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INDUSTRIAL RELATIONS

WORKERS ORGANIZATIONS

FOSATU

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60 000 workers set to merge into new union

Star 12/4/79



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By Sieg Hannig, Labour Reporter

A new force is set to emerge on the labour scene at the weekend when eight black and four coloured trade unions plan to pool resources in a federation representing about 60 000 workers.

The establishment of the proposed Federation of South African Trade Unions (Fosatu) at Hammanskraal, near Pretoria, will create the first formal link between registered and unregistered unions outside the multiracial Trade Union Council of South Africa.

As a new mouthpiece for workers of the less privileged races, it is bound to draw considerable interest abroad, notably at the International Labour Conference in Geneva next month.

"The political situation in South Africa looms ever larger in the International Labour Organisation's work," says a recent ILO newsletter.

RESOURCES

The new federation should allow much closer co-operation between the unions, as regards a sharing of resources when it comes to negotiation, organising of workers and training of organisers and shop stewards, says Mr Alec Erwin, convener of the inaugural meeting.

The formation of the federation will lead to the disbanding of the Durban-based Trade Union Advisory and Coordinating Council (Tuacc), he says.

The only drawback is that the formation of the new body, over the past two years, has estranged the unions concerned from those still belonging to the Transvaal Consultative Committee of Black Trade Unions and the Urban Training Project.

Two black unions and a faction of a third black union withdrew from the latter organisations.

Federation of black unions formed

Sun. Trib,
22/4/79

140 A

Tribune Reporter

THE first predominantly black trade union federation to operate in South Africa since the mid-1960s was formed last week, and promises to have a major impact on labour relations.

Representatives from nine unregistered unions and three registered (coloured) unions met at Hammanskraal to form the Federation of South African Trade Unions.

The federation of 12 unions — who claim a total membership of 45 000

— is in principle non-racial.

For the moment membership is mainly African, but general-secretary, Mr Alec Irwin predicts some white support to come "if white unions are prepared to co-operate at shop floor level."

Its impact promises to come from its aim of co-operation between affiliated unions, in contrast to the present divided state of black unions.

12 black trade unions form federation

140A

JOHANNESBURG — Delegates of 12 trade unions representing 45 000 black and Coloured workers this weekend formed the Federation of South African Trade Unions, a new co-ordinating body which could have a major influence on future labour relations

The inaugural congress, held at the St Peters Seminary at Hammanskraal on Saturday and yesterday, was attended by about 250 people, including 124 union delegates

The federation is non-racial. But it has united mainly independent black unions and is expected to provide a strong new base for the black labour movement

Mr Johnny Mke, president of the black United Automobile Rubber and Allied Workers' Union, was elected president, and Mr D Sebabi, president of the Metal and Allied Workers' Union, as vice-president

Mr Alec Erwin, formerly secretary of the Natal-based Trade Union Advisory and Co-ordinating Council (TUACC) was appointed general secretary

The congress adopted a constitution, passed 10 major policy resolutions and approved the setting up of regional councils in the Transvaal, Eastern Cape and Natal

It also mandated its single Western Cape affiliate to work towards setting up a regional council

Among the unions affiliated to Fosatu are four major black unions previously affiliated to TUACC, which has disbanded with Fosatu's formation

They are the Chemical Workers' Industrial Union, Metal and Allied Workers' Union, National Union of Textile Workers and Transport and General Workers' Union

Three unions previously affiliated to the Consultative Committee of Black Trade Unions have also joined. They are a section of the divided Engineering and Allied Workers' Union, Glass and Allied Workers' Union and Paper, Wood and Allied Workers' Union

Among the affiliates are two unions for workers in the motor industry — the National Union of Motor Assembly and Rubber Workers, a registered Coloured union, and the black United Automobile Rubber and Allied Workers' Union

Further affiliates are two Eastern Cape Coloured unions, the Chemical and General Workers' Union and EP Sweet, Food and Allied Workers' Union, as well as the Western Province Motor Assembly Workers' Union -- DDC

Fosatu's uneasy route to labour unity

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FOSATU has had a stormy birth. The two year initiative to form it has been accompanied by considerable conflict and controversy and it has ultimately not succeeded in unifying the entire black labour movement.

The idea to form Fosatu was born when a registered union for coloured workers, the National Union of Motor Assembly and Rubber Workers, now a leading Fosatu affiliate, withdrew from the multi-racial Trade Union Council of SA (Tuasa) early in 1977 in line with widespread disillusionment about its policies and attitudes towards black unions.

Soon after the union's general secretary, Mr Freddie Sauls, announced his union's intention to try to form an alternative federation for black and other unions with similar ideals.

One of the major groupings to be drawn into Fosatu was the Consultative Committee of Black Trade Unions, a Johannesburg-based grouping of 11 unions, most of which were associated with the Urban Training Project, a service organisation for black unions started in the early seventies.

The other was the Natal-based Trade Union Advisory and Coordinating Council (Tuacc) and its Transvaal arm, the Council for the Industrial Workers of the Witwatersrand (CIWW).

At the time, relations between the two groupings were strained. After initial conflict the Consultative agreed to participate in the Federation. But important policy and other differences were soon to emerge again.

The Consultative favoured an exclusively black labour movement with no involvement by people of other race groups.

Among their major objections were the involvement of coloured unions, the presence of whites in Tuacc unions and service organisations, and what it saw as encroachment by Tuacc in the Transvaal.

On the other hand Tuacc and others favoured a strict non-racial approach. They also became increasingly dissatisfied about the dominant role played by general secretaries of Consultative

unions and inadequate involvement of workers and elected executives in union control and decision-making.

Tuacc favoured a much tighter organisational structure with a high degree of worker control — a principle now embodied in the Fosatu constitution.

Under these conditions, it was argued, white officials were controlled by elected worker executives and were in no position to dominate the movement.

Meanwhile, friction was building up in the ranks of the Consultative itself. Matters came to a head towards the end of last year in a complex set of interrelated conflicts.

The secretaries of Consultative unions withdrew their support of Fosatu and ruled against their unions affiliating with it.

But this sparked off a revolt among members and executives of several Consultative unions who argued that they had not been consulted and the secretaries were not empowered to make such a ruling.

Eventually, three Consultative unions defied the ruling and committed itself to Fosatu. They were eventually expelled from the Consultative and all assistance from the UTP was cut off.

Since then, serious conflict has continued in the ranks of some remaining Consultative unions and the grouping appears to face an uncertain future.

Among black labour organisations which were initially involved in the initiative but withdrew later were the then Western Province Workers Advice Bureau and the African Food and Canning Workers' Union, also Cape-based.

Other black unions outside Fosatu are six affiliated to Tuasa. Among the major black affiliates of Fosatu are four major unions affiliated to Tuacc, which has now disbanded, the three ex-UTP unions, and a union for motor assembly workers.

The registered coloured unions include Numarwosa, two Eastern Cape unions for food and chemical workers, and a Western Province motor assembly workers union.

'We will build unionism from the shop floor upwards' *for DM*

IN AN interview last week, Alec Erwin, — Fosatu's first general secretary — expanded on the Federation's goals.

"Fosatu will be significantly different from other labour co-ordinating bodies. Above all, it will be an active federation aiming at the closest possible co-operation.

"The unions will obviously retain their autonomy but Fosatu will serve as a joint platform. We intend rationalising resources as much as possible and running joint campaigns.

"Policy decisions will be binding and affiliates will have the chance to participate in them on national, regional and local levels."

Fosatu's overriding aim is to build unionism from the shop floor upwards — in sharp contrast to established registered unions protected by closed shop clauses that operate mainly on the industrial council level.

For Erwin, this is where the crux of unionism lies. "Take the protection of migrant workers against arbitrary dismissal, for instance. It is all very well to condemn the system in congress resolutions

"But obviously the only real way to protect workers against unfair dismissal is through strong factory based organisation — to prevent it before it takes place.

"Workers are protected first and foremost on the shop floor."

At this stage Erwin lays more emphasis on Fosatu's practical aims than its broader ideals. "At the moment we are more preoccupied with organising workers than general political issues.

"That is what we see as our major task. By no stretch of the imagination can anyone say black workers are adequately organised — and this must come before anything else.

"We won't remain silent on the larger issues. But we must start with the concrete things any union movement should be doing. When one has built a stable and powerful movement, it can voice its views with authority — rather than pass empty congress resolutions year after year."

Could white unions join the Federation?

"We are not non-racial in the sense that any white union will be taken in It

will certainly not if it is not prepared to co-operate on the shop floor. This is where the real problems lie — not in the industrial councils. "If a white union was prepared to do this, we would certainly be prepared to work towards its affiliation."

"But if the law is changed to allow for multi-racial unions we will expect all unions to open themselves to members of other races."

There is one overriding issue looming large over Fosatu and its future — the Government's imminent restructuring of SA's industrial relations system.

The Wiehahn commission is widely expected to recommend the granting of formal trade union rights to blacks.

The crucial question is in what form? Will present unregistered black unions be accommodated?

The independent black union movement has always been anathema to this Government and others before it.

Will there be room for Fosatu in the new order of things?

Erwin is not too keen to comment. "It's difficult —

Mr Alec Erwin a significantly different approach to collective bargaining in SA

Fosatu now was not to sit and wait for outside forces to shape the labour movement. We felt it should decide on its own direction and structure — and then create it."

whether there will be renewed practical obstacles in the way of the present unregistered unions or not

"One of our main motivating factors in setting up

Fosatu's General Secretary.

everything is still just speculation."

But he adds "It's going to be the small print and what it means which is going to decide the issue —

Black trade unions come in from the cold

THE formation of the Federation of South African Trade Unions at Hammanskraal over the Easter weekend has brought a significant new presence onto the South African labour scene.

A new national trade union co-ordinating body, it has been founded by 12 unions representing some 45 000 workers, eight of them unregistered unions for black workers and four coloured unions, three registered and one unregistered.

The Federation is constitutionally non-racial. It is committed to striving for a united labour movement of workers of all races and is open to all trade unions that subscribe to its aims and objects.

But its overriding importance at present is as a mouthpiece and organisational base for the black labour movement — the first national co-ordinating body of mainly black trade unions to emerge in some fifteen years.

