Errol Spring and the chairman of the city council's industrial portfolio Mr Donald Card called for an easing of tensions and labour stability.

They were approached after police were reported to have confronted mourners returning from the funeral of the mother and uncle of Mr Thozamile Gqweta, the President of the South African Allied Workers Union (SAWU).

A woman was reported to have died after shots were fired.

The appeals follow an announcement by the Ciskei Government that labour was being recruited for an East London factor through its intelligence service.

Mr Spring said black labour was in a transition period of organising itself and there was bound to be instability.

I would appeal to employers and employees to approach and view this period with responsibility and circumspection. The last thing we can afford now is a conflict.

Mr Spring said it was inevitable that the Ciskei Government would take an interest in labour as the majority of the workers lived in the Ciskei.

"This calls for closer co-operation between organised commerce and in

Renegotiate agreements call by union

145A

789

RZ

260

N. MERCURY 12/11/81

'Significant' management-labour talks

Mercury Reporter

THE pension agreement of the Steel and Engineering Industries Federation had been made with 'ja, baas' trade unions and would have to be renegotiated, the South African Allied Workers Union's general secretary, Mr Sam Kikine, told the federation's director, Mr Sam van Coller

Mr van Coller said yester-

day that he and Mr Kikine had had a 'constructive' meeting in Durban

Mr van Coller flew down from Johannesburg for the meeting after Mr Kikine responded to Seifsa's request for all trade unions involved in their industries to meet them

It was a step regarded by union officials as a 'significant breakthrough' in work-

er-management relations

The meeting followed a 10-day stoppage by 1 200 workers from the Defy Industries plant at Jacobs in Durban over the preservation clause in Seifsa's pension scheme agreement

The workers had demanded repayment of their pension contributions. The management had repeatedly said it was impossible for them to pay out the pension money as they were tied by their membership to Seifsa.

Workers returned to work on Friday last week after the management had arranged for the union, who represent the workers, to commence discussions directly with Seifsa

Mr van Coller said. 'We were perfectly happy to listen to what Mr Kikine had to say about the pension fund'

He said during the Defy Industries strike he had spoken to Mr Kikine and that the meeting could be seen partially as an outcome of the agreement reached between Defy management and the union

'We also listened to complaints Mr Kikine had about certain member companies

'But I am not able to initiate any changes as I am only a director of Seifsa. Changes to the pensions fund can only take place after a decision by the board,' he said

Mr Kikine claimed that during the meeting Mr van Coller had agreed to change the preservation clause but would not commit himself to a date for that change as it would be subject to a report back to the Seifsa board

Mr Kikine said they had discussed police intervention at work stoppages which Mr van Coller had agreed to discuss with member companies

Ciskei, union reject appeal by Card

DD12/11/81 105 (145A)

EAST LONDON — Both the Ciskei Government and the South African Allied Workers Union (Saawu) have rejected a call by Mr Donald Card chairman of the East London city council's industrial portfolio that they "bury the hatchet"

Mr Card was commenting on labour unrest in the area and the mounting tension between Ciskei and the unions. He said everyone in the region would have to work together to make sure the people of the region had jobs and that it was time the unions and the Ciskei Government buried the hatchet.

Major-General Charles Sebe, director-general of state security in the Ciskei, said his government would not negotiate with Saawu because it was not a trade union.

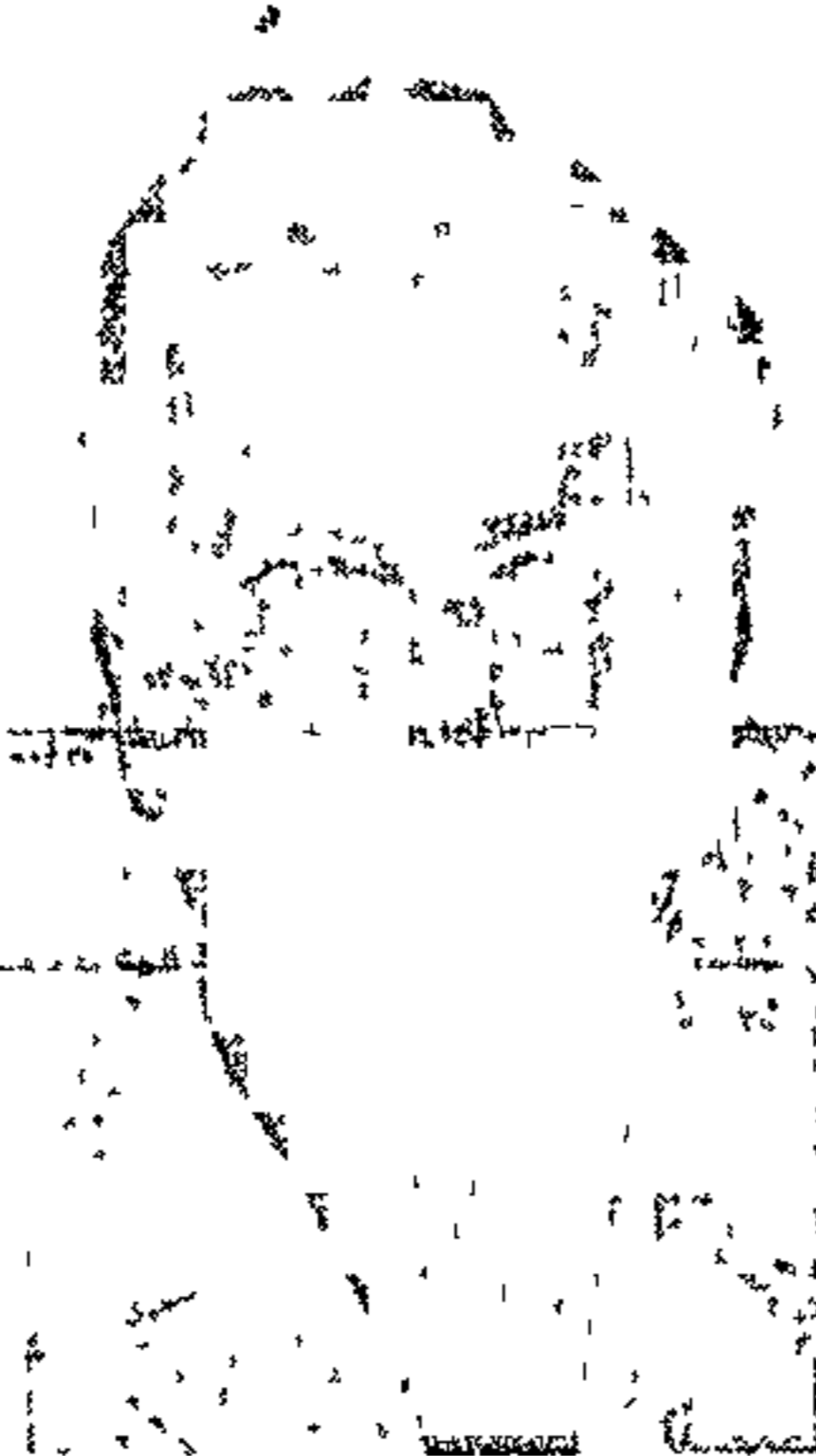
He said only those unions who registered with the government and lived according to the norms of trade unionism were genuine trade unions.

"It is not for the Ciskei Government to stoop down to Saawu. They must obey law and order — that is all."

General Sebe said a trade union concerned itself with the conditions of workers and negotiated with employers. He conceded that Saawu negotiated with employers but he said only as a front for other activities.

Ciskei Government independence counts nothing to them shouting black power salutes has nothing to do with trade unionism.

"Saawu is not a trade union and I am prepared



MR CARD

to die with that statement

Asked if the Ciskei Government intended to ban the unions after independence, General Sebe said "I don't want to cross that bridge until we come to it."

Mr Sisa Njikelana, the vice-president of Saawu, said "It is laughable to suggest that a progressive union serving the interests of the workers could have any reconciliation with an oppressive so-called government like the Ciskei."

"This Ciskei thing was imposed upon us by South Africa. We did not ask for it and we do not recognise it."

Mr Njikelana rejected General Sebe's claims about Saawu, pointing out it was a legally constituted trade union.

He said it was impossible for the Ciskei, the unions and the employers to

work towards a contented and stable labour force while workers were being exploited.

"We only demand the eradication of exploitation. Only the employers can take the initiative in this regard. We are not the exploiters responsible for instability and discontent."

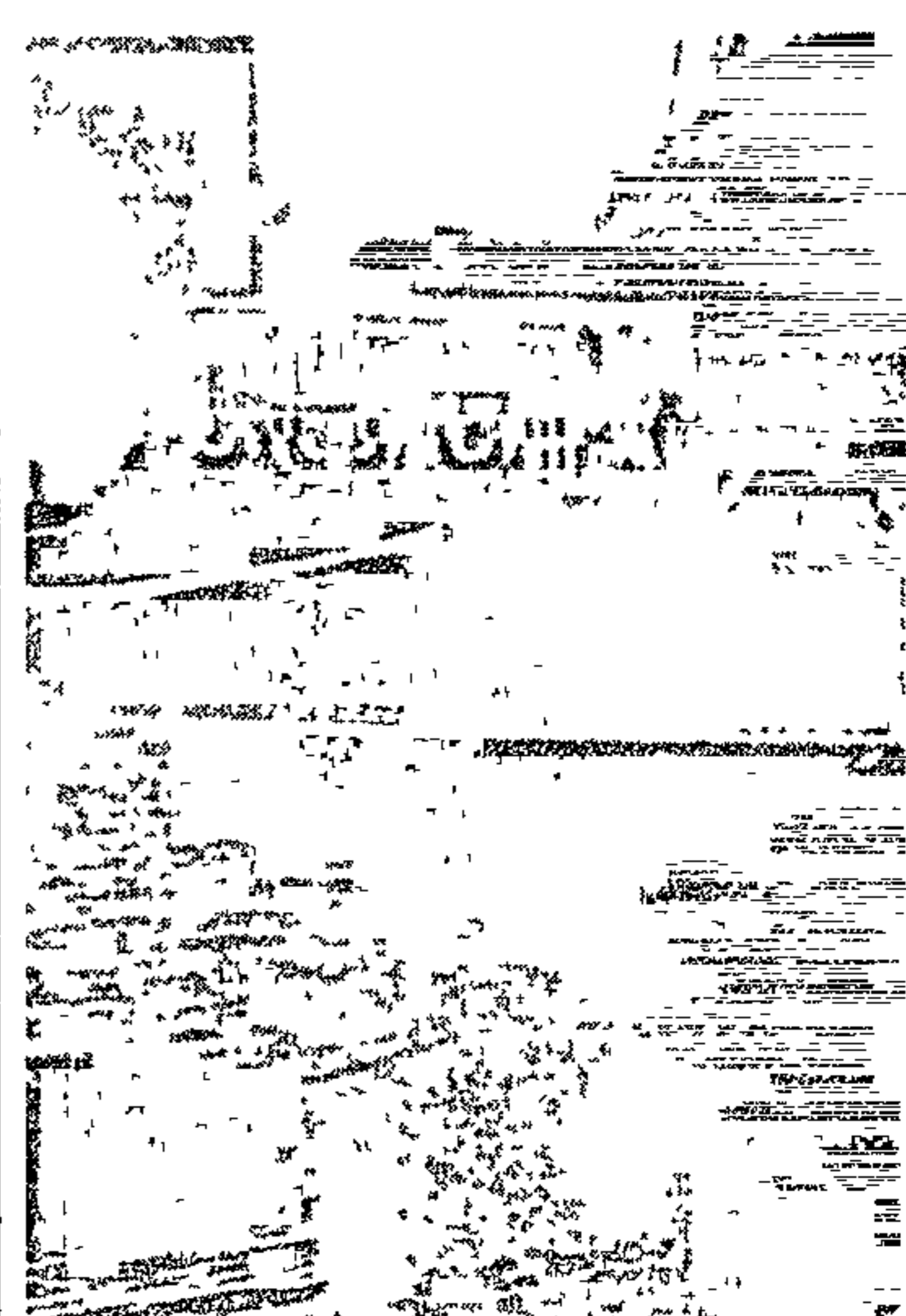
"As for the problem of unemployment, this was not caused by the workers. It is the government and the employers who are responsible for unemployment and again I fail to see how we can take the initiative in this matter."

Mr E A Cillie, the Director-General of Manpower, said his department could not intervene in the situation because the Ciskei was a self-governing state that would be independent shortly. "I don't see how we can interfere," he said.