Black workers have been denied trade union rights since the emergence of a formal industrial relations structure in South Africa. The history of the black labour movement is one of constant struggle, against suppression by the state and employers alike, going back to the beginning of the century.

The last major national co-ordinating bodies for black labour were the SA Congress of Trade Unions (Sactu), suppressed by the Government in the early sixties, and the Federation of Free African Trade Unions (Fofatusa) which disbanded in the mid-sixties. After this crackdown, the

black union movement was virtually dormant until unions started to emerge again after the massive strikes in and around Durban in the early seventies.

These new unions have survived despite a crippling wave of dismissals of top officials and office bearers a few years ago. The formation of Fosatu now reflects this renewed upsurge of black labour organisation and brings it an important step forward.

Significantly, the Federation has emerged on the eve of what is expected to be a major restructuring of South Africa's industrial relations system by the Government.

It is a challenging presence to emerge a bare week or two before the tabling of the long-awaited report of the Wiehahn commission of inquiry into labour laws.

While the Federation has not succeeded in uniting all black unions, it is now unquestionably the major mouthpiece for the black labour movement.

More importantly, it has created the preconditions for considerable growth.

In terms of its structure, aims and objectives, Fosatu differs significantly from other co-ordinating bodies operating in South Africa.

Its constitution provides it with a tightly co-ordinated structure on national, regional and local levels, geared towards obtaining the maximum active co-operation between affiliates.

On the national level, a national congress, central committee and executive committee is provided for.

Regional councils are to be set up in the Transvaal, Natal and the Eastern Cape, with a council envisaged later in the Western Cape.

The Federation will also encourage affiliates to set up "locals" — linked local offices — to promote the closest possible liaison.

Another key feature is concentration on the majorities of workers.

representatives on all policy decision making levels throughout the Federation.

No official of the Federation or its affiliates will be eligible for any positions as elected office bearers. Officials attending meetings will have speaking rights but no voting rights.

In another unusual move aimed at promoting cohesion, all financial donations will be pooled and allocated by the Federation on the basis of agreed budgetary estimates.

Report and interview by RIAAN DE VILLIERS

Fosatu's aims and objects as set out in the constitution include:

- to secure social justice for all workers
- to strive to build a united labour movement independent of race, colour, creed or sex
- to bring together all splinter groups, craft unions and small unions into broadly based

- industrial unions
- to secure decent standards of living, social security and fair conditions of work for all members of affiliated unions and the working class as a whole
- to comment on, advance or oppose any policy of any authority or institution affecting worker interests generally

and the interests of the labour movement in particular.

Further objectives were also set out in a series of policy resolutions passed at the inaugural congress.

It has rejected being influenced or dominated by foreign organisations or governments and has pledged to be guided by the interests of South African workers only.

It has also rejected all party political alignment or support and has pledged to resist any attempts by a party political

organisation to control Fosatu and its affiliates.

The Federation's more practical goals are set out in another policy resolution. They clearly reflect a continuation of the radically different strategy adopted by non-registered unions, excluded from formal industrial relations machinery, to build unions and gain recognition from employers.

Fosatu will assist its affiliates to build and consolidate membership leading to the winning of recognition and negotiating rights from management, at industrial and plant level.

In a key statement of the Federation's approach to unionism, the resolution says:

"The essential basis for such rights is the recognition at the plant level of the union of representative of its members, of shop stewards' rights to representation and negotiation on behalf of members and the participation of shop stewards in grievance and dispute procedures.

"Such plant based recognition is seen as essential if workers are to protect and expand their rights in the workplace and prevent the occurrence of poor working conditions and arbitrary treatment."

In this process common cause is to be found with workers of all races, creeds and sexes. The resolution adds significantly:

"These organising aims and practices are the only basis for an independent and stable labour organisation that can effectively negotiate on a national level and work towards the enactment and improvement of national minimum legislation governing the social and economic position of workers and the removal of arbitrary and unfair legislation."

Fosatu will also strive to establish contact with workers, shop stewards and unions in multi-national companies, with SA subsidiaries being organised by Fosatu affiliates.

26/4/79 DD

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(3) 100 A

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

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Black

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Uneasy route to labour unity

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The idea to form Fosatu was born when a registered union for Coloured workers, the National Union of Motor Assembly and Rubber Workers, now a leading Fosatu affiliate, withdrew from the multi-racial Trade Union Council of SA (Tuca) early in 1977 in line with widespread disillusionment about its policies and attitudes towards black unions

Soon after the union's general secretary, Mr Freddie Sauls, announced his union's intention to try to form an alternative federation for black and other unions with similar ideals

One of the major groupings to be drawn into Fosatu was the Consultative Committee of Black Trade Unions, a Johannesburg-based grouping of 11 unions, most of which were associated with the Urban Training Project, a service organisation for black unions started in the early seventies

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Under these conditions, it was argued, white officials were controlled by elected worker executives and were in no position to dominate the movement

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Reports by Riaan de Villiers

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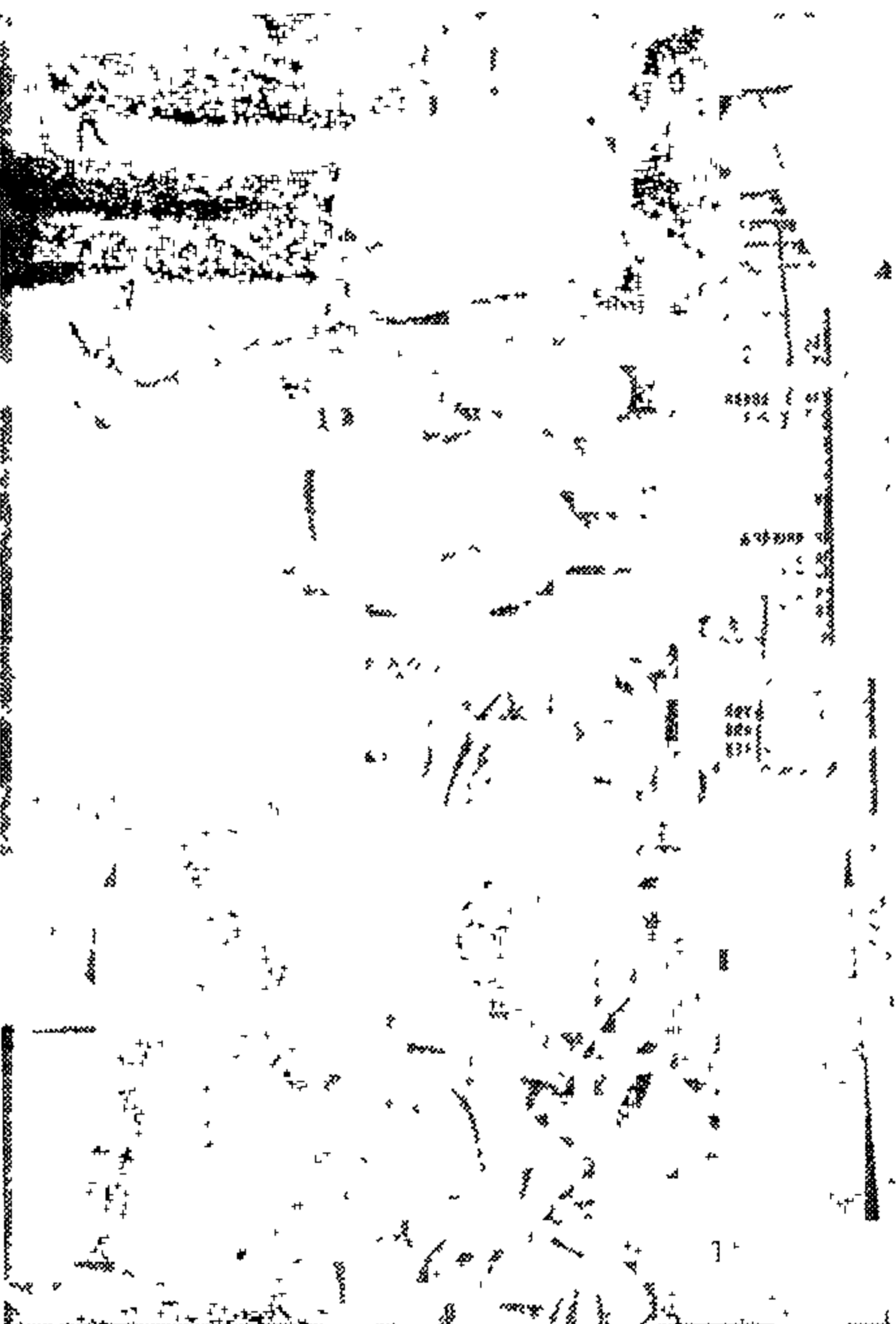
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A thing of the past? . . . a lock-out of workers at a Durban textile factory



Black unions face ruin

By RIAAN DE VILLIERS
Labour Correspondent

The Government's proposed ban on union rights for migrant workers will strip black trade unions of the majority of their members

This emerged yesterday from a statement issued by the Federation of South African Trade Unions, the largest black union grouping in the country

Fosatu, representing about 45 000 workers, warned that proposed legislation to amend labour laws

would seriously threaten the existence of black unions

In yesterday's statement, Mr Alec Erwin, general secretary of Fosatu, said the Industrial Conciliation Amendment Bill tabled in Parliament earlier this week was a "substantial blow" to the unregistered union movement and retracted many existing rights of black workers

He said the Bill had three clear intentions

● To deprive the majority of black workers of the right to union membership

and collective bargaining,

● To halt the operation of unregistered unions,

● To extend Government control over all aspects of union activity

The ban on contact between registered unions and migrant workers — who would be barred from union membership — would worsen the position of migrants

In Natal, more than 90 % of the black work force would be denied union membership. Similar problems would occur in Pretoria

Mr Erwin described the ban on mixed unions as a "step backwards" which would force many unregistered unions to segregate their existing membership

The statement was backed by mounting protest in the labour movement yesterday, with leading trade unionists condemning the ban on mixed unions and warning that the exclusion of migrants would create serious problems

Editorial comment

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NE, MAY 27, 1979

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Union's slam 'double cross'

By DICK USHER

WIDE resentment is sweeping the trade union movement over the Government's about-face on important aspects of the Wiehahn Commission's recommendations.