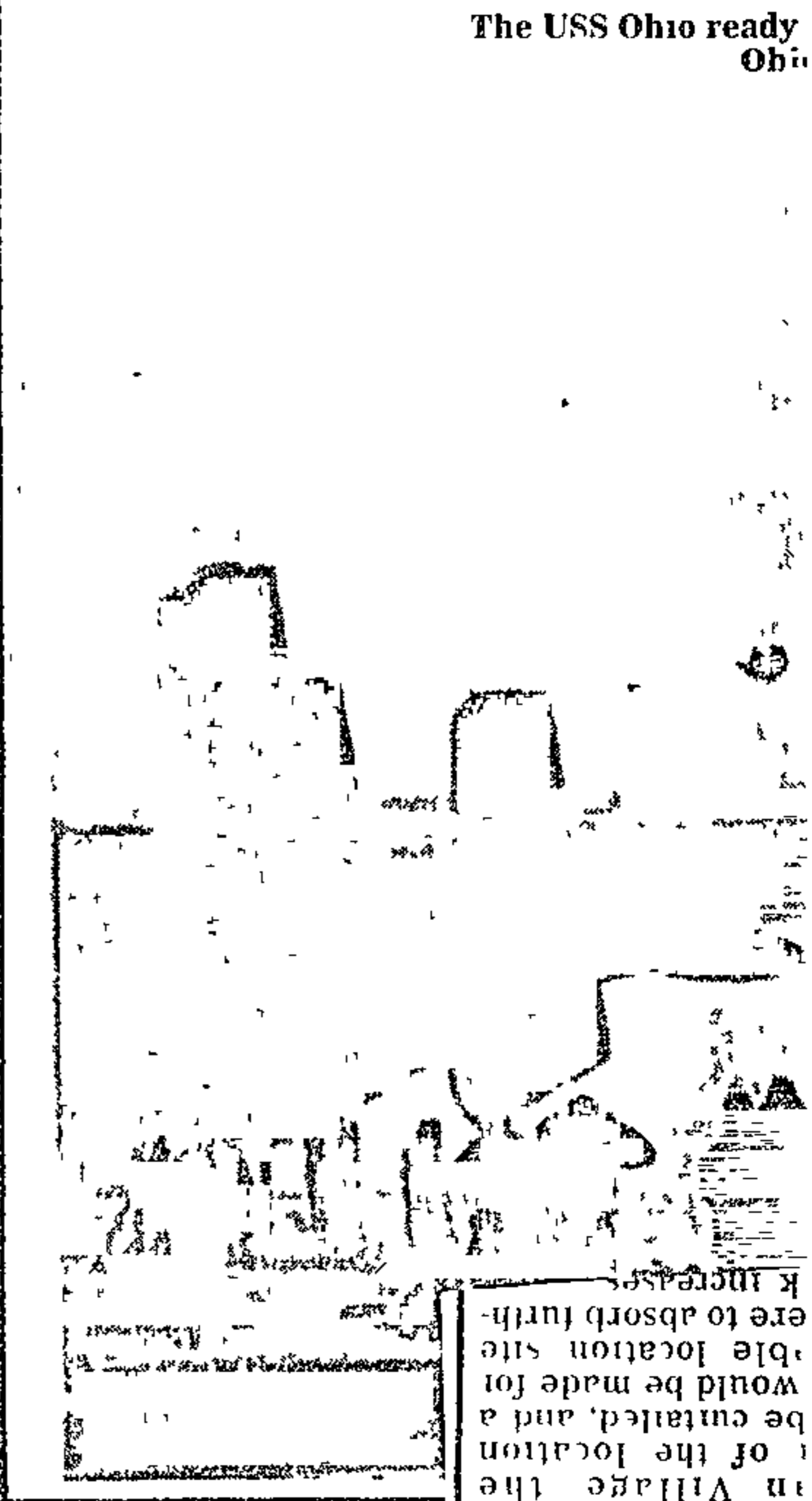
"When we extended trade union rights to computer workers, the Minister went to the leaders of the self-governing states and said it was their responsibility to maintain industrial peace in their own areas."

Asked if his department would make representations to the Ciskei if they were approached by the unions, Mr Cillie said "If we get such an approach, the decision has to be taken at ministerial level."

He said the position was difficult in that a large number of people in East London worked in South Africa but lived in the Ciskei. He said it was the duty and the responsibility of the Ciskei to look after the safety of people there — DDR.



The USS Ohio ready to sail



the time

In the 1979 Financial Year 255 houses were made available with a further 8

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105/145A
DD12/11/81

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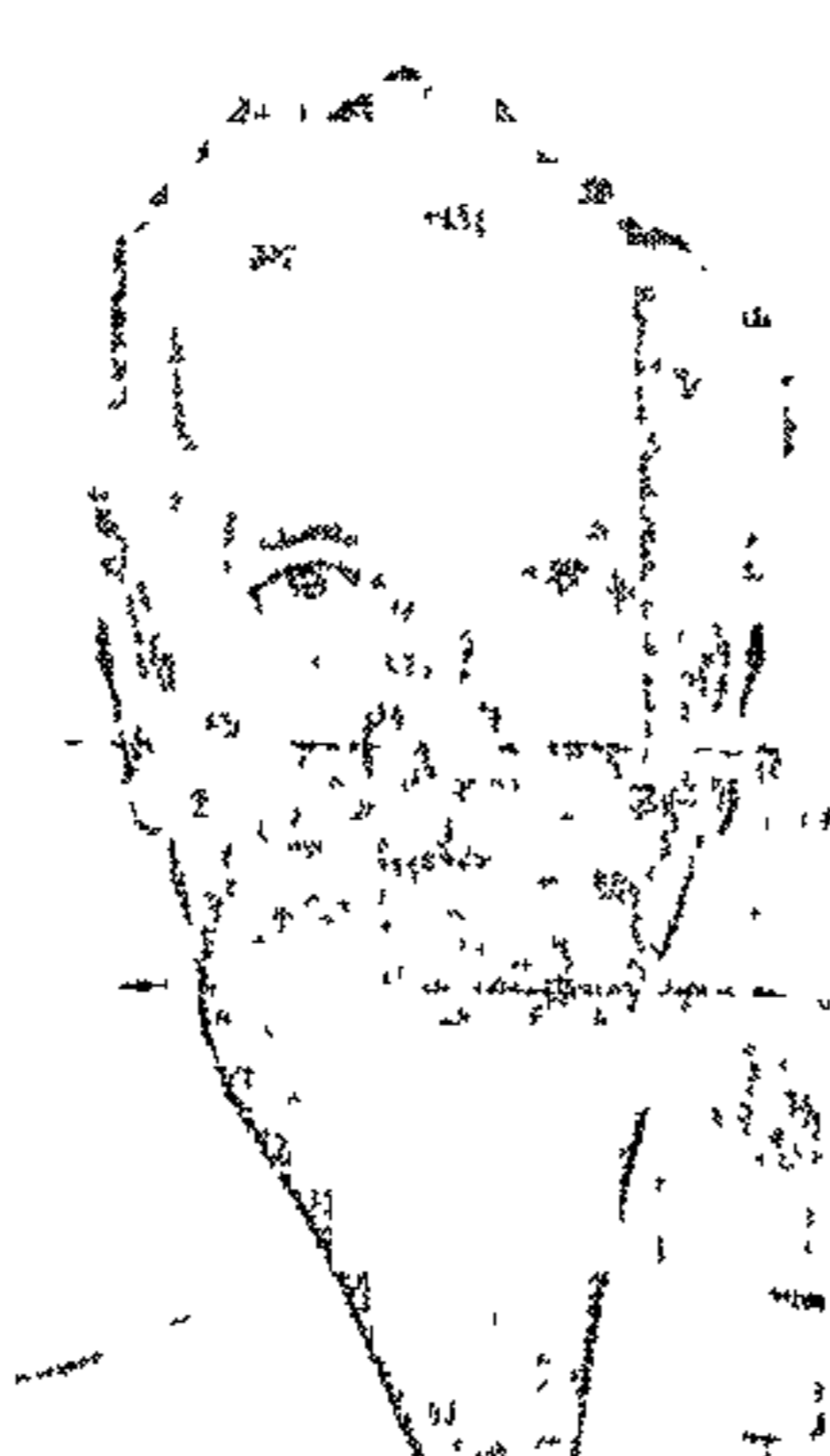
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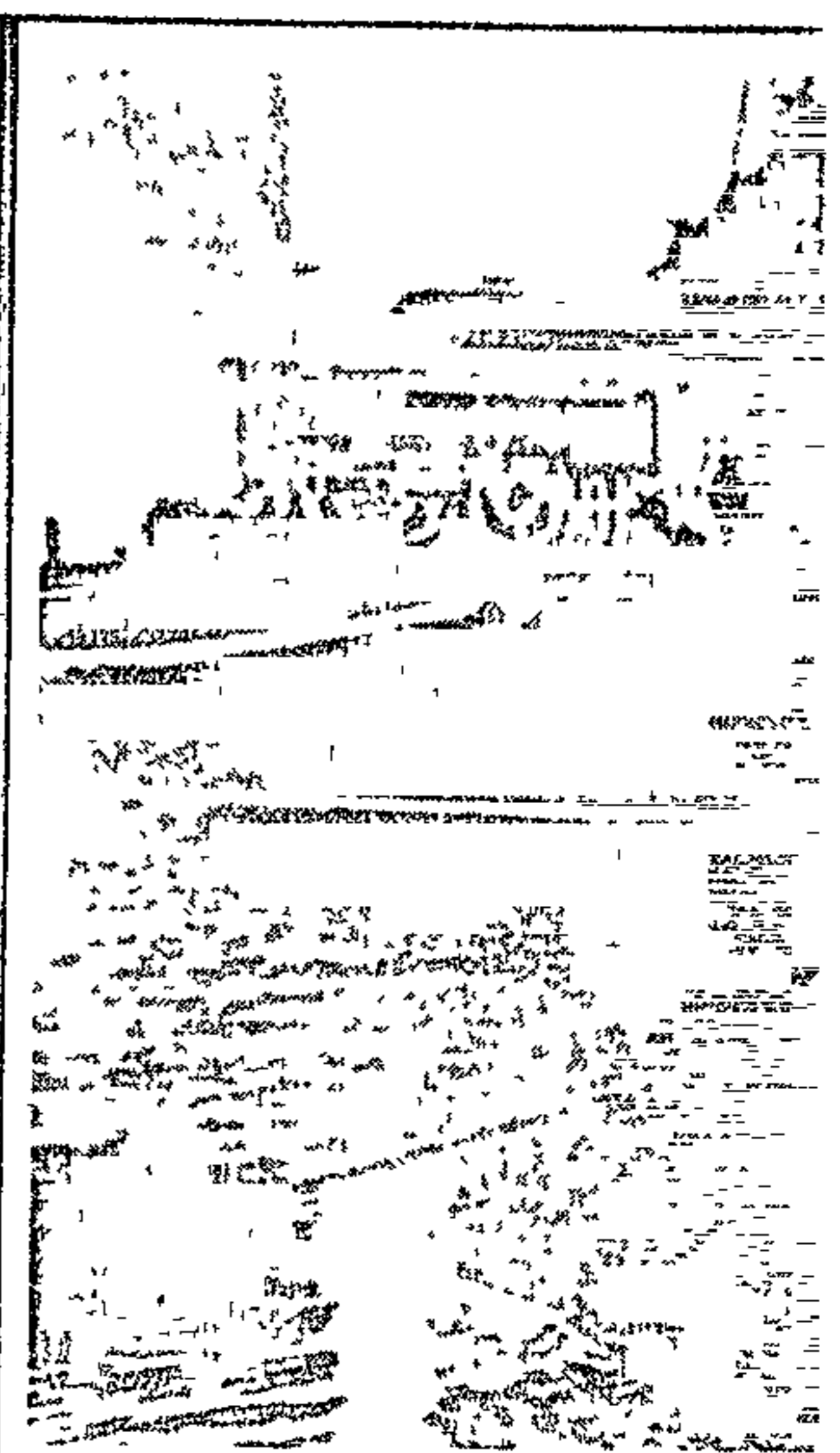
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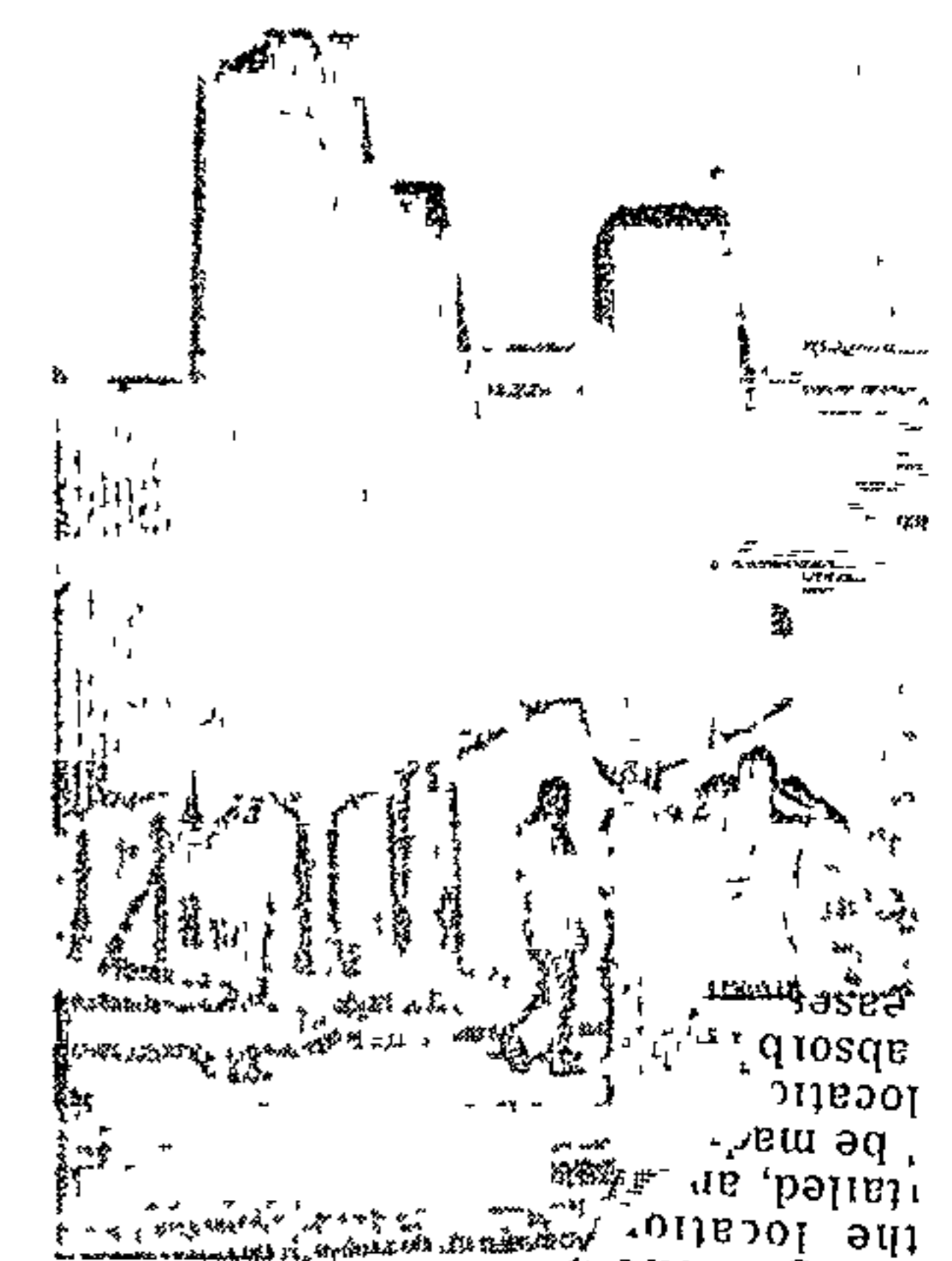
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The USS Q...



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DD 12/11/81 (227) (145A) (105)

Shooting: dad identifies woman

EAST LONDON — An Mdantsane man, Mr Jimmy Roxiso, said yesterday he had identified the body of his daughter Miss Deliswa Sweetness Roxiso 20 who died in a shooting incident at a bus terminus in Mdantsane.