The Industrial Conciliation Amendment Bill, released in Cape Town this week, contradicts major proposals of the commission of enquiry into labour legislation and will outlaw the formation of new mixed unions, exclude all migrant and "commuter" workers from trade union membership and gives existing unions the right of veto over membership applications to industrial councils.

While Professor Nic Wiehahn, chairman of the commission, is overseas on a 10-nation mission to sell the Government's new position on labour legislation, some trade unionists were describing the whole operation as a "double cross".

Pressing

The executive of the Trade Union Council of South Africa (Tucsa) met on Friday and will meet again today to prepare urgent representations to the Government pressing for a rethink on the proposed legislation.

Meanwhile, the recently-formed Federation of South African Trade Union (Fosatu), a non-racial organisation comprising both registered and unregistered unions, has said the Bill "constitutes a substantial blow to the unregistered union movement and a retraction of many rights now enjoyed by African workers in the present dispensation".

In a statement issued in Durban, Fosatu said the Bill has the clear intention "to deprive the majority of African workers of the right to unions and of the rights to collective bargaining, to prevent unregistered unions from operating in the future, and to extend Government control over all aspects of trade union activity."

Reaction

PFPP spokesman on labour affairs, Dr Zac de Beer, said the Bill falls so far short of the Wiehahn Commission's recommendations that reactions are varying between great disappointment and rage.

"The effects on the shop floor could be very severe indeed," said Dr de Beer.

Fosatu rejects the Bill outright because "it is not an advance in workers' rights but a loss of rights for all workers in terms of segregation".

"Fosatu is committed to non-racialism and open constitutions which the Bill in its present form precludes."

PFPP sources, however, indicated the Opposition may support the Bill because it is seen as representing some advances, however minimal, in black workers' rights.

Blacks reject labour Bill

JOHANNESBURG — South Africa's two major black trade union groupings yesterday rejected the government amendments to labour laws following the Wiehahn Commission's recommendations.

In simultaneous statements released yesterday, two co-ordinating bodies which represent the bulk of the black labour movement strongly condemned the Industrial Conciliation Amendment Bill currently being debated in Parliament.

The consultative committee of black trade unions, representing seven unions with more than 30 000 members, rejected the situation proposed by the Bill as "totally unacceptable".

It said it had sent a telegram to the Minister of Labour, Mr Fanie Botha, expressing the committee's dissatisfac-

tion with the Bill and requesting an interview with him.

The Federation of South African Trade Unions which includes eight black unions, reaffirmed its opposition to the Bill which it said denied freedom of association to workers.

The body said Fosatu unions would have to "seriously reconsider their position as regards the new labour dispensation".

The stance by the two bodies could create severe problems for the government, both internally and abroad where it is seeking international acceptance for its new dispensation.

It appears black unions may consider not applying for registration in terms of the Bill.

The Bill is also being opposed by other sectors of the labour movement.

The multiracial Trade Union Council of South Africa, which also includes black unions, has sent a memorandum to the Minister lodging objections — DDC

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2000 threatened to down tools

Two thousand motor industry workers this week rejected wage policies made by the Eastern Cape's three motor firms and threatened to "down tools" unless demands for better wages and job security were met.

100 workers — all members of the National Union of Motor Assemblies and Rubber Workers of South Africa — took their stand at a mass meeting in Gelvandale, Port Elizabeth.

The wage proposals which were made a week ago would have come into operation on August 1.

The workers' demands were rejected by the firms last week and the workers have started to refuse to work from August 1.

The firms are Cereza Motors, Ford and Vols. It is said that the minimum starting wages from August 1 would be R1,000 for grade 1 workers.

The proposals were unacceptable to workers who have demanded a minimum starting wage of R150 for grade 1 workers.

The union also demand job security in the form of savings, other things improved overtime pay, sick leave, termination of contract benefits and staff benefits.

With shouts of 'let's down tools, let's show we're no weaker than the women of Eveready,' the workers refused the across board increases. It was the same union which led 230 Eveready

workers in a strike across the board by from 6c to 15c an hour for workers from grade 1 to 12 continuously with the 12-monthly wage review to keep pace with the minimum increase in the consumer price index, extend the agreement for 12 months from August 1, 1979, to July 31, 1980.

The secretary of the union, Mr Freddy Sauls, said the executive, committee of branches of the union have already received the proposals at a meeting last week.

A decision was, however, taken to leave the final decision to the workers.

Mr Sauls said one of the unions' job security proposals was that the companies pay workers one months' salary for every year they have been employed in cases of retrenchment.

Mr Sauls said if workers accepted the present proposals, the union could only start negotiating for bigger increases in March next year.

The workers after refusing proposals, including the union to continue fighting their case for job security and 'cease' increases.

Spokesmen for the motor companies yesterday declared to comment on the issues raised by the workers.

Mr Ruben Els, public relations officer of Volkswagen, said that he could not comment until the company was officially notified by the union about their decision.

Mr Rod Irons de, General Motors director of industrial relations said the matter was sub judice.

Ford's industrial relations director, Mr Fred Ferreira, said the accepted channel of communication between the company and the unions was the industrial council.

VLSM

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Nonracial trade union body formed

By RIAAN DE VILLIERS
Labour Correspondent

DELEGATES of 12 trade unions, representing 45 000 black and coloured workers, this weekend formed the Federation of South African Trade Unions, a new co-ordinating body which could have a major influence on future labour relations.

The inaugural congress, held at the St Peter's Seminary at Hammanskraal on Saturday and yesterday, was attended by about 250 people, including 124 union delegates.

The federation (Fosatu) is nonracial. But it has united mainly independent black unions and is expected to provide a strong new base for the black labour movement.

According to a statement released yesterday, Mr Johnny Mke, president of the black United Automobile Rubber and Allied

Workers' Union, was elected as Fosatu's first president and Mr D Sebabi, president of the Metal and Allied Workers' Union, as vice-president.

Mr Alec Erwin, formerly secretary of the Natal-based Trade Union Advisory and Co-ordinating Council (Tuacc) was appointed as the federation's general secretary.

The statement said the congress adopted a constitution, passed 10 major policy resolutions and approved the setting up of regional councils in the Transvaal, Eastern Cape and Natal.

It also mandated its single Western Cape affiliate to work towards setting up a regional council.

Among the unions affiliated to Fosatu are four major black unions previously affiliated to Tuacc, which has disbanded with Fosatu's formation.

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TRADE UNIONS
Racial wrangling

Conflict in the Institute of Industrial Relations has led to the resignation of its director, Geoffrey Bethlehem. And the Institute has been finding out just how difficult it is to keep management, white unions and black unions amicably together in one organisation.

The institute is a joint management-

Financial Mail July 20 1979

racial prejudice, and some even talked of leaving if black staff members were fired. Most sources blame Bethlehem for the internal troubles, arguing that he was unable to accomplish the delicate task of catering for all groups - something his predecessor, Anglo American's Sam van Collier, largely succeeded in doing.

The conflict ended in Bethlehem's resignation and the appointment of a sub-committee to examine the Institute's structure. Van Collier is acting director until a suitable successor is found - a search which is likely to prove very difficult.

labour body to which many of SA's largest companies belong, together with registered trade unionists (mainly from the ranks of Tucsa) and a section of the African union movement. It was hailed as a unique experiment when it was set up in 1976.

The recent conflict began when some of the registered union and management representatives complained about some of the Institute's black staff members - a move interpreted by African unions as aimed at the staffers' activities in assisting them. Then some Tucsa unions complained that the Institute was favouring the newly formed non-racial union federation, Fosatu, by inviting its general secretary Alec Erwin, to address a meeting.

African unionists responded by accusing some union and management men of



Alec Erwin ... his speech raised hackles

1401a

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Motor unions win major wage rise

By RIAAN DE VILLIERS
Labour Correspondent

UNIONS representing workers at Ford, General Motors and Volkswagen in the eastern Cape have won major wage increases in terms of an industrial council agreement concluded earlier this week

Across the board increases averaging about 8% have come into effect immediately and further pay rises will be granted in March next year, bringing total across the board increases to over 15%

Minimum starting rates have been increased by 24,5%, which works out at R1 an hour in the lowest grade and R3 an hour in the highest grade.

The pay rises, affecting about 8 000 workers of all races, were negotiated on Monday between employer representatives, the coloured National Union of Motor Assembly and Rubber Workers of SA (Numarwosa) and the white SA

Iron and Steelworkers' Union. Representatives of the black United Automobile, Rubber and Allied Workers' Union also attended the discussions.

Mr Freddie Sauls, Numarwosa general secretary, yesterday expressed satisfaction with the increases.

Mr A Rademeyer, chairman of the Eastern Province Automobile Manufacturers' Association, said. "We are very satisfied as well"

He said as had become customary in recent years, percentage increases in the lower job grades were slightly higher than in the top grades.

Agreement was reached on Monday after employers increased their offer following rejection of an earlier offer by Numarwosa and UAW members at mass meetings earlier this year

Details of the agreement were kept back this week until unions had reported back to their members

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By KINGDOM
LOLWANE

THREE major motor companies — Ford, General Motors and Volkswagen — have increased their minimum pay by an average of eight percent with immediate effect.

The increase, which involves about 8 000 workers in the motor industry, follows negotiations between these

Cape Town Workers Get Pay Boost

companies and trade unions.

This means that the minimum pay for beginners in the lower grades will be R1 and hour and in the higher grades R3

A spokesman for the National Union of Motor Assemblies and Rubber Workers of South Africa — one of the unions involved in negotiations — confirmed the increases at the

three motor factories in the Eastern Cape.

Other unions that participated in negotiations were: the SA Iron and Steel Workers Union which is an all-white union and the Um-

ted Automobile, Rubber and Allied Workers' Union which represent black workers

When POST's Job Watch team conducted a survey on minimum pays of multinational companies last year it established that Volkswagen paid 86c an hour while Ford paid 95c an hour

General Motors paid R185,25 a month as their minimum

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Union man castigates labour law

Mercury Reporter

PROPOSED new powers for the Minister of Labour enabling him to make exceptions concerning trade union membership were described by a trade union official yesterday as "absurd".

Mr Alec Irwin, general secretary of the non-racial Federation of South African Trade Unions (Fosatu), was speaking at a lunch hour meeting at the Institute of Race Relations in Durban

New labour laws to be promulgated would present a major problem, especially in Natal where most of the African work force lived in KwaZulu and therefore was not eligible for trade union rights

The minister had indicated he would have the power of exempting certain workers from this rule and he would use it in Natal.

"But nobody is happy about the minister being able to govern union membership

"I haven't the slightest idea how he intends administering the exemptions and I don't think the minister is too clear about it himself," Mr Irwin said

Because of this he was sure many of the unregistered (Black) unions — there were about 25 in the country with a membership of about 80 000 would refuse to register

The general feeling of unions affiliated to his federation was also that they remain unregistered but the official stand would only be known next month

Mr Irwin also expressed his disappointment that the Wiehahn Commission report was not totally accepted by the Government

Ge Se sy ve in - Di Ba Ba In Ga n i Nr

BUSINESS

slor
28/8/79 (146)

Kellogg recognises black trade union

By Sieg Hannig,
Labour Reporter

The Kellogg Company of South Africa has become the first company since the publication of the Wiehahn Report to announce its formal recognition of a black trade union.

It is also believed to be the first American subsidiary to have reached such an agreement.

Mr Murray Rogers, managing director of Kellogg, said negotiations with the Sweet Food and Allied Workers' Union had been going on for more than 12 months.

They have been concluded with an agreement recognising the right of the union to represent its members and negotiate on their behalf.

The same right has been accorded to shop stewards, while the union

has been granted access to company premises during meal times.

Mr Rogers said the company used a Springs solicitor to verify that the union represented 6 percent of the company's black factory staff.

"They have made no demands for any improvements in wages and working conditions so far," Mr Rogers said. "Anything they come up with we shall negotiate in a fair manner when the times comes."

The union belongs to the Federation of South African Trade Unions.

The American motor companies in the Eastern Cape, Ford and General Motors, gave effective recognition to the black union in their industry some time ago and have been conducting wage negotiations with that union.

Die program van die Sentrum staan onder die toesig van h Akademiese Advieskomitee wat in 1978 bestaan het uit die ... (voorsitter), die Prinsipaal van die Universi- Adjuuk-Prinsipaal.

AKADEMIESE ADVIESKOMITEE EN RAAD VAN BEHEER

Die hoofdoel van die Sentrum is om navorsing na die onder- linge Groepsverhoudinge in Suid-Afrika te bevorder en te lei, in die besonder oor verhoudinge tussen rasse- en taalgroepe.

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Ten slotte is dit met innige genoeë dat ek my verpligting teenoor die ere-navorsingsbeambtes van die Sentrum vir hulle bydraes tot die navorsingsprogram, boekstaaf en teenoor die personeel vir die wyse waarop hulle hulle pligte gedurende die jaar uitgevoer het.

Hendrik W. van der Merwe
Direkteur

Desember 1978

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140

Unions to confer on registration

ACTICE

QUESTION

By RIAAN DE VILLIERS
Labour Correspondent

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AFFILIATES of the Federation of South African Trade Unions (Fosatu) are to consult other unregistered unions before taking a final decision on whether to seek registration in terms of new labour legislation

This was announced yesterday after a meeting of Fosatu's central committee at the week-end

Black unions affiliated to Fosatu are among those who decided not to apply for registration prior to the extension of union rights to black migrants and commuters from homelands announced by the Government last week

The exemption came into force yesterday with amended legislation setting the new labour dispensation into motion

In a statement, the union co-ordinating body said the committee accepted the exemption on membership of registered unions constituted an "impor-

Affiliates would continue to take a joint stand on registration and the new legislation, and Fosatu would consult with other unregistered unions with a view to taking a common stand"

Fosatu and its affiliates would consider the new situation taking into account that substantial problems remained to be weighed against the exemptions

The statement followed an announcement by the black Western Province General Workers' Union last week that it would not seek registration despite the concessions and indications from a second Cape union, the African Food and Canning Workers' Union, that it would not seek registration

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income statement for the year ended 31 December 19.7,
assuming

a) deferral method

b) liability method

(assume there are no other items causing timing differences)

3. How will the answer to 2. be affected by the existence of an extraordinary gain on disposal of a division of the company, amounting to R70 000, all of which was taxable, in the 19.7 financial year?

4. How does the answer to 3. change if the R70 000 is now a deductible loss, which can be set off against the taxable income from other sources of R50 000? Draw up the income statement assuming the deferral method is used.

5. Further to Note 4, assume now that the company has a set profit before depreciation of R60 000 in 19.8.

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

b) deferral method

Assume the tax rate remains 42%

3/10/79 Post

Union is silent on members

CE

THE ACTING secretary of the first black union to apply for registration under the new labour legislation, Mr Ronnie Webb, yesterday refused to disclose the membership of the union and the names of the office bearers.

The union is the Motor Industry Workers' Union (MIWU).

The National Union of Clothing Workers will also be applying for registration under the Industrial Conciliation Amendment Act, which

came into operation on Monday.

Mr Webb, who is also secretary of the union that gave birth to Miwu, Motor Industry Combined Workers Union for coloured and Asiatic only, yesterday told POST that Miwu had applied for registration.

"The application forms do not specify if the application is for provisional registration or not," he said.

Mrs Sarah Chitja, of the National Union of Clothing Workers, yesterday said that although the executive committee had decided to apply for registration, this had not been done yet.

"We will be applying for provisional registration," she said.

"This has been the wish of black people. For years we were not allowed to negotiate on our working conditions. Now we have the chance. We are walking into a new era."

The Central Committee of the Federation of South African Trade Unions (FOSATU) at the weekend decided to do some more "homework" before deciding on registration.

The committee said the Government should ensure that such changes were embodied in legislation.

The balance sheet at 31.12.19.7, assuming

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The committee resolved:

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● That FOSATU affiliates will continue to take a joint stand on registration and the new legislation.

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● FOSATU will consult with other unregistered unions with a view to taking a common stand.

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● That FOSATU and its affiliates will consider the new position taking into account that substantial problems remain to be weighed against the exemptions.

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The committee will probably meet in a month's time to review the position.

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The FOSATU unions have a membership of 45 000

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The Consultative Committee of Black Trade Unions is still to hold a meeting to decide on the question of registration.

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2 black car workers' unions plan to merge

SUNDAY POST Reporter

THE United Automobile Rubber and Allied Workers' Union, an unregistered union for blacks, and the National Union of Motor Assembly Workers, a registered coloured union, are investigating the possibilities of a merger.

At a meeting attended by members of the two unions, it was decided to get clarification from the Department of Manpower Utilisation about setting up one union for car workers in South Africa.

It was also decided to hold a ballot on a merger after talks with the department.

The two executive councils were empowered to give effect to the decision on such a ballot.

The meeting was the immediate reaction by workers in Port Elizabeth following the announcement by the Minister of Manpower Utilisation, Mr Fanie Botha, that trade union rights would be extended to blacks.

More than 1200 workers were transported by 13 buses from townships at Uitenhage and Port Elizabeth to attend the meeting at the Mary Goldenhuys Church Hall in Gelvandale.

The meeting was addressed by officials of the two trade unions.

A statement issued by Mr Frederick Sauls, a leading trade union official in Port Elizabeth, reads: "We do hereby resolve that we completely reject any attempt to weaken worker control of our unions. We reaffirm our determination to strive for full freedom of association in conjunction with other unions in South Africa."

"We give our respective executive councils a mandate to adopt a joint stand with other unregistered trade unions on the merits and demerits of registration."

"We hope to meet the Department of Manpower Utilisation to clarify the setting up of one union for car workers and to clear up the uncertainty of provisional registration relating to the discretionary powers of the Industrial Registrar."

"Once these issues have been clarified union members will be notified and a ballot will be held to obtain the views of our members on whether to form one union or to register separately."

"The executive councils will give effect to the decision of such a ballot and these measures will be taken in full consultation with the Federation of South African Trade Unions and its affiliates."

Mix the curry powder, flour with a little water. Mix well, so that no lumps form, and then add the sugar and vinegar, boil up and stir all the time, then add the cooked beans and onions, bring to boil again. Bottle.

---c00---

APPLE TUNA TOSS SALAD

- 1 medium head lettuce, torn in bite-size pieces (4 cups)
- 2 cups diced apple
- 1 11 oz can (1 1/3 cups) mandarin orange sections, drained
- 1 6 1/2 or 7 oz can tuna, drained and broken in large chunks
- 1/3 cup coarsely chopped walnuts
- 1/2 cup mayonnaise or salad dressing
- 2 t soya sauce
- 1 t lemon juice

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

---c00---

STUFFED CABBAGE

- 1 fresh green cabbage
- onions
- carrots

Cut the centre from a bowl and pineapple leaves of the pineapple, to in a bowl add salt and black into the cabbage of mayon roses, cut at iced water ur

GERMAN POTATO

- boiled potatoes
- cooked bacon
- mayonnaise

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

---c00---

EGG SALAD

- hard boiled eggs
- salad

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

---c00---

CHICKEN AND CUCUMBER SALAD

- 1 cup cooked chicken, diced
- 4 T finely chopped walnuts
- French dressing/mayonnaise
- lettuce
- 1 cup cucumber, peeled and diced
- 1 cup cooked green peas

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

French dressing: Blend together 6 T salad oil and 2 T lemon juice.

---c00---

May Bennett, Pidgeworth

S. Drury, East London

- (iv) Proportional Mortality, accounted for by specific conditions.
- (v) Expectation of Life. This was calculated both at birth (e₀) and at 45 years of age (e₄₅) for both males and females. It expresses the average number of additional years of life expectancy.

UNION REGISTRATION
FM 12/10/79
Fosatu's fret 140A

The largest predominantly black trade union alliance in SA, Fosatu, is, at the moment, staying out of government's new labour dispensation. But its anti-registration sentiments could soon be put to a severe test.