Shots were reported to have been fired when Ciskei police confronted mourners returning from the funeral of the mother and uncle of the president of the South African Allied Workers Union, Mr Thozamile Gqweta, last Sunday.

The Director General of State Security in the Ciskei Major-General Charles Sebe, declined to comment yesterday on what had happened in the incident, other than to say police had also been injured.

Mr Roxiso, of Zone 5A, said that after hearing reports of the shooting he had called frequently at the Mdantsane police station to request permission to identify the dead woman, whose description fitted that of Deliswa.

Mr Roxiso said yesterday police asked him to call at the police station. He was then taken to the headquarters of State Security at Zwelitsha.

There, General Sebe refused his condolences and said the only reason police had refused

permission to see his daughter's body. They had wanted him to see Gen Sebe first.

Mr Roxiso said that after he had been questioned about his daughter including why she had attended the funeral and her connection with the dead people, he was allowed to identify his daughter at the Cambridge government mortuary.

Mr Roxiso said the general offered assistance such as transport.

Mr Roxiso said Gen Sebe had told him that because he had proved to be a "true Ciskeian", he would be allowed to bury his daughter as he wanted to.

General Sebe told the Daily Dispatch yesterday that as a high ranking officer and on humanitarian grounds it had been his duty to tell Mr Roxiso what had happened.

When the armed forces told him the government had the right to restrict the number of people at a funeral to the minimum, but that after consultation with the Chief Minister (Chief Leano Sebe) and the cabinet, this would not be done on condition he gave an assurance that there would be maintenance of law and order.



MISS ROXISO, 20
Dead woman

Mr Roxiso said yesterday police asked him to call at the police station. He was then taken to the headquarters of State Security at Zwelitsha.

Ex-Dunlop workers back reinstatement

DD 12/11/81
152 30 145A
176

EAST LONDON — About 350 former employees of the Dunlop Flooring factory here are to call for their unconditional reinstatement at the plant.

The workers who lost their jobs following a dispute at the factory three weeks ago, held a mass meeting yesterday at which they resolved to send a delegation to meet the management at the firm over the issue.

In a statement issued by

the workers' committee yesterday, they said they had decided to withdraw the demand that their pension contributions be paid back in the light of the government's decision to drop the Preservation of Pensions Bill.

However they resolved not to return unless management agreed to reinstate the entire workforce, pay for the time they were out of work — "because it was not our choice to be out of work" — and

involve the South African Allied Workers Union which they claim represents the majority of the workers.

The workers rejected a management claim that they had resigned.

They resolved that if management did not accede to their demands they would call upon workers at other factories to refuse to handle raw materials for the Dunlop factory — DDR

145A

Tension flares as unions again attack Ciskei

TENSION between East London trade unions and the soon-to-be-independent Ciskei government flared again yesterday as the president of the SA Allied Workers Union, Mr Thozamile Gqweta, issued a statement bitterly attacking the Ciskei authorities.

Mr Gqweta warned the Ciskei Government that it was "heading for a serious confrontation with the workers" if it continued "suppressing trade unions"

By STEVEN FRIEDMAN

Mourning

He also vowed that SAAWU would continue operating in Ciskei whatever the attitude of the Ciskei authorities

Mr Gqweta's statement was a reaction to the incident in Mdantsane township on Sunday in which Ciskei police opened fire on a crowd of SAAWU mem-

bers, killing one worker, Mrs Diliswa Roxisa, and allegedly wounding several

He announced that SAAWU would observe November 8 as a "day of mourning" dedicated to Mrs Roxisa

In the statement, Mr Gqweta described the Ciskei as "an illegitimate son of Pretoria" and claimed the Ciskei authorities were "hysterical fanatics" and "an instrument used by the SA Government for the political suppression and economic strangulation of the black people"

Referring to the shooting, he said those who had voted the Ciskei Government into power "should be hanging their heads in shame"

Mrs Roxisa had "paid the highest price in the history of SAAWU's struggle for worker rights in South Africa"

Mr Gqweta said the Ciskei Government had "dared to accuse us of having communist undertones and of being the ANC, PAC, SA Communist Party and SACTU (the ANC-linked SA Congress of Trade Unions) in disguise"

This claim, he said, was a "nonsensical idea"

"Major-General Charles Sebe claims to be fighting these organisations as his main enemies. Was Diliswa Roxisa a member of any of these organisations?"

Teargas

"Why did the police use live ammunition to disperse a crowd of unarmed people in the first place? Where were the rubber bullets, teargas canisters and batons that could have been used if there was any need for police to intervene in dispersing mourners at all?"

Maj-Gen Sebe had "declared war against the workers and he has struck a rock"

SAAWU would "strengthen and broaden this struggle whether workers are in Ciskei or anywhere else"

He warned the Ciskei government of "confrontation" if it continued "suppressing trade unions"

1457A

A TIMEBOMB CALLED CISKEI

Thozamile Gqweta: A leader in the mould of Biko, Mandela

ONCE upon a time there was a significant South African Black leader, the most important since Nelson Mandela began his stay on Robben Island.

Yet when Stephen Biko died in September, 1977, few South African Whites knew his name.

They do now.

In the four years since his death in detention, the ghost of Steve Biko has cast a blight on the Government's political image.

It was inevitable that sooner or later another Black political leader should emerge to fill the gap left by Mandela and Biko — both of whom were born and lived in the Eastern Cape.

And yet again the Eastern Cape has sired a leader of the significance of Mandela and Biko — and few know it better than the South African and Ciskeian governments who, in their tried and failed manner, are dogging the life of Thozamile Gqweta.

● Thozamile Gqweta few Whites know his name

Again, few South African Whites other than those in the East London area know his name.

But Mr Gqweta is the leader of the fastest-growing and most active trade union organisation in South Africa — the 70 000-strong SA Allied Workers Union.

● On November 1, a fire mysteriously gutted the home of his mother and uncle. His uncle perished in the flames, his badly-burnt elderly mother died a few days later in hospital.

Rumours are rife that the dwelling the two lived in was firebombed after the doors had been sealed from the outside.

The South African Police have said arson is not suspected.

● And the tragic coincidences continue. At the funeral on Sunday, November 8 of his mother and uncle, Ciskeian police

opened fire on the mourners, killing Thozamile's girlfriend of four years, Miss Diliswa Raxiso and wounding five others.

Major-General Charles Sebe, chief of the Ciskeian police and intelligence service, who has vowed to crush Saawu, sees funeralists as "important focal points for subversive political activity".

Early in October he ordered his police to "speed-up" a funeral procession to "prevent subversive acts".

Mourners were "encouraged" at gunpoint not to protest.

Mr Gqweta bears an uncanny resemblance to Steve Biko. He has the same quiet compelling aura about him and the deep compassion for fellow beings

He has a three-year-old daughter called Amanda.

Unlike Biko, who was committed to conscientising Blacks to have pride in themselves as Black people (Black consciousness), Mr Gqweta believes South Africa's future lies in a non-racial multi-participatory democracy.

"I believe South Africa has a non-racial future and that we should not allow our destiny to be decided by the structures and conditions of apartheid."

Three years ago Thozamile, 29, was a furniture salesman in East London. In the five years he worked as a salesman he became increasingly concerned about the plight of many of his customers and their treatment

at the hands of their employers. "I became a member of the East London library and started reading books on trade unionism, which I saw as the only solution for exploited workers."

At the end of 1978 an official of the Black consciousness-affiliated trade union, the Black Allied Workers Union, asked him to open a branch of Bawu in East London.

In March 1979, Mr Gqweta broke away from Bawu and with Sam Kikine formed the multiracial Saawu.

His right-hand man is Sisa Njikakane, 26, who, like Mr Gqweta, has been detained by Security Police on five occasions in the past year.

Mr Njikakane reflects the young leadership of Saawu. An energetic young man, he is firmly committed to his colleague's view of a non-racial society.

● This week, after attending the funerals of his mother and uncle and his lover, a sad Mr Gqweta issued his strongest statement yet and a warning to the Ciskeian authorities that if they continued suppressing trade unionists in the region they were heading for confrontation. "A ship of fools will never escape its revolutionary destiny — this is what the illegitimate son of Pretoria called Ciskei is driving people to."

"The leaders of Ciskei are political fanatics."

Trade unions and Ciskei headed for confrontation

STAR 16/11/81

145H

The position of trade unions under an independent Ciskei borders, but the future prospects for the future prospects in the hands of nationalists in last London.

Labour experts fear that in the few weeks to go before the borders independence there will be growing tension which could culminate in the opening of trade unions.

Several months ago a meeting in Cape Town ended by a number of the unaffiliated and the stated to approach the Ciskei Minister, General Sebe, about the future of labour relations there.

DETAINED

But soon afterwards 205 of the many of them members of the South African Union Workers' Ciskei Security Police, and charged with several of

Mr Sebe no need to visit Chief Sebe — we had our answer' one union leader said. Workers have since been detained under Ciskei's Proclamation R252 which provides for detention without trial. Workers are now speaking about a new footing with Ciskei. Workers — one of them

In the presence of guards with the presence of the capital of Zwelofsha does little to dispel this image. Fight days ago tensions came to a head when Ciskei police allegedly opened fire on union members in Mankwane township near East London and a woman was killed.

The mourners were returning from the funeral of the mother and wife of Saawu president. Mr Theron to Gqaveta. The two died in a fire — reportedly caused by a bomb attack — at their home.

At the funeral Mr Gqaveta stopped an angry crowd of mourners attacking several policemen.

DETERRORATED

'I was at the funeral of our union leader told The Star' and if Mr Gqaveta had been there, these men would have died.

'I have to think what could happen if the situation deteriorated further and the responsible union leaders were in detention and unable to control work unrest' he said.

The usually volatile, Minister General Charles Scheepers and Mitchell Smith, Police and Intelligence Services, would not comment on the funeral arrangements. The funeral is

The Ciskei Government and trade unions are heading for a collision course, employers and unionists fear TONY DAVIS, The Star's labour reporter, looks at the unrest in the East London area.

sub judge he said.

The role of the Ciskei Government in labour disputes came under sharp scrutiny during the recent strike at the Dunlop Plooming Company in East London.

Ciskei's Minister of Agriculture the Rev Willie Xaba said the homeland's intemperate services would screen prospective work seekers after about 700 workers lost their jobs over demands for pay rises and pension contributions.

REJECT

Employers in East London fear there will be outright conflict between Ciskei authorities and workers.

Mdanisane near East London is home to a large industrialised workforce. Most workers reject any form of independence for Ciskei, employees have said.

'We're afraid our workers could become two-state people after independence' said Mr Wayne Munro personnel manager for Johnson and

Johnson

'In one area they are Ciskei citizens and perhaps hiding their union affiliation and here (East London) they are union members again' he said.

'This is a very uncertain time and we have already seen the trouble of Ciskei towards trade unions another employer said 'I think we are going to see some trouble on December 4

PESSIMISTIC

One employer in East London was more pessimistic. 'There is no way our workers accept independence. We are sandwiched between the desires of our workers on the one hand and Ciskei on the other'.

It is said there are two kinds of employers in East London those who negotiate with unregistered unions such as Saawu the General Workers' Union and the African Food and Canning Workers' Union, and those who do not. The latter have been

accused by unions — and some employers — of providing Ciskei with lists of union trouble-makers in the plants who are subsequently arrested.

The role of South Africa's Security Branch and Ciskei police has also been questioned.

In August this year it was disclosed in Parliament that an East London Security Police officer had distributed pamphlets critical of Saawu to employers.

Some employers are hopeful however, that Ciskei independence will help bring some industrial peace.

Asked about the future of unions in an independent Ciskei, Major General Sebe said 'I cannot jump the gun or determine the future of Saawu when we are independent'.

But he was certain that Saawu should change its 'strategy' because it is not operating as a trade union should with its rallies and clenched fists.

'Saawu is furthering the arms and intents of subversive organisations,' he warned.

As for other unions, such as the General Workers' Union, they were not giving Ciskei 'trouble' he added.

0020/11/81 (USA) (105)

42 Saawu members in court

ZWELITSHA — Forty-two members of the South African Allied Workers' Union (Saawu) appeared in the regional court yesterday here on charges of incitement to public violence, charges under the Riotous Assemblies Act and of attending an unlawful gathering as well as two alternative charges

All pleaded not guilty

Captain Louis Lulalime Nonhonho, of the Ciskei security police stationed at Zwelitsha testified yesterday on the evening of September 6, he was at a bus terminus at Mdantsane with other members of the security police under his command

There was also a detachment of uniformed police under Major M G Pakade

He said that at about 7 30 pm he saw a bus approaching carrying people who were singing, while some had their clenched fists protruding through the windows of the bus, and some were

shouting "amandla"

The bus had on it Wilson-Rowntree stickers

The bus parked at an "unusual" spot and commuters waiting for their feeder buses became interested in the singing group and proceeded towards them with clenched fists raised

The singing group alighted from the bus and stood next to it. One of the songs sung was that "Charles Sebe be killed because power is theirs"

Captain Nonhonho said when he saw other commuters trying to join the group singing, he went to stop them

Major Pakade then addressed the people as he feared there would be a commotion

Major Pakade warned the singing group to disperse and said if they did not, he would use his powers

He gave them 10 minutes

to disperse because the gathering was unlawful

Everybody heard the order but the group continued to sing

Major Pakade then forced them into the bus but some managed to escape, Capt Nonhonho said

Captain Nonhonho in his testimony mentioned that in the songs that were sung by the group the name of Mandela was heard

He said the bus was driven to the charge office but the group continued to sing. He could not remember all the words of the songs but could hear the name of Gqweta and the singers saying they would follow him and that Saawu was "heavy" and was going to defeat Charles Sebe

They shouted black power slogans "amandla ngawethu, impu yeyabo — power is ours, the guns belongs to them. Charles Sebe should be killed, Up mandela and down with

the Ciskeian Government"

At the charge office names were taken of all the passengers including nine youths who were later released

The police confiscated stickers and pamphlets which the group had

Capt Nonhonho said he knew of the dispute between management and employers at the Wilson-Rowntree sweet factory

Some workers were discharged and in retaliation Saawu had organised a boycott of the factory's products, he said

The trial continues today

The accused are

Mr Thozamile Maneli 26, Mr Benjamin Thyali 30, Mr Morrison Sindapi 41, Mr Phobile Maqina 25, Mr Mawisa Goduka 30, Mr Gcinikhaya Mbiza 26, Mr Lulama Sivaya 26, Mr Janani Matikinea 34, Mr Vuvani Camagu 27, Mr Mzwandile Mati 32, Mr Mandla Thobezweni 25, Mr Siphiso Sityebi 28, Mr Denis Tshaba 31, Mr William Makiva 30, Mr Desmond Ludziya 33, Mr Mtukanti Madlanga 21, Mr Ndooyisile Jubati 28

Mr Galbin Yelani 54, Mr Nyanisile Mtumani 33, Mr Mzwandile Gogotya 28, Mr Mboneli Landani 28, Mr Bavanda Ndzungu 23, Mr Elvin Mnikili 25, Mr Mcebisi Mbangela 25, Mr David Thandane 29, Mr Louis Dyan 53, Mr Buvisile Kema 34, Mr Tanana Mbinqo 24, Mr Mentjies Malahla 36, Mr Nuku Kolisi 26, Mr Welile Luthuli 33, Mr Thembinkosi Zinyusile 27, Mr Afrika Vellem 38, Mr Ernest Manvane 36, Miss Julia Sohu pa 22, Miss Thembeke Mapasa 31, Miss Zukiswa Maneli 33

Miss Nomtundo Thobigunya 20, Miss Nomntu Mteyeku 34, Miss Nancy Sisingqi 19, Miss Fudiswa Bonga 31 and Miss Winniefred Maweni age not given — DDR

Rich urges unions, Ciskei to seek peace

EAST LONDON — The outgoing president of the Border Chamber of Industries, Mr John Rich, yesterday made an urgent appeal to the Ciskei Government and the trade unions in the region to try to avoid confrontation.