Two prominent Fosatu unions, the registered National Union of Motor Assembly & Rubber Workers (Numeroswa) and the unregistered United Automobile & Rubber Workers Union (UAW), decided at the weekend to hold a secret ballot on the registration issue. The unions will also consider whether to amalgamate in a single non-racial union.

The FM understands there is considerable pro-registration sentiment in the two unions and the ballot could well produce a "yes" for registration although members are still troubled by the bar on mixed unions.

At least one other Fosatu union has found "surprisingly strong" pro-registration sentiment among its members. At a meeting in Durban over the weekend, many members of the Transport & General Workers Union argued for registration.

The motor union ballot will be the first formal test of grassroots sentiment in Fosatu. Numeroswa general secretary Fred Sauls tells the FM it will take place in late October or early November. Members will be asked to choose between

...has
 ...from 164,8/1 000 to 132,6/1 000, a change of only 19,7%.
 This is of particular concern when it is appreciated that the greater the IMR, the more easily should improvements be accomplished. The decrease in SMRs between 1941 and 1970 were 28,4% and 25,7% for whites and 'coloureds' respectively.

The age specific mortality rates are summarised in Fig. 4. Since death is inevitable, it is to be expected that decreases in the mortality experience of younger age groups will give rise to a corresponding increase in mortality amongst elderly persons. Thus, although it is to be expected that for both whites and 'coloureds' the mortality rates for persons over the age of 65 years have shown a rising trend, it is of some concern that the mortality rates have also increased between 1960 and 1970 for 'coloureds' in the 25-44 and 45-64 years age groups.

The imbalance between the age specific mortality rates of whites and 'coloureds' has improved or remained constant for persons between the ages of 5 and 64. However, for children less than 5 years of age, the gap between whites and 'coloureds' is widening. In 1941, white children under one year old experienced 28,0% of the mortality of 'coloured' children;

by 1970, this figure had decreased to 15,7%, indicating that the whites had improved disproportionately to the 'coloureds'. Similarly, for children 1 to 4 years of age, during the period 1941 to 1970, the white mortality experience as a percentage of the 'coloureds' had decreased from 15,2% to 7,1%. It should be noted that the 0 year age specific death rates are

separate unions and a merger (a move which has been on the cards for some time), and also between registration and non-registration.

He adds that his union will attempt to seek clarity from the Department of Manpower Utilisation before the ballot on the registration issue: "We fear that registration may not be easy for unions like ours and we are not sure about our status once the African union is registered. We want clarity on these points," says Sauls.

He adds that many members of both unions fear that not registering will strengthen the hand of two Tucsa-affiliated trade unions who are attempting to compete with the motor unions in the Eastern Cape: "Our people are worried that these parallel-type unions will pose a greater threat to us if we don't register," says Sauls.

Similar fears — of registered unions moving in to oust the unregistered unions — were expressed in Durban. So the anti-registration front may be weakening, although Sauls stresses that "we won't do anything without consulting the rest of Fosatu. Unions' problems may be different in other areas of the country."

Fosatu's Alec Erwin stresses that informal soundings among members of three unions don't necessarily express the Fosatu view. There are still deep-seated objections to registration and fears that unions like those affiliated to Fosatu would not gain full registration anyway. And even Sauls' members could change their minds if they don't get the "clarity" they are seeking from government.

But the bulk of the unregistered union movement could be moving towards a

...important acceptance of registration (although it still wants assurances from government) if only because it fears that unregistered unions will be put out of business soon anyway.

These fears have much substance. The FM understands that demands from registered unions for compulsory registration are growing and that these unions are increasingly confident that their demands will be met.

Whilst the 'coloureds' appear to occupy an intermediate position between whites and Africans, although it is clearly much more African than it is to the whites. What is of particular concern about the 'intermediate' 'coloureds' is that it would appear to incorporate the developed and the developing experiences. This becomes Table II which provides a more detailed analysis of the contributing to the overall mortality of the whites and form of cause specific mortality rates for defined age though cardiovascular diseases are consistently responsible. A small proportion of the overall mortality of the 'coloureds' indicates that the actual rates for cardiovascular disease are similar for both whites and 'coloureds' since 1941.

Clearly, the broad diagnostic categories used in this analysis conceal a certain amount of information. However, because of the changes in disease classification which have taken place since 1929, it is not possible to examine the temporal changes of mortality rates in greater detail. Disease categories with rates greater than 5/1 000 appear in italics in Table II. It will be noted that the mortality experiences of the 'coloureds'

F.M. 19/10/79 (61) (731)
FACTORIES ACT (139) (140A)
Safety at Revertex

Most employers would be irked by any suggestion that they need a trade union to tell them how safe their factories are. But a recent management-trade union dispute in the Durban area indicates that they sometimes do — or so the union says.

The unregistered (largely African) Chemical Workers Industrial Union believes it is the first unregistered union to use the Factories Act to gain improvements in safety precautions at a factory. The factory concerned is British-owned chemical firm Revertex, which last year won an industrial safety award, and which subscribes to the EEC code of conduct — and which vigorously denies the union's allegations.

According to the union, Revertex workers were becoming increasingly restive at what they considered were inadequate safety precautions at the plant, to such an

extent that "feelings were running high". The union believes that safety precautions at Revertex did not meet the requirements of the Factories Act and it recently sent the company a lawyer's letter asking it make certain changes or face a court action.

According to the union, management reacted to the letter by making a number of immediate changes. Many of the complaints centred around charges that workers were not provided with adequate protective clothing and also that safety precautions against injuries sustained from contact with chemicals were lax.

According to a union spokesman, "most of the things the workers were unhappy about have now been attended to." He adds, however, that the union now wants management to make these changes permanent by committing to writing the verbal instructions it issued to supervisors.

The union adds that "workers are very often afraid to raise safety issues. They thus remain unresolved and create tension on the factory floor. Only a union's intervention can bring these problems to management's attention." He cites this as an additional argument in favour of union recognition by management. "Revertex have consistently refused to recognise the union. This incident is further evidence that their workers need a union."

A Revertex spokesman denies that safe-

ty conditions were inadequate before the union's letter. He says "our safety record speaks for itself, citing the fact that Revertex received a merit award for industrial safety from Nosa (National Occupational Safety Association) in 1978. The union's allegations, he says, were not well founded."

He says Revertex simply reacted to the letter by "assuring our workers of the company's commitment to strict safety precautions," and he rejects union suggestions that tension on the factory floor was rising as a result of the safety complaints. He concedes, however, that "certain specific changes were made" as a result of the union's letter.

Fm 19/10/79
UNION RECOGNITION

(140 H)

(141)

Trouble at Toyota (142)

Labour unrest at Toyota Marketing over the past few days resulted in 23 workers losing their jobs. This followed a protracted union recognition dispute between management at the Reef-based company and the unregistered Metal and Allied Workers' Union, lasting over a year.

The union says that the incidents of the past few days are the unfortunate consequences of a lack of communication at the factory. Toyota won't recognise the union, and its liaison committee is no longer functioning. There are no communication channels and a small dispute has become a serious conflict. Toyota had preferred its liaison committee to a union, despite worker rejection of the committee, says the union.

Toyota MD Colin Adcock confirms that the company will not recognise the union — at least until it is registered. "Up to now, we have believed that a liaison committee is most effective because it enjoys legal protection. Until the union is registered it must talk to us through the committee." But he rejects the union's charges. "Disputes like this are unlikely to occur unless they are assisted. They are not our fault."

The unrest began when four workers were asked to sign forms acknowledging that they were not meeting their production targets. Eventually all workers were dismissed by management (because, says Adcock, they refused to go back to work). Of these, all but 23 have been re-hired. The union charges that the 23 were not re-hired because of their union activities, and is threatening to charge Toyota with victimisation.

Adcock rejects this claim. "Everybody seems to forget that motor spare parts business has dropped off. We've been over-employing people up to now and this incident gave us an opportunity to trim staff."

According to the union, Adcock was initially prepared to talk to union officials but soon rejected any contact. Earlier this year, three union shop stewards were dismissed and the union claims they were victimised. A court action on these dismissals is pending and Toyota is planning to fight the action.

At a meeting this week, Toyota reiterated

its refusal to deal with the union while it is unregistered, a union spokesman says. Working conditions at Toyota are reasonably good, but the company is thoroughly paternalistic. "I'm convinced it knows what is best for its workers and, until that changes, the problems won't be resolved."

Adcock says that he is not happy about the union representing motor workers — he says it is an engineering union — but says he will deal with it if it is registered. The union charges that Toyota is "discriminating against us. We know of two occasions where they have asked other unions to organise at the plant. They obviously want any union but us."

Retorts Adcock. "Absolute lies. We once asked (senior Tuksa African unionist) Lucy Mvubelo to address our committee on unionism but we didn't ask her to organise here."

Notes:

O Metcalfe
Faculty Officer.

Yours sincerely

If the University does not receive your results by 15 January 1980, it will be assumed that you are no longer interested in attending this University and your application will be cancelled and will only be reinstated at a penalty of R20,00. If you anticipate that your results will be delayed, please inform the University accordingly by due date to obviate cancellation and possible fine for the reinstatement of your application.

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State pays R21 000 after baton charge

1929 - 1974

By RIAANDE VILLIERS
Labour Correspondent

IN A MAJOR out of court settlement, the State has agreed to pay R21 359 to 19 black workers and a banned white trade unionist injured during a police baton charge outside the Heine-mann Electric factory in Elandsfontein in 1976.

The State has also agreed to pay legal costs, believed to be more than R10 000. In terms of the settlement it has not admitted liability.

The settlement was hailed yesterday as an "important milestone in labour history" by the Metal and Allied Workers' Union, which was involved in the labour dispute which led up to the police action.

In a statement, a union spokesman said the outcome of the case completely vindicated the workers and the union. The settlement follows claims for damages for wrongful and unlawful assault against the Minister of Police lodged in 1976.

The case was due to be heard on Monday.

The highest payment of R6 000 will be made to Mrs Christine Molokele, who has lost effective vision in one eye.

Mrs Beauty Khamhule, who sustained a fractured arm, will receive R2 000. Mr Gavin Andersson, acting general secretary of the union on the Reef at the time who also sustained a fractured arm, will receive R1 750.

Other payments ranging from R550 upwards will be made to workers who sustained abrasions and lacerations as a result of baton blows and bites by police dogs.

The baton charge outside the factory gates on March 29, 1976, created a furor in South Africa and abroad and had a major impact on industrial relations.

A labour leader warned the incident would be seen abroad as a "mini-Sharpeville". About 40 policemen, some

armed with wooden batons resembling pick handles, were reported to have charged several hundred workers and clubbed scores of them - including a pregnant woman - to the ground.

In one sequel, Mr Andersson, who was arrested at the scene, and Mr Sipho Khubeka, another union organiser, were later found guilty on charges of instigating a strike but were acquitted on charges of obstructing the police and failing to comply with police orders.

Both were served with banning orders shortly afterwards, which have not yet been lifted.

The union spokesman said yesterday the baton charge which "severely injured innocent workers" emphasised the intervention of the police in industrial relations was damaging and counter-productive.

The union called on employers to handle industrial relations without involving the State and the police.

little alternative but to make use of measures... Mortality data is one such unhealthy aspects of the community.

Information about the mortality experience of the community is routinely collected in most countries, the reliability and detail of this data showing considerable variation depending on a number of factors, not the least of which are the resources available for its collection. There are further problems associated with reliability (See Pt. II).

Despite the problems of using mortality data as a means of assessing a community's health status, it is a measurement which has stood the test of time and, to date, is usually the only method of evaluating the health populations, albeit indirectly, since it is frequently the only data which is available. The standard analyses of routinely collected mortality data undoubtedly provide an important indication of the unhealthy problems in the community and, if their limitations are appreciated, they provide an invaluable input into the overall health profile of the community, high-lighting the predominant problems and identifying major trends.

Since it is often instructive to examine the past in order to place the present in perspective, this study was undertaken as a preliminary investigation to a more detailed analysis of the current mortality experiences of the various communities in South Africa.

This paper is essentially an attempt to identify and collate published data relating to the past mortality experiences of the various communities in South Africa. Extensive discussion about the data has been avoided as it is hoped that the Tables and Figures will speak for themselves, and that they will stimulate thought, comment and, where necessary, action.

SOURCES OF DATA

From 1926* to 1938, detailed data on deaths in South Africa were published in an annual report on vital statistics.³ Intermittent reports covered the period 1938 to 1962,⁴ since which time a regular series has been published.⁵ The figures for whites cover the entire period 1921-1970,

* For details of sources of deaths before 1926, see reference 3, Volume for 1938, page XVIII.

Baton charge: injured workers paid R21 000

By ZWELAKHE SISULU

WORKERS who were injured by baton-charge police during a dispute at Heineemann Electric factory in 1976, were this week paid more than R21 000.

The 19 workers and a former official of the Metal and Allied Workers' Union sued the then Minister of Police, Mr J T Kruger, for damages arising from the police action.

The matter, which was due to be heard in court on Monday, was settled out of court this week.

Chicken, diced
4 T finely chopped walnuts
French dressing/mayonnaise
Lettuce

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

French dressing:
Blend together 5 T salad oil and 2 T lemon juice.

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Lettuce
1 cucumber
mint (fresh)
scallions

The lettuce, chop onions finely and parsley; wash for garnishing. Wash cucumber peel and cube and cut tops off leaving a short piece of the stem. Toss the lettuce, parsley, cucumber, onion and her, salt and pepper. Pour over a little French dressing in a glass bowl. Garnish with a few sprigs of parsley.

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FAN SALAD

Mrs Futter, East London

1 d salt, level
2 cups water

(sliced) with salt and onions till cooked, then served.

1 heaped T flour
1/2 bottle vinegar

Under, flour with a little water. Mix well, form, and then add the sugar and vinegar, all the time, then add the cooked beans and to boil again. Bottle.

---000---

SALAD

1/3 cup coarsely chopped walnuts
1/2 cup mayonnaise or salad dressing
2 t soya sauce
1 t lemon juice
1/3 cups mandarin
1 t lemon juice
can tuna, drained
large chunks

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

---000---

21/10/99

4 x 100g pack

for the Metal and Allied Workers' Union, Mr Bernie Fanaroff, said.

The condition of the settlement is that, by paying out, the State is not admitting liability and that this is the full and final settlement.

The total amount paid out by the State is R21 539. The largest individual claim was made by Ms Christina Molekele who lost 90 percent of her sight.

Ms Molekele has been paid R6 000, and the other big claim in the group R2 000, was paid out to Ms Beauty Nkambule for a broken arm. The smallest paid out was R550. The baton charge on

the workers created an international furor. Two officials of the Metal and Allied Workers' Union, Mr Anderson and Mr Siphon Kubheka, were banned for five years a few months later. The State's payout showed that the workers and the union acted responsibly in trying to get the managing director of Heineemann to settle the dispute, Mr Fanaroff said.

"The baton charge, which severely injured innocent workers, emphasised that the intervention of the police in industrial relations is damaging and counter-productive."

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

GENERALLY ACCEPTED ACCOUNTING PRACTICE

APPLIED EXAMPLES

QUESTIONS

DEFERRED TAX

A. Alpha Limited acquired on 1 May 19.6. Depreciated straight line. A 25% tax purposes, wear and balance. Tax rates and taxable income amount respectively, for the and 19.7

- 1. What is the balance of the plant at 31.12 a) deferral method b) liability method
2. Show how the tax charge on income statement for assuming a) deferral method b) liability method (assume there is a timing difference)
3. How will the answer to question 1 change if Alpha Limited is a public company, amounting to 100 million in the 19.7 financial statements?
4. How does the answer to question 1 change if Alpha Limited is a public company, amounting to 100 million in the 19.7 financial statements, and the tax rate is 30%?
5. Further to Note 4, as above, assume that Alpha Limited is a public company, amounting to 100 million in the 19.7 financial statements, and the tax rate is 30%. Draw up the income statement for Alpha Limited under a) liability method b) deferral method. Assume the tax rate is 30%.

By Joe Hill... A LEAFLET campaign to discredit the National Union of Motor Assembly and Rubber Workers and the United Automobile, Rubber and Allied Workers' Union is being waged in Port Elizabeth, it was revealed at the weekend. The secretary of the NUMARW, Mr Freddie Saults, who is

also acting secretary of the United Automobile, Rubber and Allied Workers' Union is being waged in Port Elizabeth, it was revealed at the weekend. The secretary of the NUMARW, Mr Freddie Saults, who is

called by the NUMARW at a meeting last year, and in a post who has advised the unions to hold meetings in his district. The unions have been urged to hold meetings in the district. The NUMARW has been urged to hold meetings in the district. The NUMARW has been urged to hold meetings in the district.

Mr Saults said that the NUMARW has been urged to hold meetings in the district. The NUMARW has been urged to hold meetings in the district. The NUMARW has been urged to hold meetings in the district.

The NUMARW has been urged to hold meetings in the district. The NUMARW has been urged to hold meetings in the district. The NUMARW has been urged to hold meetings in the district.

Vertical text on the right side of the page, including 'POST, Monday, October 29, 1979' and 'Page 5'. There are also some handwritten marks and a large stamp that is partially legible as 'FEDERAL GOVERNMENT'.

129/140

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Unions meet on registration

THE leaders of 14 black trade unions meet in Johannesburg on Saturday to work out a common stance on registration under the new labour laws.

The 14 unions meeting will consist of the 12 affiliates of the Federation of South African Trade Unions (Fosatu), the Western Province General Workers' Union and the Food and Canning Workers' Union.

Some of these unions are already registered because the old Industrial Conciliation Act allowed for the registration of coloured and Indian unions. African unions could not register until now.

The meeting on Saturday follows a meeting of Fosatu's Central Committee at the end of last month when it was decided that:

- Fosatu affiliates will continue to take a joint stand on registration and the new legislation; and
- Fosatu will consult with other unregistered unions with a view to taking a common stand.

Mr Alec Erwin, general secretary of Fosatu, yesterday said that he had tried to get the unions in the Consultative Committee of Black Trade Unions to attend, but had failed.

At least one of the unions meeting on Saturday has taken a strong stand against registration.

Shortly after trade union rights were extended to Africans, the Western Province General Workers' Union — with a membership of 10 000 — stated: "Unions

are still being invited to register under a system of rigid control and supervision of their affairs."

Some of the unions have decided at general meetings to opt for registration for fear that if they do not register now, paralysed unions will register and get a foothold at shop-floor level.

"If we allow this to happen, it might mean the death of unregistered unions in less than five years," one unionist told POST.

The rivalry among unregistered unions may tip the scales in favour of registration at Saturday's meeting.

PROS AND CONS

The secretary of the Consultative Committee, Mr Dan Tau, yesterday told POST that the executives of the trade unions in the committee had been briefed on the pros and cons of registration.

They are now going back for their membership to take a decision.

Members of his union, the SA Chemical Workers Union, held a branch meeting on Saturday in Thekora at the Sekhona Lower Primary School, Mollousg Sec-tion, at 2.00 pm to discuss registration.

Other meetings are scheduled for Tembisa, Johannesburg, and the Vaal Triangle.

Another union in the committee, the New-Stream-gurled, Steel, in Morningside and Alhed Workers' Union,



Mr Dan Tau, secretary of the Consultative Committee of Black Trade Unions, whose union will be holding a branch meeting on Saturday to discuss registration.

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SUNDAY POST
Reporter

IT'S back to work tomorrow for more than 700 men who have been on strike at the Cortina plant of Ford Motor Company in Port Elizabeth since Wednesday.

This follows agreement by the management to reinstate Mr Thozamle Botha, chairman of the Port Elizabeth Black Civic Association

Freedom songs and shouts of "Amandla" greeted Mr Botha when he arrived at the premises at 7 am on Friday

The wild-cat strike was called by the workers in sympathy with Mr Botha who on Tuesday was made to resign his position as a trainee draughtsman following some "misunderstanding" with his superintendent.