Mr Rich was delivering his presidential address at the 60th annual meeting of the Border Chamber of Industries.

He said Ciskeian Independence, only a few weeks away, had been preceded regrettably by reported confrontations between the Ciskei authorities and the various unions of this region.

"This is a touchy matter that is laced with political overtones and that regrettably can lead to a deterioration in industrial relations in the workplace," Mr Rich said.

"As employers we should not get involved in politics, but if politics gets involved with us we will find ourselves with a rather difficult situation to handle.

"Industrial peace is what this region urgently requires. There is no doubt that industrialists in other areas of South Africa cannot be lured to this region by an attractive package of incentives if at the same time they can only see a future of disharmony if their factories are located here.

"The creation of jobs in this region still must be the number one priority and this has been recognised as such by the government in terms of its categorising this area as being the region in greatest need of development," he said.

Mr Rich said he therefore wanted to make an urgent appeal to the Ciskeian authorities and the unions to consider that for the Ciskei and Border region to grow and develop, for industries to establish here and for new jobs to be offered to people who currently have no source of income industrial peace was a prerequisite and confrontation should be avoided.

The new president of the chamber, Mr David Saunders, also appealed to the Ciskei Government and the trade unions to strive for industrial peace in the area.

The trade unions had a great responsibility in trying to achieve industrial peace, he said — DDR

New optimism,
page 2

BL workers to continue strike

BIRMINGHAM — More than 2000 workers voted yesterday to continue a strike over rest breaks which is costing the British Leyland motor company nearly R8,5 million a day in lost production.

Meanwhile Ford workers are threatening an all-out strike at the company's 24 British plants next week unless they received a bigger increase than the 4,5 per cent offered them — SAPA-RNS-AP

DD 20/11/81

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Police quiz Gqweta

ZWELITSHA — The president of the South African Allied Workers' Union (Saawu) was yesterday detained by members of the Ciskei Central Intelligence service for almost two hours, interrogated and then released

Mr Thozamile Gqweta, who is attending the trial of Saawu members here, said during the tea break he left the courtroom intending to phone the East London office of the union. While driving to a hotel

to make the call, he noticed a car was following him. Members of the CCIS asked him to accompany them to the police station and when he asked if he was being detained or arrested the men said they would hold him until after the trial.

He demanded to see a warrant for his arrest and the men fetched it from a car and showed it to him. According to the warrant he was to be detained for 90 days at Dimbaza.

Mr Gqweta said he was taken to the offices of the CCIS where he was interrogated for almost two hours. "I was told that I am making petrol bombs and pamphlets," he said. He was interrogated by Major Tamsanqa. The police took down his full names, address and telephone number and thereafter he was released.

After lunch, Mr Gqweta took his seat in the courtroom next to the defence advocate, Mr M Brassey. — DDR

TOL

Ciskei officer: unionists sang ANC songs

#105
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DD 21/11/81

ZWELITSHA — A member of the Ciskei Central Intelligence Service (CCIS) told court here yesterday he was not aware of the tension between the South African Allied Workers Union (Saawu) and the Ciskeian Government and that the president of the union, Mr Thozamile Gqweta, had been detained three times.

Captain Louis Lulamile Nonhonho, investigating officer in the case where 42 Saawu members face charges of incitement of public violence, charges under the Riotous Assemblies Act and attending an unlawful gathering, was cross-examined at length by defence advocate, Mr M. Brassey, after he gave evidence for the State.

The 42 Saawu members have pleaded not guilty to the three counts as well as two alternative charges.

Captain Nonhonho said he never read in the press, statements or suggestions that Saawu was being oppressed and victimised by, the chief of the CCIS Major-General Charles Sebe. The only time he remembered Mr Gqweta being detained was last year before Christmas. He could not tell how many times Mr Gqweta had been detained under proclamation R252.

He said during his schooldays he was forced to become a member of the

banned African National Congress (ANC) and they were taught songs of the organisation. Captain Nonhonho said he recognised the first two songs sung by the 42 accused as ANC songs. He said the symbol of raised fist was that of the ANC.

When the organisation was banned it was taken over by the banned Black Consciousness Movement. He said Saawu now used this symbol and he had never seen other organisations using the symbol.

Advocate Brassey wanted to know whether the school children who used the raised fist during the 1976 schools unrest were then members of the banned ANC.

Captain Nonhonho said they were sympathisers. When told that workers in Poland used the raised fist symbols, Captain Nonhonho said he was not conversant with what was happening in Poland but with what was happening in Ciskei. He was not aware that the symbol was used universally by workers to show solidarity.

Captain Nonhonho said among the 42 accused he would not be able to point out those who were singing as well as those who were shouting in the bus.

Mr Brassey said the accused would say they were returning from a meeting singing union songs, "Workers join

Saawu" just as ordinary songs were sung by rugby players, broederbonders as well as other workers.

Lieutenant Ntobeko Justice Mlotana also of the CCIS, said he saw raised fists protruding through the windows and people craning their necks through the windows and there was shouting. The passengers got off singing and this attracted other people at the terminus.

He said the singing group was ordered back to the bus which was diverted to the charge office. The two songs he remembered sung by the passengers were "You are a tiger, the tiger uses its spots, appear Mandela use your spots".

The second was, "one day we will come back blood will flow, lead will burst out one day on the enemy". He could remember certain words of other song sung, "Saawu is strong Saawu has the power it will assault Charles Sebe". Another song's words said "we will follow Gqweta even during difficult and trying times".

Lt Mlotana said the group shouted slogans, "Amandla Ngawethu, Mandela is a Leader, Charles Sebe should be killed".

The hearing was postponed to Monday and bail of R50 each was extended.

Cape Times 21/11/81 145A 105-327

Officer denies Ciskei tension

Own Correspondent

ZWELITSHA — A member of the Ciskei central intelligence service told a court here yesterday that he was not aware of tension between the South African Allied Workers' Union and the Ciskeian Government and that the Saawu president, Mr Thozamile Gqweta, had been their guest as a detainee three times

Captain Louis Lulamile Nonhonho, investigating officer of the case in which 42 members of Saawu are charged with incitement to public violence, riotous assembly and unlawful gathering, was questioned at length by the defence counsel, Mr M Brassey

They have pleaded not guilty

Captain Nonhonho said he never read in the press statements or suggestions that Saawu was being oppressed and victimized by Major-General Charles Sebe. The only time he remembered Mr Gqweta being detained was last year. He could not tell how many times he had been detained

He said that during his school days he had been forced to become a member of the banned African National Congress and he was taught songs of the organization

He said the songs sung by the 42 accused, "Uyingwe Ngamabala U-Mandela" and "Mhla Zabuya Kophalala

Igazi, Kuqhumba Umayimayi Kutshaba", were ANC songs. The symbol of clenched raised fist was that of the ANC

He said Saawu used this symbol and he had never seen other organizations of people using the symbol

Mr Brassey wanted to know whether when schoolchildren used the raised clenched fist during the 1976 unrest, this indicated that they were members of the ANC. Captain Nonhonho said they were sympathizers. When told that workers in Poland used the clenched fist symbol, he said he was not conversant with what was happening in Poland

The hearing was adjourned to Monday

Crime blitz precedes big funeral

DD 23/11/81

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MDANTSANE — Police kept a low profile while more than 2 000 workers and members of the family attended the funeral services for Miss Deliswa Sweetness Roxiso, 20 who died during a shooting incident at the main terminal here on November 8

Earlier police, with members of the South African Defence Force, carried out a crime blitz in Zone 5, the area in which the Roxiso family lives. Later the more than 300-strong contingent moved to Zone 9

The charge office at the police station was like a fresh produce shop yesterday afternoon and there was hardly any space to move among the confiscated vegetables, fruit and liquor bottles

At Chaumani Lower Primary School where the speeches and services were conducted, there was hardly a policeman in sight and Ciskei Central Intelligence men kept away from the school although their vehicles were parked a kilometre below it

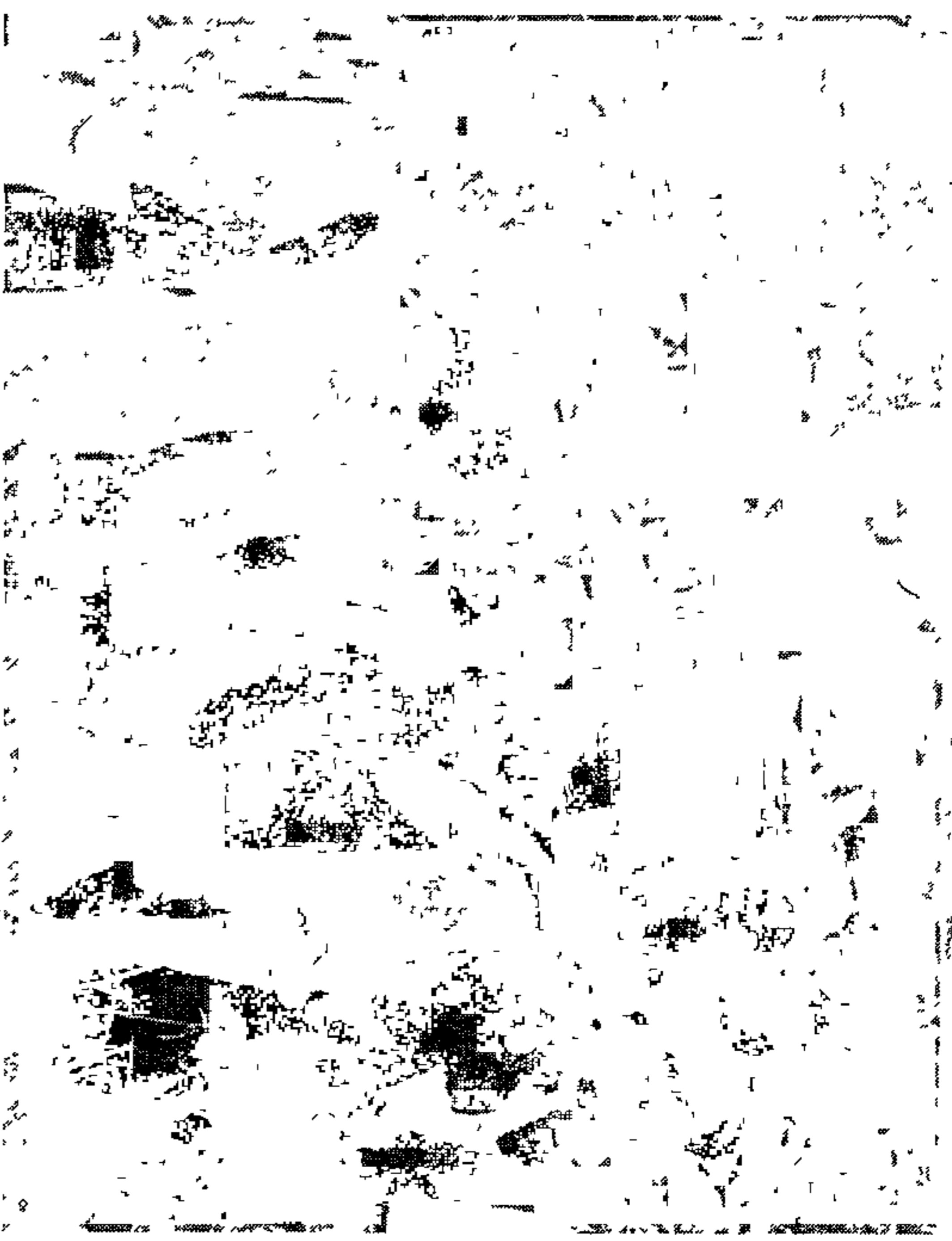
As the crowds left for the graveyard in scores of cars and eight buses, police were waiting in vehicles a kilometre from the graveyard

Earlier it had been announced that lack of time would not permit the normal procession with the coffin carried shoulder-high

Police vehicles moved in among the procession as the vehicles drove towards the graveyard. There were no incidents and the coffin was carried shoulder high from the graveyard entrance for a distance of 750 m

Attempts to get comment from the head of the CCIS, Major General Charles Sebe, were unsuccessful last night

More reports, page 7.