Angry workers started gathering in front of the main gate of the factory at 7 am on Friday. In a short speech Mr Botha denied a Ford statement that he had requested to be reinstated.

He said he would not lead the workers into the plant until the manage-

It's back to work for 700 at Ford motor plant

ment had addressed the workers and withdrawn the statement.

"I never requested to go back to Ford. In fact, my organisation had said they were prepared to employ me. I am prepared to do anything that the people ask me to do," said Mr Botha.

At an open-air meeting later between com-



Thozamle Botha is lifted up by a crowd of cheering workers after his reinstatement

pany representatives and the workers the managing director, Mr Brian Pitt withdrew the statement

Mr Fred Ferreira of Ford's industrial relations section gave an assurance that no workers would be victimised

Mr Pitt appealed to the workers to go back and expressed regret that

things had reached the stage they had. After further bargaining it was agreed the workers would return to work tomorrow.

After the announcement was made singing workers carried Mr Botha shoulder high

Ford officials declined to comment on how much the stoppage had cost the company.

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

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

2. CHOICE OF PROGRAMMES

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

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

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

2.1 Programme Budgeting

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

This is necessary:

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

- (c) to know the effect on different objectives of the alternative day care centres, so

Financial statistics are not categories such as 'salaries', 'tation, e.g. between expenditure cannot be made.

The grouping of expenditure in mist in the U.K. Department of

"Programme structure should, by the decisions to the tax tribute... One might suggest a matter of political or no priorities - one would want reside in different programs the alcoholics: but..."

Mr Alec Erwin, Fosatu, general secretary, said yesterday "We in Fosatu have decided to test the new labour dispensation directly by applying en bloc for registration on this basis."

Also at the meeting, the registered trade union movement - including the Trade Union Council of South Africa (Tucsa) - was attacked in scathing terms. In their joint statement, the unions said participants had strongly condemned the majority of registered unions for abandoning basic trade union principles.

Mr Andre Malherbe, Tucsa president, hit back at Fosatu last night, saying "It I didn't know this was Fosatu speaking, I would have thought it was Robert Mugabe and Nkomo."

...er, it is not an easy matter to make a hard and fast distinction between technical matters and matters of values or utilities in the health services. From one point of view, the question whether to treat schizophrenics in hospital or in the community is a technical one which is the cheaper way to fulfil whatever are the society's requirements for the treatment of this group? But community care originally became fashionable as a good thing in itself. The practitioners are very apt to muddle the medical and economic arguments when it suits them, and the politicians and administrators equally so when it suits them, but the economist's concern is to keep them separate".

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

Black unions challenge State on labour laws

By RIAAN DE VILLIERS
Labour Correspondent

THE Government faces a severe challenge from black trade unions over its new labour dispensation after 12 unregistered unions agreed at the weekend not to accept registration unless certain conditions were met. The was decided at the "summit" meeting of 17 unions convened by the 50 000-

strong Federation of South African Trade Unions (Fosatu) in Johannesburg on Saturday

In an important development, Fosatu's ten unregistered affiliates are to apply en bloc next month for registration on the basis of the following criteria

- Unions should be completely non-racial in their membership and control,

- Provisional registration would not be accepted and registration should at least accord with the present criteria for final registration,
- No additional controls over unions would be accepted, and
- Existing unions should be acknowledged and unions should not be fragmented by registration

Mr Alec Erwin, Fosatu, general secretary, said yesterday "We in Fosatu have decided to test the new labour dispensation directly by applying en bloc for registration on this basis."

Also at the meeting, the registered trade union movement - including the Trade Union Council of South Africa (Tucsa) - was attacked in scathing terms. In their joint statement, the unions said participants had strongly condemned the majority of registered unions for abandoning basic trade union principles.

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ROOM 1404
5/11/74

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

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

Table II provides the proportional contribution of the major circulatory diseases for the whites, Asians, 'coloureds' and Africans. Whilst Ischaemic Heart Disease is the major Circulatory Disease in the white and Asian communities, Cerebrovascular Diseases are the major cause of Circu-

latory diseases in the 'coloured' community. It is not meaningful to calculate an expectation of life for urban Africans as this group is subject to a large measure of life expectancy differences. Interest is the ratios of the expectations of life for males and females. At birth, the white Asian: 'coloured' ratio is 1.0,88:0,77 for males, and 1.0,79:0,85 for females. The fact that for the 65+ age group, Asian women have the highest mortality rates for respiratory, circulatory, digestive, genito-urinary and ill-defined causes of death (Table I) may contribute to this anomalous situation.

After the meeting, Mr Alec Erwin, general secretary of Fosatu, told POST: "Our intention is to test the agreed principles directly by submitting applications based on them." The secretary of the Turn to Page 4

coloureds' is summarised in Fig. 6. It is not meaningful to calculate an expectation of life for urban Africans as this group is subject to a large measure of life expectancy differences. Interest is the ratios of the expectations of life for males and females. At birth, the white Asian: 'coloured' ratio is 1.0,88:0,77 for males, and 1.0,79:0,85 for females. The fact that for the 65+ age group, Asian women have the highest mortality rates for respiratory, circulatory, digestive, genito-urinary and ill-defined causes of death (Table I) may contribute to this anomalous situation.

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

the South African population from all causes of death. The proportional contribution of the seventeen major disease categories of the International Classification of Disease (8th revision) to the overall mortality of the various communities is summarised in Fig. 5. The whites show a typical 'developed' country spectrum of mortality with Infectious and Parasitic Diseases being of minor importance (2,0%) and Neoplasms (15,6%) and Diseases of the Circulatory system (50,5%) being of major importance. For urban Africans and 'coloureds', Infectious and Parasitic Diseases make an important contribution to the overall mortality (19,5% and 23,5% respectively), with diseases of the respiratory system and certain causes of perinatal mortality also being of importance. Within the category of Infectious and Parasitic Diseases, diarrhoeal diseases and tuberculosis are the most

important. The decision was reached on Saturday after a day-long meeting of the 14 Fosatu unions and three Cape-based unions in which there was agreement on the criticism of the new labour legislation, but sharp differences on registration. The two unregistered unions from Cape Town, the African Food and Canning Workers' and the Western Province General Workers' will not be applying for registration. In a joint statement after the meeting, the 17 unions said they would not accept registration which was not granted on the basis that: Unions must be completely non-racial in their membership and control; Provisional registration will not be accepted. Registration must at least accord with the present criteria for final registration and any additional controls will not be accepted; Existing unions must be acknowledged and registration should not be used as a means of fragmenting them.

Union accord on 3 main issues

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Clearly, the presentation of the cause specific mortality data as proportional mortalities conceals a certain amount of information. Table I provides a more detailed analysis of these data in the form of cause specific mortality rates for defined age groups by sex, in the white, Asian and 'coloured' communities.

If the mortality rates (Table I) are compared with the proportional mortalities for the seventeen major disease categories (Fig. 5), it will be noted that despite the relatively minor proportional contribution made by circulatory diseases in the 'coloured' community, the actual rates for these diseases are higher than those of the whites. The reason for this apparent inconsistency is that the mortality rates for Infectious and Parasitic Diseases are so high that they effectively swamp the proportional mortality of the Circulatory Diseases in the 'coloured' community. In the white community, the mortality rates for most causes of death are so low, the importance of the Circulatory diseases become disproportionately exaggerated.

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

The results of programme budgeting may be valuable in themselves, although the mere procedure does not necessarily ensure that better decisions will be made. Their potential is realised only if there follows an assessment of the value of expenditure in each programme.

2.2 Programme Evaluation

Method where process: precise in analysis

2.3

Registration will divide us, warns union

By RIAAN DE VILLIERS
Labour Correspondent

A CAPE-based black trade union has called on unregistered unions to refuse to register in terms of the new labour dispensation until certain conditions are met by the state

The call has come in a memorandum compiled by the 10 000-strong Western Province General Workers' Union. It was distributed to unregistered unions on the eve of today's "summit" on the registration issue convened by the Federation of South African Trade Unions

It suggested two "non-negotiable principles" were the right of workers to join unions of their choice and worker control over all aspects of union activities

The Fosatu meeting will be attended by representatives of 17 unions associated with the

predominantly black independent union movement

WPGU delegates are expected to plead strongly for a continued anti-registration front. But other unregistered unions have come under increasing pressures leading them to consider applying for registration

In its memorandum WPGU argues unregistered unions should not accept registration under conditions which would guarantee a "weak, divided and bureaucratically controlled union movement"

It criticises the unregistered unions for concentrating their protests on the previous exclusion of migrants and commuters from union membership

But it argues "It is not too late to state clearly our objections to the Wiehahn report and the whole registration package"

Outlining its objections, the

union says the registration system proposed by the state would subvert the fundamental right of workers to join unions of their own choice.

Also, the state intended "riding roughshod" over the worker control of their unions

The only way to reject these was to refuse to register under the state's conditions

"We must now express our principles and our minimum conditions for registration, then it will be up to the state to make its response," it says

It argues that the new dispensation could not succeed without the active co-operation of presently unregistered unions

Member unions of the Consultative Committee of Black Trade Unions will not attend today's meeting

But they too are expected to decide on registration soon

This is partly due to a deficiency in information on the results of the programmes which can be resolved by recourse to appropriate data. Nevertheless, there will also be differences of judgement which cannot be resolved without prior agreement on the relative valuation of different benefits which have to be fed into the analysis, and in the intuitive process, these two factors may not be differentiated.

A very large proportion of decisions are now taken with no further analysis than this. Any further steps involve a way of systematically valuing the benefits of different programmes to render them comparable to one another.

Informal Method for Setting Objectives

Following method for guiding the choice of priorities has been described by John Bryant. 12

It has been used by medical and nursing units in Thailand, and one of its advantages is that it can be used where no numerical data is available. It, therefore, lends itself to discussion, to draw on the experience of a group of people.