Mourners at the Mdantsane funeral of Miss Deliswa Sweetness Roxiso carry the coffin to the cemetery. More pictures, page 6

Saawu member: we are not against Ciskei

DD 23/11/81
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MDANTSANE — The Ciskei Government was against the South African Allied Workers' Union (Saawu) but it benefited from the organisation's funds, because R17 000 in bail bonds had been paid by the union into the Ciskei's coffers, a trade unionist, Mr C Ngabase said at Miss D S Roxiso's funeral here yesterday

Mr Ngabase said Saawu was not against the Ciskei Government and the support in the form of this large sum proved it

Earlier when the master of ceremonies at the funeral Mr S Showana, had said the family had decided

Saawu should not be allowed to participate in the funeral, Mr Ngabase said the matter had been discussed fully and settled during the week

He said he would not have taken money from workers if he had known they would not be allowed to participate

All expenses for the funeral were met from funds collected from unionists and a balance of more than R1 000 was handed over to the family

An official of the African Food and Canning Workers' Union, Mr Ernest Qwasha, said "Let it be understood we are not

fighting any government"

He pointed out that the South African Government was not interfering with unions in East London

"If we were fighting the government we would not get premises for offices and halls for meetings in East London. We would not be allowed to sing our union songs"

He said the emergence of unions was as a result of a decision by the government to which the unions were not a party

Turning to problems with the Ciskei Government he said only two homelands were against

trade unions. He did not name them

"The homelands know that workers struggle for wages in South Africa and then spend them in the homelands"

He said unionists were there to negotiate with employers but some employers started trouble by calling in police when workers tried to put their case to them

"I am not against police, I am not against any government but as workers we prefer to negotiate with employers at our places of employment to settle our problems," Mr Shiba said — DDR

MDANTSANE The new president of the Border Chamber of Industries, Mr Dave Saunders should be the last man to call for harmony between workers and the Ciskei, an official of the General Workers Union, Mr M Wayini said at a funeral here.

Mr Wayini was speaking at the funeral of Miss Deliswa Roxiso, a member of the South African Allied Worker's Union who died during a shooting at the main bus terminal here two weeks ago.

I am surprised Mr Saunders, who was my employer at Raylitz Batteries, who could have ended disharmony there when he had differences with his employees should now see fit to suggest there should be harmony between unions and the Ciskei," Mr Wayini said.

DD 23/11/81 Saunders' call hollow says union official

Telephoned at his home last night, Mr Saunders said "I don't want to enter any debate but I do think that any call for peace is worth considering".

Another speaker at the funeral, the deputy chairman of the East London Branch of Saawu M G Shiba, said that although unions were going through a hard time, as evidenced by events like the death of Miss Roxiso, they were assured of victory in the end.

Mr Shiba said the Ciskei was opposed to workers' endeavours to improve their lot.

'Speak to any employer

about wages during the day and Ciskei men will visit you the same night to tell you you have been disturbing industrial peace in the Ciskei," he said.

This was a clear indication that the Ciskei did not want workers to stand up for the improvement of their lot.

Miss Roxiso had died for a cause that would certainly survive — peace.

Mr Shiba said that according to the logic followed by the Ciskei Government saying "no" to employers was inviting trouble.

"But we shall march forward peacefully and anyone who wants to destroy

Saawu by cruel means is going to fail.

He said Saawu was an organisation of peace and love. It was there for the upliftment of workers of all races who needed its assistance.

Anyone who says Saawu is an offshoot of a banned organisation is barking up the wrong tree.

"We are not fighting whites. We fight malpractices by both blacks and whites and we shall do so as workers".

He said the head of the Ciskei Central Intelligence Services, Major General Charles Sebe, had said he was a trade unionist.

"I ask you which trade unionist locks up other trade unionists? Our rights are not with the CCIS. They are at the factories".

Mr Shiba appealed to the unemployed not to go to CCIS offices to apply for jobs at Dunlop Flooring.

"If you do that while Dunlop workers are fighting for their rights you are stabbing them from behind," he said — DDR.

Tribute from fellow worker

0023/11/81
105
145A

MDANTSANE Miss Deliswa Roxiso, the 20-year-old girl killed during a shooting here on November 8, played a useful role in the South African Allied Workers' Union (Saawu)

She was employed part-time at Johnson and Johnson, and a fellow worker there. Mr M Mampunye, said yesterday Miss Roxiso's first positive contribution was made when she pointed out that school-leavers did not have a chance of getting jobs at the factory because the company insisted on the production of unemployment cards.

Mr Mampunye said the matter was taken up with management and from then on, a quota of school-leavers was employed every time new workers were engaged.

He said later Miss Roxiso pointed out that the factory's employment officer had been seen making arrangements at Mdantsane's manpower centre for future engagements for the factory to be taken from there.

Again the matter was taken up and settled with

employers and it ended there.

He said that during the work stoppage at the factory Miss Roxiso, although employed on a part-time basis, did not see that as a means of getting herself a job at the factory. She attended workers' meetings with employers.

She was to have started at the factory a week after she was shot.

In recognition of her services, workers at the factory asked to buy her coffin for which they paid R600, Mr Mampunye said.

Earlier Mr Sam Tokwe told the crowd of more than 2 000 how the family came to learn of her death.

He said although they had had problems with the police about the confirmation of her death, they had received some comforting words from the head of the Ciskei Central Intelligence Service, Major-General Sebe, who had been kind to them.

Mr Tokwe said Miss Roxiso had been shot in the leg and in the neck — DDR.

Police were not armed, officer tells Saawu trial

ZWELITSHA — A member of the Ciskei Central Intelligence Service (CCIS) said yesterday police deployed at the Mdantsane Highway bus terminus when members of the South African Allied Workers Union (SAAWU) returned from a meeting in East London were not armed.

Lieutenant Ntobeko Justice Mlotana was giving evidence in the trial of 42 members on charges of incitement to public violence, under the Riotous Assemblies Act and of attending an unlawful gathering.

They all pleaded not guilty to the main charges as well as the alternatives.

Lt Mlotana said he did not see firearms on the uniformed police or the four members of the CCIS at the terminus.

He said they were trying to prevent the public from joining the group singing near the bus.

He said the first two songs sung by the group alighting from the bus were songs used by organisations with intentions of overthrowing the government and not particularly songs of the banned African National Congress.

He last heard the song with the words "When we come back the blood will flow and lead will burst over the enemy" in the 1976 school disturbances and during the Free Mandela Campaign.

He could not follow the other two songs but could remember certain words like "Isaawu inzima iza-kumbetha u-Charles Sebe" (Saawu is heavy — it will beat Charles Sebe).

The other one said Siya Kumlandela Ugqweta (We will follow Gqweta).

Cross examined by Advocate M. Brassey, for the defence, he said that the members singing did not say "Siza kumbida u-Charles Sebe" but said "Siza kumbetha u-Charles Sebe", meaning that Charles Sebe would be beaten or assaulted, not that Charles Sebe would be puzzled or confused.

He would not say he was mistaken when he said "ukumbetha". He heard the word "Ukumbetha" and not "Ukumbida".

Lieutenant Colonel Vuyo Gladstone Pakade, District Commissioner of Mdantsane, said that on September 6 he received instructions from Major-General Sebe to proceed to the Highway bus termi-

nus at Mdantsane with his men.

Saawu members were on their way from a meeting in East London and trouble was anticipated.

He proceeded with his uniformed men in police vehicles and parked near the Civic Centre.

At 7.25 a bus approached and parked at a bay.

Some people in the bus got off singing. Others raised their fists. Among the songs there was one which said Major-General Sebe should be killed.

Another said Saawu was "heavy" and was going to confuse or puzzle Charles Sebe.

Another one said Mandela was a leader, a tiger. Another said when they returned blood would flow. There were black power salutes and shouts that the government of Ciskei would be dethroned.

He addressed the group and told them the gathering was unlawful. He gave them 10 minutes to disperse and warned them if they did not he would use his powers. He repeated the instruction three times. Some of the members of the group ran away while others stayed.

He ordered them back into the bus and told the driver to go to the police station.

He spoke loudly and was audible when he gave the order. He took the action because the singing created an attraction to the public at the terminus.

Lt Col Pakade will be cross-examined by advocate Brassey today — DDR

DD 25/11/81
DURBAN LAWYERS OFFICE RAIDED

DURBAN — A Durban lawyer, Mr Patrick Magubela, who was formerly articled to the murdered attorney, Mr Griffith Mxenge, was taken away by police yesterday following a swoop on his offices.

Sources said Mr Magubela was detained by three men when he arrived for work in the morning.

The Secretary of the Allied Workers' Union, Mr

Sam Kikine, whose offices are on the same floor as Mr Magubela's, said Mr Magubela was later brought back to his office escorted by armed policemen and dog handlers.

"They conducted a thorough search of the office. The police also searched through my case which

was in Mr Magubela's office. They then seized thousands of pamphlets advertising the memorial service for Mr Mxenge on Thursday," Mr Kikine said.

He said Mr Magubela was again taken away by the police in Johannesburg, a for-

mer secretary of the Johannesburg Municipal Combined Employees' Union, Mr M Narsoo, was detained under section 22 of the General Laws Amendment Act.

The Witwatersrand Security Police also confirmed yesterday the detention of Mr Morris

Smithers, a Johannesburg supplier of raw materials for rural development projects, under the same act.

Mr Smithers was arrested in court while attending a hearing.

In Cape Town, the coordinator of the Video Resource Association, Mr Mark Kaplan, has been de-

tained under section six of the Terrorism Act, according to attorneys acting for him.

Mr Kaplan was detained on November 10 under section 22 of the General Laws Amendment Act. His mother, Mrs Madelaine Lewis, said last night she felt "completely and utterly helpless," but remained convinced of her son's innocence — SAPA-DDC

Mxenge offer, page 16

WIRE

Ciskeians covered by UIF for three years

Post Reporters

CISKEIANS who contribute to the national Unemployment Insurance Fund (UIF) will be covered for three years after independence. After that, a similar fund will be established in the independent state, according to a statement from Pretoria.

However, it is not clear whether workers who have contributed for years to the UIF in South Africa will then be able to transfer their contributions to the Ciskei.

The vice-president of the South African Allied Workers' Union (Saa-wu), Mr Sisa Njikelana, said he expected a hostile reaction from workers — similar to that which greeted the plan for the now scrapped Preservation of Pension Interests Bill.

A spokesman for the Unemployment Insurance Commissioner's office in Pretoria said a circular had been sent to all employers in the

Ciskei stating that workers would be able to draw on the UIF for three years after independence.

"Thereafter they will not be able to claim any money from the South African authorities, even if they have worked for a long time for the same employer," he said.

The circular states

- People employed in the Ciskei will cease to be contributors to the fund after December 4

- Contract workers will continue to contribute to the fund until their term of contract expires. This term does not last longer than a year.

- Former contributors who lose their jobs before independence day will still be entitled to draw benefits. But those who become employed after December 4 will neither contribute to nor receive benefits from the fund.

Provided they have contributed to the fund, all employees

who have worked legally for more than 13 weeks in one place qualify to claim unemployment insurance. This can be drawn from the Department of Manpower Utilisation by someone registered as a workseeker.

The Director of Manpower Utilisation in King William's Town, Mr A Coetzee, said after three years the Ciskeian Government would start its own UIF, and people who had been contributing in South Africa would automatically be covered by the new fund.

A lecturer at the Department of Sociology at the University of Cape Town, Mr J Maree, predicted "administrative confusion" when the three years were up.

He said that judging from the experience of Transkei, migrant workers would suffer most.

"There is a limited period during which a person can claim from the unemployment

insurance fund and, because of the administrative difficulties experienced, many people who qualify will not, in practice, get any money," he said.

Problems with the fund could contribute towards industrial instability in the territory, he said.

Of the other homelands which took independence only Bophuthatswana has its own UIF.

Contract workers from the Transkei, which became independent five years ago, did not contribute to the national UIF in South Africa, according to the vice-consul in Port Elizabeth, Mr K E Malgas.

Workers who lived in South Africa and had Section 10 rights contributed towards the UIF. They could draw on it.

Mr Njikelana said it had proved "almost impossible" for workers from Transkei to get paid from the UIF in the first three years after independence.

Court told some police armed

DD 25/11/81

(145A)
(145)

ZWELITSHA — Some of the members of the uniformed police contingent deployed at the Mdantsane Highway bus terminus when members of the South African Allied Workers Union (Saawu) returned from a meeting in East London were armed, Lieutenant Colonel Vuyo Gladstone Pakade said yesterday

Lt Col Pakade spent the morning and part of the afternoon session in the witness box under cross-examination by Advocate M Brassey who is defending the 42 Saawu members charged with incitement to public violence, under the Riotous Assemblies Act, attending an unlawful gathering and two alternatives

All have pleaded not guilty

Lt Col Pakade said the policemen — some in green uniform, others in brown overalls and some in plain clothes — did not carry large arms. Some had 38 revolvers in their holsters

Lt Col Pakade told how he ordered the group three times to disperse and had to take action as the situation was getting out of hand

Mr Brassey said the accused would deny that he gave orders for them to disperse. They would say it is an untruth because he realised he might be criticised for not having given the people time to disperse

Lt Col Pakade said the behaviour of the group was tantamount to

treasonable actions

He heard the songs sung by the Saawu members for the first time and also the slogans, but the black salute symbol, he said, was used in 1976 by pupils

Mr Brassey asked him why he called it a black salute. He showed Lt Col Pakade a picture of a boy scout in America with his first raised. The picture was in Time magazine of 1970. He showed him another picture in Time during 1981 where a group of Japanese people raised their fists. He also showed him another picture of members of the International Food and Allied Association, in its newsletter, showing Japanese workers with raised fists

Lt Col Pakade, said it was a black power salute he attributed to the Saawu members

Mr Brassey said the salute meant solidarity

Lt Col Pakade said Saawu members used the salute in a degrading manner with abusive language like "Up Mandela and down with Ciskeian Government"

Lt Col Pakade said he had reported to Major-General Charles Sebe that the mission he had been ordered to do had been successful. People had been arrested as planned

Later he changed his statement and said he did not say people were arrested as planned

"We proceeded to the bus terminus, not to arrest people, but because we anticipated trouble"

Lt Col Pakade said he

relayed the names of people who were on the bus by phone to Maj-Gen Sebe at Zwelitsha

Maj-Gen Sebe was to put the names before a meeting of the Ciskeian Cabinet. Maj-Gen Sebe told him warrants would be despatched after the cabinet had decided and that somebody would bring them to Mdantsane

Lt Col Pakade said the man arrived between 10 pm and 11 pm. Before the man arrived with the warrants, he had no authority to detain the Saawu members

Mr Brassey said according to the occurrence book at the Mdantsane Police Station, Lt Col Pakade made an entry that "all must be detained in terms of the Ciskei security laws". The entry was made at 20 25

Col Pakade said the entry might have been made later. He did not get instructions and the detention was authorised between 10 and 11 pm. But he was not sure of the time

Lt Col Pakade said he had read in newspapers about the dispute between the Ciskeian Government and Saawu

Mr Brassey asked whether people supporting the government were said to be law abiding and those supporting Saawu not law abiding

Lt Col Pakade said he had no impression about Saawu and that he had merely performed his duty

The hearing continues today — DDR

DD 26/11/81
105
145A

Officer: songs linked to assassination

ZWELITSHA — A member of the Ciskei Central Intelligence Service (CCIS) said songs sung by members of the South African Allied Workers Union (SAAWU) on September 6 at the Highway bus terminus at Mdantsane were songs usually sung when police were to be assassinated and property was to be damaged.

Warrant Officer Zandisile Ngwanya was giving evidence in the trial where 42 Saawu members face charges under incitement to public violence, the Riotous Assemblies Act and unlawful gathering and two alternative charges.

All pleaded not guilty.

W-O Ngwanya said on September 6 he was at the bus terminus with other CCIS members under captain Nhonhonho. A bus approached full of people singing. They raised their clenched fists.

When the bus stopped, they surged forward and he could hear the words of the songs sung.

"You are a tiger which uses its spots. Mandela appear," said one song.

Another song went "When they come back lead will burst on the enemy. Blood will flow."

The songs were punctuated with the slogans "Amandla ngawethu."

He saw Lt Col Pakade addressing the group that came out of the bus but he could not hear him. He saw Lt Col Pakade gesticulating. After that he saw the group that was standing next to the bus being herded back into the bus. While the group was standing next to the bus, they continued singing.

The court adjourned at 1 pm yesterday until today. The magistrate Mr J Kotze, had to leave for East London for the afternoon — DDR

Argus 27/11/81 (145A) (229) (138) (77A)

Thirteen detained, clerics' homes raided

Argus Correspondent
JOHANNESBURG —
 THIRTEEN leading
 trade unionists, students
 and labour experts were
 detained early today in a
 nationwide security police
 swoop.

They were detained in
 terms of Section 22 of the
 General Laws Amendment
 Act which allows for them
 to be held for up to 14
 days without being
 charged.

Those known to have
 been detained are: Mrs

Emma Mashini, general
 secretary of the Commer-
 cial, Catering and Allied
 Workers' Union (Coawusa)
 and Mr Sam Kikine,
 general secretary of the
 South African Allied
 Workers' Union (Saawu).

EDITOR

Mr Samson Ndou presi-
 dent of the General and
 Allied Workers' Union and
 his organising secretary,
 Mrs Rita Nzanga; and Mr
 Nicholas 'Fink' Haysom a
 labour consultant and

brother of the Argus's
 New York bureau staffer,
 Cheeta Haysom.

Also held are Mr Neil
 Agate, regional secretary
 of the Food and Canning
 Workers' Union; Mr Firoz
 Cachalia, a former Wits
 student presently serving
 a five-year banning order;
 and Miss Merle Favis,
 editor of the Labour Bul-
 letin in Durban.

Miss Debbie Elkon, a
 University of the Wit-
 waterstrand medical stu-
 dent and former girlfriend

of Terrorism Act detainee,
 Mr Alan Fine — she re-
 cently had bricks thrown
 through her car and home
 windows; Miss Liz Floyd
 of the Industrial Aid
 Society; Miss Renee Roux,
 a former researcher at
 the Institute of Race Rela-
 tions and Mr Pravin
 Gordham and Mr Unus
 Mohamed, executive mem-
 bers of the Natal Indian
 Congress.

Also detained was Mr
 Colin Purkey, a Wits
 University graduate now
 doing an MA in psychology
 with the University of
 South Africa.

Police in camouflage
 uniforms kept guard while
 security police searched
 the homes of prominent

(Continued on Page 3, col 3)

Argus 27/11/81

Swoop

(Continued from Page 1)

clerics here, including the
 Greenside home of the
 Rev Bevers Naude, who is
 still banned.

Police stopped the
 Press, legal representa-
 tives and friends from en-
 tering the houses during
 the search.

The first search com-
 pleted was at the home
 of Dr W Kistner, director
 of the justice and recon-
 ciliation division of the
 SA Council of Churches
 (SACC).

Dr Kistner said police
 had taken private letters
 and documents they had
 been 'polite'.

At the Melville home of
 the Rev Geoff Davies, his
 attorney, Mr William
 Lane, attempted to see Mr
 Davies but was prevented
 by a security policeman
 who told him 'You are
 wasting my time'.

Mr Davies, the director
 of the department of mis-
 sion at the Anglican
 Church, said the police
 had shown signs of
 'aggression'.

At one stage they had
 threatened to arrest Mr
 Lane, who had insisted on
 seeing him.

After Mr Davies inter-
 vened, Mr Lane left with-
 out interviewing him.

BANNED ANC

Mr Davies said the
 search warrant mentioned
 banned organisations, in-
 cluding the African
 National Congress. He
 said the police seemed
 especially interested in
 documents involving
 strikes and conscientious
 objection.

They took 13 documents
 including drafts of articles
 he was planning to pub-
 lish.

Police also searched the
 house in Loch Avenue,
 Parktown, occupied by a
 Catholic women's religious
 group known as the Grail.

See Page 7

Saawu trial: release application rejected

DD28/11/81
165A

ZWELITSHA — The application for the discharge of 42 members of the South African Allied Workers' Union (Saawu) charged with incitement to public violence, under the Riotous Assemblies Act, unlawful gathering and two alternative charges, was rejected in the regional court here yesterday

Advocate M Brassey, for the unionists, applied on Thursday for the discharge of all of them on grounds that the state had not proved who the principal perpetrators of the crimes were and that it had not proven common purpose

The state alleged that at a Mdantsane bus terminus on September 6, the unionists intentionally acted or conducted themselves in a manner that might reasonably have been expected

to provoke public violence by members of the public, or by the persons in whose presence the acts and conduct took place, sang inflammatory songs while on a bus approaching the terminus, or shouted inflammatory slogans while on the bus, gave the black power salute while alighting, congregated at the terminus, continued singing after alighting and defied legitimate orders to disperse

The alternate charge was that they made verbal statements or performed acts intended to subvert or interfere with the authority of the government or police officers

On the second count it was alleged that the unionists intentionally attended a gathering, alternatively an unlawful meeting, gathering or assembly at which more than 10 per-

sons were present
On the third count, they were alleged to have attended an unauthorised meeting and intentionally failed or neglected to disperse when ordered to do so by Lieutenant-Colonel M C Pakade

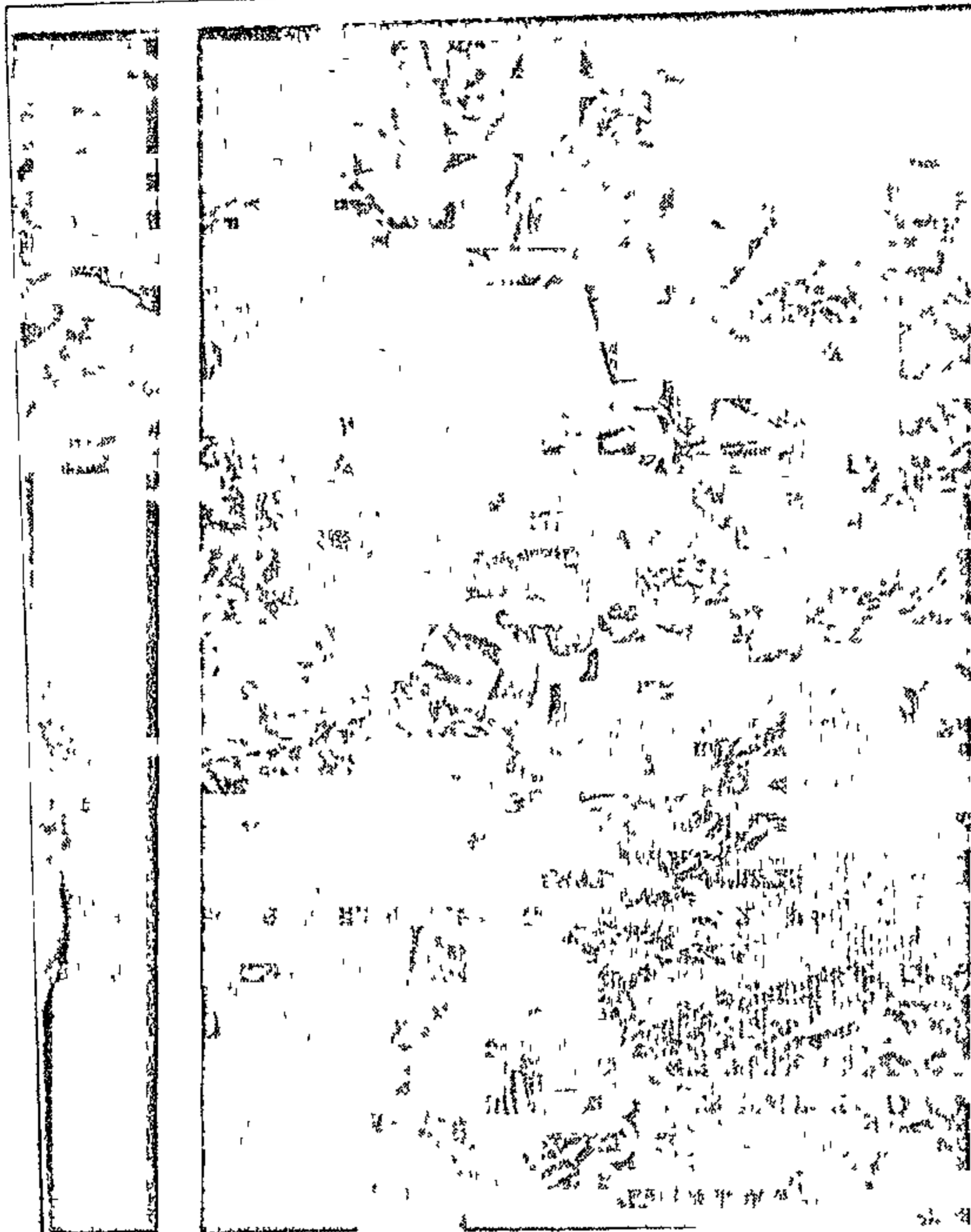
The unionists have pleaded not guilty.

Mr J Kotze, regional court magistrate, after considering the evidence for the state, said it was the court's opinion that the application should be rejected. He could not rebut all the state's evidence

Advocate Brassey applied for the case to be postponed and for R50 bail to be returned to each of the accused

The application was granted and the hearing postponed to January 18
— DDR

DD 20/11/81
Saawu
head
praises
Mxenge



These mourners were able to find a good vantage point and shelter from the sun

KING WILLIAM'S TOWN — The president of the South African Allied Workers' Union (Saawu) Mr Thozamile Gqweta, said Mr G. M. Mxenge was murdered because of his relentless and tireless fight for the freedom of the oppressed and exploited masses

Speaking at the funeral of the Durban attorney Mr Gqweta said Mr Mxenge had been the legal adviser of Saawu. He was a man of intense and immeasurable dedication to the black man's struggle for freedom in South Africa and had had a vision of a liberated country

There was nothing Mr Mxenge would not do if it was for the liberation of the black man and he had an unwavering belief in and adherence to the freedom charter drawn up by the people of all races in 1955, Mr Gqweta said

Mr Gqweta attacked homeland leaders for accepting independence. He said political independence without economic independence was empty

Ciskei's coming independence had been preceded by a string of detentions, he said

The president of the Azanian People's Organisation, (Azapo), Mr Khehla Mthembu, said that, like all fallen heroes, Mr Mxenge knew his course in the struggle could lead to his death but to him the glittering and cherished goal of liberation meant more than his life

Mr Mthembu called on all to put aside selfish and parochial differences and be united in fighting for justice

Africa was in bondage and people owed it to her to help the continent join all the progressive societies of the world, he added

"We have nothing to lose but our chains of oppression and exploitation," he said

"Azapo is totally committed to a programme of bringing about peace and stability in a democratic future Azania where we can stand as one people"

The president of the Azania Students' Organisation, Mr Joe Phaahla, said the student movement shared with all the sorrow, anger and frustration over the murder of Mr Mxenge

"We want the perpetrators of this barbaric act and the whole world to know we do not regret Mr Mxenge's involvement in the liberation struggle and we are sure his death will be avenged," Mr Phaahla said

He said Mr Mxenge was a link between the young and the old and between blacks and the Indian community in Durban

The aim of the killing was to destabilise the struggle and to intimidate the people, he said. — DDR

DAIK'S DESK 2/12/81

~~7/5~~ 1057A

Saawu members call for action on UIF

EAST LONDON — About 1 500 workers elected last night to approach their managements with the request that the money they have paid in to the Unemployment Insurance Fund (UIF) be paid back to them

At a joint South African Allied Workers Union (Saawu) and African Food and Canning Workers Union meeting in the city hall here the UIF issue was hotly debated. Workers expressed anger at the way their UIF benefits were to cease three years after independence of the Ciskei.

The workers unanimously rejected any attempts to have the UIF transferred

to the Ciskei government, saying it was a government which they did not recognise.

Mr Thozamile Gqweta, the president of Saawu, said it was the experience of workers that when they relied on social security payments from homeland governments they did not get paid out properly.

Speakers from the floor said they were dismayed that they had been paying into the UIF for years but three years after independence would not be able to recover any of that money. Among the suggestions made was that workers demand that the money they had paid in to the UIF be transferred to

the statekeeping of Saawu but workers from non-Saawu factories said they would prefer to be paid out individually.

After the workers elected to approach their managements with the request that the UIF money be paid back to them, Mr Gqweta said the workers committee would be told that the money was controlled by the government and not by the employers.

He warned workers not to take action if they received this reply but to demand that managements write letters to the government and show these letters to the workers committees — DDR

DAIKY Disp 1/12/81
1454

Saawu: concern over UIF loss

EAST LONDON — There was great concern among workers here about the loss of Unemployment Insurance Fund (UIF) benefits after the independence of the Ciskei. Mr I Mdyogolo, the branch secretary of the South African Allied Workers Union (Saawu) said yesterday

Mr Mdyogolo said large numbers of workers were coming to the union offices to find out what their position would be with regard to the UIF after independence

A circular sent to all employers recently notified them that UIF payments for Ciskei residents and contract workers would cease after independence when their yearly contracts expired but that benefits would be preserved

for three years. The Ciskei government has not yet indicated whether it is to set up a fund of its own

Mr Mdyogolo said Saawu would be holding a meeting with the African Food and Canning Workers Union tonight at which the issue would be explained and discussed among the workers

"Many of the workers have been paying into the fund for years and feel that they might now never recover those payments if they lose their jobs after three years

"The problem is there has been a lack of consultation with the workers who are being deprived of their rights without even being properly informed"
— DDR

Don't take off on Friday, 2/12/81 workers told

EAST LONDON — Workers who had been given the day off on Friday should tell their employers they wanted to work. Miss Debra Komose, branch secretary of the African Food and Canning Workers Union, said at a mass meeting here last night.

Addressing a crowd of about 1,500 trade unionists, Miss Komose said workers who took the day off would be counted as having celebrated independence.

She said there was no cause to celebrate because independence was one way of promoting the apartheid system.

Independence is going to be used to cripple the trade unions. Workers will be even more oppressed after Ciskei independence than they are now.

Mr Thozamile Gqweta, the president of the South African Allied Workers Union (Saawu), said the reason why trade unions were involving themselves in the fight against Ciskei

independence was because workers were resident in the Ciskei.

'Nobody can tell us not to involve ourselves in this issue because it affects us directly both as workers and residents.'

'We do not wish to be given one meal a day as Chief Minister Sebe once promised to provide the people with. The workers are not going to accept independence at all.'

Although Chief Sebe is to take independence on Friday, he knows very well that his government is not of the people, by the people and for the people.

Mr Gqweta appealed to the workers to bring their families to the Saawu offices and not to Bisho.

He also warned the workers that the leaders of Saawu might be detained by the Ciskei government but that the workers must continue the struggle even if that happened.

We are strong enough to fight this independence — DDR

Darcy disp 4/12/81

~~145A~~ 145A

Unionists won't take days off

BISHO — Members of two East London unions opposed to the independence of the Ciskei have decided to go to work today despite a decision by some businesses in the Border area to give their employees the day off to attend the celebrations here

Mr Sisa Njikelana, national vice-president of the 50 000 strong South African Allied Workers' Union (Saawu) said yesterday that members of his union had taken a joint decision with those of the

African Food and Canning Workers' Union to go to work as they had nothing to celebrate

A member of the Border Chamber of Industries said the feeling among employers was that workers would be given time off, but those who insisted on coming to work would not be stopped

"Our business for instance will be closed, but we have got a number of workers who indicated that they will come to work, and they are welcome to do so" — DDC

workers so at there they can't be

Equilibrium - ... the ...

145A

EAST LONDON — Mr Thozamile Gqweta and Mr Sisa Njikelana, the president and vice-president of the South African Allied Workers Union (Saawu), were detained at their union offices yesterday afternoon

The local head of the Security Police, Colonel A P van der Merwe, said the men were being held under Section 22 of the General Law Amendment Act, which allows for detention without trial for 14 days

Union officials reported that about 10 security policemen raided the offices of Saawu, the African Food and Canning Worker Union and the General Workers' Union at about 12 30 pm They left after 2 pm with Mr Gqweta and Mr Njikelana and a few posters and pamphlets

This is the fifth time the two men have been detained under security laws Mr Gqweta was detained twice last year by the Ciskei Central Intelligence Services and once by South African security police

Mr Gqweta was held on June 26 this year under Section 22 of the General Law Amendment Act After two weeks he was re-detained under Section Six

DAILY STAR 9/12/81
Top Saawu officials detained

of the Terrorism Act, under which he was held before being released on August 7

Mr Njikelana was also detained by the Ciskei authorities twice last year and once by the South African security police On May 29 this year he was detained in Johannesburg under Section 22 of the General Law Amendment Act, being re-detained after two weeks under Section 10 of the Internal Security Act

He was released on August 10

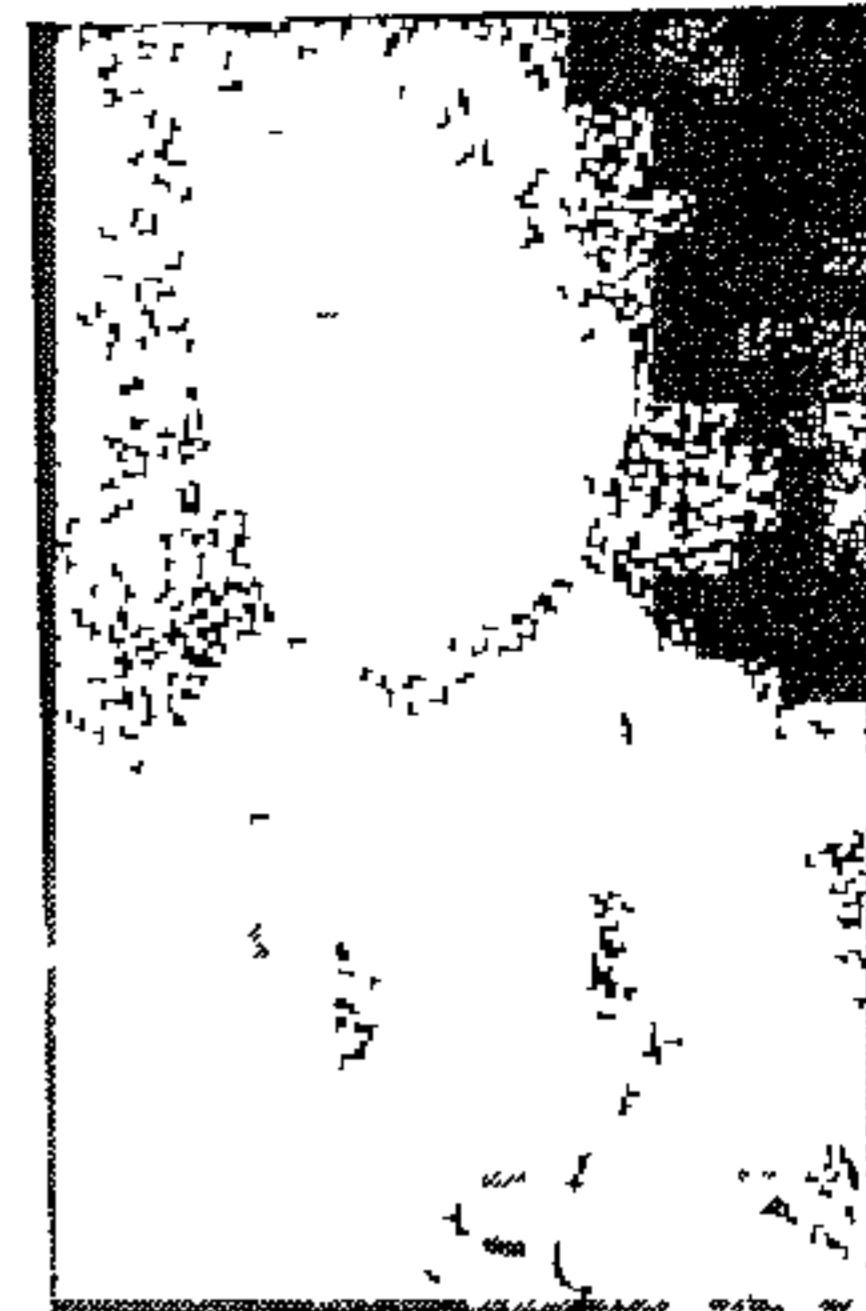
Neither men has ever been convicted for offences arising out of their detentions

Their detention brings to three the number of Saawu officials being held under South African security laws On November 26 Mr Sam Kikine, the general secretary of the union, was detained under

Section 22 of the General Law Amendment Act in Durban Mr Dave Lewis, the general secretary of the General Worker Union, said in Cape Town yesterday that the detention of Mr Gqweta and Mr Njikelana was a further step in the recent wave of action against the trade union movement

"After searching the offices of our East London branch the security police left with a copy of our constitution

"Coming as it does after the detention of numerous union leaders in Johannesburg and Durban ten days ago and raids on the offices of the General Workers' Union and African Food and Canning Workers Union a month ago the latest actions of the security police can only be seen as a further step in a concerted attack on the trade union movement



MR GQWETA . . . fifth time he has been detained

"We must again warn the government that in the face of persistent actions by the security police the reformist labour policy is being regarded with more and more suspicion by the workers

"Reforms on paper mean nothing when in practice the security police continue to operate as a law unto themselves

"We again call on the government to put a stop to the continued harassment of the independent trade union movement and we demand the immediate release of all detained union leaders" — DDR

Top ^{copy} Cape ^{9/12/81} union ^(145A) leaders held

Own Correspondent

EAST LONDON — Mr Thozama Gqweta and Mr Sisa Njikelana, the president and vice-president of the South African Allied Workers Union (Saawu), were detained at their union offices yesterday afternoon.

The local head of the security police, Colonel A P van der Merwe, said the men were being held under section 22 of the General Law Amendment Act, which allows for detention without trial for 14 days.

Union officials reported that about 10 security policemen raided the offices of Saawu, the African Food and Canning Workers Union and the General Workers Union about 12.30pm then left after 2pm with Mr Gqweta and Mr Njikelana and a few posters and pamphlets.

Fifth detention

This is the fifth time the two men have been detained under security laws. Mr Gqweta was detained twice last year by the Ciskei Central Intelligence Service and once by South African security police.

Mr Gqweta was held on June 26 this year under section 22 of the General Law Amendment Act. After two weeks he was redetained under section six of the Terrorism Act, under which he was held before being released on August 7.

Their detention brings to three the number of Saawu officials being held under South African security laws. On November 26 Mr Sam Kikine, the general secretary of the union, was detained under section 22 of the General Law Amendment act in Durban.

● In a statement issued in Cape Town last night, the General Workers' Union condemned the security police action as "a further step in a concerted attack on the independent trade union movement".

The statement said the detention of Mr Gqweta and Mr Njikelana followed the recent detention of several trade unionists in Johannesburg and Durban and raids on the offices of the Food and Canning Workers' Union and the GWU about a month ago.

"We must again warn the government that, in the face of these persistent actions by the security police, the government's reformist labour policies are being regarded with increasing suspicion by the workers. Reforms on paper mean little or nothing if in practice the security police continue to act as a law unto themselves."

which case 1 is higher than F-cycle numbers are at the

any of the files in the F-cycle numbers are at the highest is defined as having the highest relative F-cycle number (0 or 0) refers to the signed integers in the range number or by a relative F-

A file within an F-cycle maximum of 32 consecutive circular assignment of F-continue through 999, at Absolute F-cycle numbers

identifies that particular to it. This number is As a file of a given F-cycle as well as qualifier*file

one of these sets of catalogued files without Each qualifier*filename

The use of F-cycles enables 2.5.3 FILE CYCLES (F-CY

to an external filename. filename list is searched If a no-find condition o

external name before any ability to attach an internal stream. If a conflict o

by its internal or external maintained for the run. All internal filenames e

earlier @USE command. The exception is when e external name usually t

EXTERNAL-FILENAME spec within the run after th INTERNAL-FILENAME spec

@USE INT Format 2:

from 999 to 1, in course, the absolute F-cycle number of at highest, etc. The absolute F-cycle is five F-cycle number 0 ve F-cycle numbers are by its absolute F-cycle ay be retained in a set. t cause conflicts since ring recycles to 1. The that begin with 1 and cycle number and uniquely ted, a number is assigned

same read and write keys set. Each file within

late any of a set of

filenames can be attached names, the external st on file reference. The are attempted). The (with the conflicting t is the user's responsi- thin a program or the run er can reference the file filename are listed and

previously used in an ar*filename (F-cycle). The name of the file. The

the file can be referenced

UK unions plan sympathy boycott

From BRUCE STEPHENSON
 LONDON — Three of Britain's most powerful trade unions may decide today to boycott the giant confectionery manufacturer Rowntree Mackintosh, in a show of solidarity with workers at its South African subsidiary, Wilson Rowntree

National officers of the Transport and General Workers' Union (TGWU), the Union of Shop, Distributive and Allied Workers (Usdaw) and the General and Municipal Workers' Union (GMWU) meet here this afternoon to decide a form of action

A boycott of Rowntree Mackintosh, Kit Kat, Smarties and Quality Street goods will be in support of workers of the South African Allied

Workers' Union (Saawu) who have had a long-standing dispute with their East London employers

They want the South African subsidiary to recognize Saawu and reinstate without victimization workers sacked during the strike

A spokesman for one of the three British unions said yesterday they had made "strong representations" to Rowntree Mackintosh management on the matter, but had not received a satisfactory response yet

The precise terms of the boycott, if implemented, have not been decided, but it could follow along the lines of similar union action, which means union members would refuse to handle or transport the company's goods

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These elements
 as source-lang
 by the system
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 are created an
 the part of th
 In addition to
 statements may
 called by the

Such elements are placed into a program file by the procedure definition processor (@PDF).

- a. ASSEMBLER procedure elements
- b. COBOL procedure elements
- c. FORTRAN procedure elements

The following element types may be thought of as being special-case source language elements:

Any of these elements may be introduced into a program file or manipulated within a file by the use of the appropriate processor (FORTRAN, COBOL, ASM) or by certain utility routines described later in this manual.

- a. FORTRAN source program
- b. COBOL source program
- c. ASSEMBLER source program

Typical source-language elements are the following:

- a. Source element (Symbolic) - Multiple updated copies of this same ELEMENT/VERSION may be maintained by C-cycle
- b. Relocatable binary element (RB) - C-cycle is not available for RB and ABS element
- c. Absolute binary element (ABS)

The elements contained within a program file are of the following three types:

Also included are various other parameters such as the date of element creation and the current relative location of the element on mass storage. These parameters are provided and maintained by the system.

2 EL firms in wage accord with unions

1459
11/12/81
152

EAST LONDON — Two local companies — subsidiaries of the giant Tiger Oats group — have negotiated a substantial wage increase with the South African Allied Workers Union (Saawu) and the African Food and Canning Workers Union (AFCWU)

The companies are KSM Milling, which recognises Saawu, and Meadow Feeds, which recognises the AFCWU. Both unions are unregistered

Mr Gordon Minkley, the managing director of KSM was tight-lipped yesterday on the details of the wage package and would only comment 'We have had wage negotiations and reached an agreed wage for the next 12 months'

Union sources said the minimum wage had risen in the region of 100 per cent and added they were very pleased with the outcome of the talks

A spokesman for Tiger Oats in Johannesburg said the wages of employees in the two companies had been brought into line with the rest of the country

'The basis of the negotiations was to close the gap between wages in the rest of the country and the Eastern Cape — where, for some reason the wage structure has always been lower'

He would not comment further, saying it was a delicate, domestic matter

KSM has been hit by three work stoppages in recent months, two of which were reportedly over the wage issue. A spokesman for Saawu praised the management of the company for arriving at this settlement and said it would go a long way towards ensuring industrial peace at the factory

He said the agreement proved that it was only through representative trade unions that workers could gain their rights and improve their living conditions — DDR

MR MINKLEY

constitutes one of the major study tasks for most students in the faculties of Arts and Social Science. Once again, taking good notes aids understanding and recall.

I.4 Completing Assignments

This includes essays, long papers, practicals, reports and tutorial work. Written assignments throughout the year.

I.5 Integrating Course Components

Lectures, reading and assignments. You will need to integrate the knowledge from different aspects of the course.

work out your reading rates for your prescribed books. - you will then know in advance whether to schedule a whole weekend for a chapter, or whether to read it on the train on the way home. Try to do the same for test preparation, essay planning and writing, etc.

(B) The second missing element is obvious. You have work to do, a time to do it, but where do you do it? Studies on study areas suggest that a good place to study:

(i) Is free from interruption (noise, visual distraction, friends, people constantly walking past).

(ii) Is out of sight of a telephone!

(iii) Has a firm, comfortable chair, but not one in which you can fall asleep.

(iv) Has

(v) Is a

(vi) Is a

Those of you

at home will

case use your ingenuity. The libraries on campus have many

study areas - find a quiet area. Many departments have

study rooms or seminar rooms which you could ask to use. In

general, find the best study place available to you - the

factors mentioned should help you decide between venues even

Sacked sweet workers reject rehiring offer

Mail Correspondent

THE management of Wilson-Rowntree, which has experienced a 10-month consumer boycott over the dismissal of striking workers, has softened its stance on taking back sacked staff - but the workers have rejected the new terms

Addressing about 300 former Wilson-Rowntree workers in East London yesterday, officials of the SA Allied Workers' Union claimed the company had made an offer aimed at ending the deadlock

At the meeting, workers called on the company to reinstate them unconditionally - a full 10 months after the industrial dispute which led to their being fired

These developments came as three powerful British unions were considering whether to endorse a boycott of the British-owned company's products

The dispute at Wilson-Rowntree has already led to a nationwide consumer boycott in South Africa

'Starve'

In a resolution, workers said they were prepared to starve and prolong the boycott as long as management remained adamant about not reinstating them

The Wilson-Rowntree dispute began in February, when about 500 workers went on strike over the allegedly unfair dismissal of three operators

Mr M Mdyugolo, branch secretary of Saawu, told the meeting union officials had met management on Monday and been told the company was prepared to take the former employees back when vacancies occurred

This was rejected by workers, who said they still regarded themselves as Wilson-Rowntree employees and members of Saawu

In the resolution they said they wanted their jobs back unconditionally and added they would never join the Sweet Workers' Union which is at present recognised by the company and which Saawu claims is favoured by management

They also refused to discuss their reinstatement with the Sweet Workers' Union - as management has insisted because "it has nothing to do with them the Sweet Workers' Union is not involved in the dispute"

The workers said they still demanded the company recognise Saawu and their elected workers committee

Now, each of these activities requires special skills and you will need to become proficient at each to succeed at university.

The lectures tomorrow and the day after will look at the different skills some of these study behaviours require.

Today's lecture will look at an important factor they all have in common - they all require a carefully planned use of a scarce commodity - TIME.

Clash looms between Sebe, trade union

ARBUS
14/12/81

145A
~~145A~~
~~145A~~

tre of an area with a history of black militancy

Though seeing its primary task as improving conditions for its members, SAAWU stands for a non-racial democracy for all the races of South Africa.

It is opposed to the republic's homeland policy and sees it as dividing blacks and depriving them of their South African citizenship.

But it is not just opposition to an independent Ciskei homeland which has brought SAAWU into conflict with the Ciskeian authorities.

Desperately poor and devoid of natural resources, Ciskei has only one export — its people, two thirds of whom live as contract labourers.

Many of those who read and work in the Republic main in Ciskei commute daily to work in the fac-

tories of 'white' East London in the absence of job opportunities in the homeland.

The wages of these two groups of workers constitute more than 60 percent of Ciskei's gross national product

Mindful of Ciskei's status as a reservoir of cheap labour for South Africa, the Sebe government has developed a policy of 'marketing' Ciskeian labour to employers. It sees worker militancy, as embodied by SAAWU, as a threat to the success of this programme.

Mr Gqweta is convinced that the Sebe government will soon ban the union in Ciskei.

"They have said in no uncertain terms that after independence SAAWU will be doomed," he said. — Sapa-Reuter.

This example shows in ELTNAM-1 and ELTNAM-3 the same program file and element name. Since a program file may contain only one element by the same eltnam/version and type (source in this case), the original source element ELTA (with possibly several C-cycles) will be completely replaced with the new source element ELTA specified in ELTNAM-3. There is now no way to reference any previous C-cycles because this new element contains only valid statements from the last update. Any previously deleted statements have disappeared and all statements have been flagged with the initial C-cycle number (0).

(correction statements may or may not be present)

PFA.ELTA,PFB.ELTB,PFA.ELTA

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h. COOB,S

The corrections are applied to the source element ELTA in program file PFA to create the new relocatable binary element ELTB in program file PFB and also to create an updated source element ELTA in PFA. The C-cycle number for ELTA has been increased by 1. At least 2 or more C-cycles are maintained in ELTA. The presence of ELTNAMES-3 in this statement causes a completely new source element to be created and placed in program file PFA as source element ELTC. This element is created as though it were an initial creation with the I option.

Firm denies sacked workers victimised

15/12/87
145A

EAST LONDON — Car Distributors Assembly (CDA) have paid off 64 workers over the past week and will be retrenching several more as the various sections shut for the Christmas period, a spokesman for the company said yesterday.

The spokesman denied claims by some of the retrenched workers that they had been victimised for being active in the strike which hit the company in October. He also denied that management was firing workers because they were organisers for the South African Allied Workers Union (Saawu).

Workers claimed that they had been victimised because they were Saawu members. The company recognises the 10,000-affiliated National Union of Motor Assembly and

Rubber Workers

The management spokesman said that of the 64 who had been retrenched, four had been guilty of specific violations of company rule and the other 60 lay-offs had been a question of 'trimming'.

"In the latter months of the year we were clearly under pressure to get production through so we were forced to take on extra workers," he said.

"Because of the high degree of quality control needed in the manufacture of Mercedes-Benz vehicles we decided to lay off those who did not meet the required standard."

"We decided to wait until after the Christmas bonuses had been paid to do the trimming so the workers would not lose out."

The spokesman denied that workers had been dismissed because they were Saawu members. "We don't even know who the Saawu members are — they have never identified themselves."

As for the claim that workers were victimised

because they had taken part in the strike — that is pure garbage. Why would we wait until December if that was our intention?"

But workers who contacted the Daily Dispatch said the names of those regarded as being the most radical during the strike had been taken down by their superiors.

The workers said they found the retrenchment a contradiction because of the mass expansion plans for CDA, the development of the Panda factory and the rising demand for Mercedes-Benz vehicles.

Mr Neo Ntshona said he had joined CDA in April 1976, and knew of others who had worked longer periods who were among those laid off — but workers who had joined the factory in August had been retained.

He said many of the workers who had been retrenched were Saawu members and he believed this was because management was trying to rid the factory of Saawu elements — DDR

Saawu detentions slammed at meeting

DAIRY DESK 16/12/81
145A 822A

EAST LONDON — About 1 000 workers at a meeting in the city hall last night unanimously adopted a resolution condemning the recent detention of South African Allied Workers' Union (Saawu) officials

Unions represented at the meeting were Saawu, the Motor Assembly and Components Workers' Union (Macwusa), the Gener-

al Workers' Union and the African Food and Canning Workers' Union (AFCWU)

Mr M Mdyogolo, the branch secretary of Saawu, said the detention of Mr Thozamile Gqweta, Mr Sisa Njikelana and Mr Eric Mntonga in East London last week was an attempt by the government to undermine the trade union movement.

He said the detentions were a direct contradiction of the proposals of the Wiehahn Commission which were aimed at preventing the government from interfering in the affairs of trade unions

He told the workers that the independent trade union movement had the backing of international bodies such as the United Nations and that the government was acting in defiance of the feelings of the world community

"From the messages of support we have received — from organisations throughout the world — it is clear to us that the world stands behind us in our fight against the oppressive regime in this country.

"Furthermore, many of

the documents which were taken from our offices by the security police refer to specific disputes such as the Wilson-Rowntree strike and we must ask what interest the state has in them

"Our only conclusion is that management and the government are working hand in hand in an attempt to break the trade union movement

"To the dismay of those who thought Saawu would be broken by the recent detentions of our leaders we are still moving forward. Nothing can stop us in our fight for the rights of workers"

Mr David Thandani, the branch secretary of the General Workers' Union, said that when the government detained trade unionists it made a mockery of its promises of reform

"What the government gives us it takes away but by these detentions it takes away more than it gives

"It is clear that we need our own government if any of these promises are ever to materialise" — DDR

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It's Christmas in detention for Thozzi

Thozamile Gqweta who is at present detained under South African security legislation, is no stranger to detention without trial — this is the fifth time he has been detained in two years

Mr Gqweta was taken away from his union offices by security police two weeks ago along with his colleague, Mr Sisa Njikelana, the vice-president of Saawu, who is also experiencing his fifth detention. Neither man has ever been convicted of an offence.

Mr Gqweta, 29, has risen to prominence in the past two years as an articulate and powerful leader, head of a trade union which claims a membership of over 50 000. A staunch advocate of non-racialism, he is among the new breed of black leaders who have rejected both the government-sanctioned system of homeland governments and community councils as well as the racial exclusivism of black consciousness.

Alternatively a debonair diplomat in neatly tailored suits (as he often appears in meetings with managements) or casual in jeans and jogging shoes (the workers all call him "Thozzi"), Mr Gqweta is widely respected if not always liked. He has been at the helm of the revival of black trade unionism in East London.

Thozamile Gqweta's ori-

About 170 South African detainees will not be able to spend Christmas at home with their families this year. Among them is Mr Thozamile Gqweta, the national president of the South African Allied Workers Union. In this article the Daily Dispatch's labour reporter, Phillip van Niekerk, examines the man and his career.

gins are humble. As a boy he grew up in a small hut in the rural village of Peulton near King William's Town. He matriculated in 1973 from Mzomhle High School in Mdantsane whereafter he became a furniture salesman.

He once said that it was through selling furniture that he learnt the finer arts of diplomacy and dealing with people.

Before he became actively involved in trade unionism the two loves of Mr Gqweta's life were rugby and music. He played first team wing for the Mdantsane club Winter Rose until the 1980 season and played lead guitar for a group called the "Trutones".

Ever since he opened the East London branch of Saawu with two other organisers in March 1980 Mr Gqweta has been a controversial figure. In a conservative city with no recent experience of black trade unionism the emergence of an unregistered "militant" union such as Saawu was anathema to both the state authorities and the managements of many companies.

Mr Gqweta's first spell in detention started on April 17 last year when he was detained by the Ciskei authorities after a strike at the Mdantsane Special Organisation. After going on hunger strike (he said he spent two days standing up, not sleeping and refusing food and water) he was charged under the Riotous Assemblies Act — a charge on which he was eventually acquitted.

In 1980 he spent two other periods in detention — once in the Ciskei and once in South Africa. But each time he was back in his union office the day after being released catching up with the vast backlog of work. He has not had a holiday in two years.

On June 26 this year he was detained by the South African security police again and was released without being charged on August 6.

Mr Gqweta was in the forefront of opposition to Ciskei independence this year and the fight between Saawu and Ciskei blew into the open in September when 205 workers were detained while returning from a union

mass meeting. Business and industrial leaders, concerned about maintaining industrial peace in the region, called on both parties to "bury the hatchet" but it soon became clear that their differences ran too deep for an easy resolution.

Because of his outspoken stand on Ciskei independence, Mr Gqweta's union has been accused of being political. At a union meeting about a week before he was detained he replied that Saawu could not "keep quiet while our members are being detained, our organisation attacked, when workers will lose the few rights they have in an independent Ciskei and while the mass feeling of the workers in Mdantsane is of deep opposition to the rule of the Sebe brothers".

Mr Gqweta has suffered personal tragedy twice recently.

On November 1 a fire destroyed his parents' hut in Peulton, killing his mother and uncle, and a week later a close friend, 20-year-old Deliswa Roxiso, was shot and killed at the Mdantsane bus terminus as thousands of mourners returned from his mother's funeral.

Mr Gqweta has a four-year-old daughter, Amandla, who is described by the officials at the Saawu offices as "very bright" and who closely resembles her father — DDR.

Sweet boycott still on

Star 29/12/81

The boycott weapon also came to light in the Wilson-Rowntree dispute in East London involving Saawu

About 500 workers were dismissed at the factory in February and the union instigated a countywide boycott campaign

Its greatest success has been in townships outside Pretoria and in Soweto,

where traders have apparently refused to stock Wilson Rowntree products

The campaign is still under way

The past year saw the newly instituted Industrial Court come under fire from unions and employers.

The court was designed to bring about the speedy resolution of disputes but

in May it almost ruled itself out of existence, labour experts say

A case brought before the court by Fosatus Engineering and Allied Workers Union over a dispute at Raleigh Cycles in Springs was thrown out because the court said it did not have jurisdiction

The union claimed that the company had locked

out workers and victimised union members

The refusal of the court to hear the case brought to an end the proposed appeal by lawyers representing former Putco bus drivers dismissed after a strike the previous December near Soweto
Counsel for the drivers said taking the case before the court would have been a waste of time