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

Table 1: A method of ranking health problems

Problem	Prevalence	Severity	Community concern	Vulnerability to management	Total
and poorly fed families	++++	++++	+++	++	96
adequate antenatal & obstetric attention	++++	++	++	+++	48
nutrition for medical	+++	+++	++	++	36
specific diseases:	++	++	+++	++	32
all problems	+++	+	++	++	16
Yaws	+++	+++	+++	++	16
in cold *	+++	+	+	++	54
	+	+	+	+	0
	+	+	+	+	0
	+	+	+	+	0

* Added to test scoring method

Processes is essential; and the division will have to be more fine the more discriminating public decisions can be. IO

The results of programme budgeting may be valuable in themselves, although the mere procedure does not necessarily ensure that better decisions will be made. Their potential is realised only if there follows an assessment of the value of expenditure in each programme.

2.2 Programme Evaluation

Methods of evaluation range from simple procedures for looking at costs, to the conclusions are left to...

2.4 An Informal Method for Setting Objectives

This is partly due to a deficiency in information on the results of the programmes which can be resolved by recourse to appropriate data. Nevertheless, there will also be differences of judgement which cannot be resolved without prior agreement on the relative valuation of different benefits which have to be fed into the analysis, and in the intuitive process, these two factors may not be differentiated.

A very large proportion of decisions are now taken with no further analysis than this. Any further steps involve a way of systematically valuing the benefits of different programmes to render them comparable to one another.

Priorities has been... as that it can be used... therefore, lends itself to... of people.

When given a score (from

is

* Added to test scoring method

ty	Vulnerability to management	Total
++	++	96
+++	+++	48
++	++	36
++	++	32
++	++	16
++	++	16
++	++	54
++	++	0
++	++	0

GENERAL NEWS

Firms aiding puppet black unions

By RIAAN DE VILLIERS
Labour Correspondent

THE activities of certain employers and five "parallel" trade unions for blacks have come under fire from the Federation of South African Trade Unions (Fosatu) in a major co-ordinating organisation of independent black trade unions. In a statement issued yesterday, Fosatu claimed employers were actively interfering in the freedom of association of their workers by helping certain unions to organise in their plants. It said that it sponsored some parallel unions and their registered parent unions of being too ready to co-operate with employers in an attempt to displace the established independent black unions. Most of the parallel unions have been formed by affiliates of the Trade Union Council of South Africa (TUCSA), which also sharply criticised Fosatu. Fosatu highlighted the growing conflict between its affiliates and parallel unions. Blacks started by white employers to resolve the conflict between parallel unions and Fosatu.

unions which is becoming one of the most explosive labour issues. Fosatu said "unprecedented" numbers of companies were introducing unions to their black workers, doing much of the recruiting themselves. Realising they would have to deal with black unions, many employers were "hastily looking around for the unions which they regard as the most convenient". Fosatu said most of the unions involved had never organised black workers before and had not helped the unregistered unions, which had been fighting an uphill battle for years. It said their sudden concern came at a time when organising black workers had become easy and respectable and registered unions were threatened more seriously than ever before by competition from organised black workers. Independent black unions had struggled for years for employer recognition. Now, suddenly, employers are passing the established black unions and

are bringing new unions into their workers. In many cases the new unions are being used in an attempt to undermine or pre-empt organisation by Fosatu or unions affiliated to the Consultative Committee of Black Trade Unions, the statement said. New unions were competing at an "unfair advantage" because of employers actively interfering in the freedom of association of their employees. Outlining this claim, Fosatu alleged that

This interference by management effectively amounts to coercion. Few workers feel they can refuse to join without endangering their jobs. Fosatu said it appeared most of the parallel unions would be prepared to accept certain conditions from management which would weaken the whole labour movement.

This included acceptance of management-dominated in-plant committees to handle in-plant issues. Fosatu said it was not opposed to unions being granted facilities to recruit. However, it should be granted even-handedly and without strings attached. Management assistance was also unacceptable, the statement said.

Fosatu singled out one registered union — the South African Boiler-makers' Society — as the only one which had consulted with it on the advisability of forming a new union for blacks. Spokesmen for the unions named in the statement could not be reached for comment.

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11/11/79

WOM

Fosatu slams new union trend

By JOE THOLOE

THE Federation of South African Trade Unions (Fosatu) yesterday attacked the Trade Union Council of South Africa (Tucsa), the parallel unions within it, and managements that encourage these parallel unions.

Fosatu, which has 14 affiliated unions — five registered and nine unregistered — yesterday alleged that parallel unions have grown out

of a deliberate policy by in Tucsa

“Only now, in 1979, in response to a new situation where organisation is made easier by certain changes in legislation, and by changes in management's attitudes, are registered unions actively recruiting black workers into parallel unions”

The unions attacked are the Motor Industry Combined Workers, the Engineering Industrial Workers, SA Electrical Workers Association, Textile Workers Indus-

trial and the Radio Television, Electronic and Allied Workers

Fosatu says the upsurge in the organisation of the African worker is partly because many companies are hastily looking around for the unions which they regard as convivial and are introducing these into their plants”

The statement says Fosatu and other independent unions are very concerned because

Most of these unions

have never before actively organised African workers Now organising the African worker has suddenly become easy and respectable — the Government approves and employers are assisting selected unions

Employers and the Government have realised they have to accept unions of African workers

Suddenly employers are by-passing the established unions of African workers and are bringing new unions to

their workers

The most important feature of the new unions is that they can compete at an advantage with the existing unions of African workers. This unfair competition is a result of employers interfering in the freedom of association of their employees

Judging from their statements to workers, most of the new unions will be prepared to accept certain conditions from management which will weaken the entire labour movement

MORTALITY RATES FOR

(Note: There are because of the

I

	W		F	
	M	F	M	F
0-1	1,99	2,2	0,16	0,1
1-4	0,02	0,0	0,06	0,0
5-24	0,25	0,1	1,04	0,7
25-44	0,19	0,1	399	315
45-64				
65+				
ALL				
NO.				

87

NEOPLASMS

II

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,17	0,13	0,00	0,21	0,06	0,16	0,04	0,06
1-4	0,03	0,07	0,07	0,00	0,07	0,05	0,03	0,04
5-24	0,09	0,05	0,07	0,05	0,06	0,04	0,05	0,04
25-44	0,26	0,33	0,21	0,26	0,54	0,56	0,34	0,36
45-64	3,01	2,58	1,47	2,19	5,10	2,68	2,32	1,91
65+	12,24	7,26	4,70	5,18	12,59	7,51	6,16	4,10
ALL	1,41	1,21	0,36	0,43	1,03	0,69	0,58	0,45
NO.	2920	2522	126	152	1170	809	3472	715

III ENDOCRINE, NUTRITIONAL AND METABOLIC DISEASES

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,09	0,05	0,06	0,21	2,27	1,68	2,31	1,96
1-4	0,03	0,01	0,00	0,05	1,27	1,08	1,02	1,29
5-24	0,01	0,01	0,01	0,01	0,01	0,01	0,02	0,02
25-44	0,02	0,02	0,08	0,08	0,08	0,05	0,06	0,07
45-64	0,09	0,12	0,39	0,88	0,28	0,42	0,24	0,61
65+	0,39	0,59	1,61	2,59	0,81	1,28	1,04	1,44
ALL	0,05	0,08	0,12	0,18	0,28	0,26	0,22	0,33
NO.	114	173	43	63	316	307	455	530

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

The results of programme budgeting may be valuable in themselves, although the mere procedure does not necessarily ensure that better decisions will be made. Their potential is realised only if there follows an assessment of the value of expenditure in each programme.

2.2 Programme Evaluation

Methods of evaluation range from simple procedures for looking at costs, ~~to the conclusions are left to~~

2.4 An Informal Method for Setting Objectives

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

Priorities has been used by medical and nursing, is that it can be used therefore, lends itself to use of people.

When given a score (from

are bringing new unions to their work-ers. "In many cases the new unions are being used in an attempt to undermine or pre-empt organisation by Fosatu or unions affiliated to the Consultative Committee of Black Trade Unions," the statement said. New unions were competing at an "unfair advantage" because of employers actively interfering in the freedom of association of their employees. Outlining this claim, Fosatu alleged that: "Many companies were granting facilities, such as access for recruiting to new unions, which they denied to existing unions. Companies were helping new unions to organise. Personnel officers handled recruiting for new unions and in some cases collected subscriptions. In many companies, workers have been called together by management and told to join a certain union," Fosatu said.

unions — which is becoming one of the most explosive labour issues. Fosatu said "unprecedented" numbers of companies were introducing unions to their black workers, doing much of the recruiting themselves. Realising they would have to deal with black unions, many employers were "hastily looking around for the unions which they regard as the most convivial". Fosatu said most of the unions involved had never organised black workers before and had not helped the unregistered unions, which had been fighting an uphill battle for years. It said their sudden concern came at a time when organising black workers had become easy and respectable and registered unions were threatened more seriously than ever before by competition from organised black workers. Independent black unions had struggled for years for employer recognition and, suddenly, employers are by-passing the established black unions and

By RIAAN DE VILLIERS Labour Correspondent THE activities of certain employers and five "parallel" trade unions for blacks have come under fire from the Federation of South African Trade Unions (Fosatu), a major co-ordinating organisation of independent black trade unions. In a statement issued yesterday, Fosatu claimed employers were actively interfering in the freedom of association of their workers by helping certain unions to organise in their plants. It also accused some parallel unions and their registered parent unions of being too ready to co-operate with employers in an attempt to supplant the established independent black unions. Most of the parallel unions singled out have been formed by affiliates of the Trade Union Council of South Africa (Tucs), also sharply criticised by Fosatu. Fosatu's move highlighted the growing conflict between its affiliates and parallel unions — a move blacks started by white or coloured unions.

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Firms aiding puppet black unions

Handwritten notes and scribbles at the top of the page.

Handwritten note: 11/11/74

Handwritten note: 5/1/75

GENERAL NEWS

* Added to test scoring method

ty	Vulnerability to management	Total
++	++	96
+++	+++	48
++	++	36
++	++	32
++	++	16
++	++	16
++	++	54
++	++	0
++	++	0

GENERAL

Worker sureties could end boycott

Own Correspondent

CAPE TOWN - If Fattis and Monis reinstated - with guarantees - the 56 sacked workers at the firm's Bellville plant there was a possibility of the boycott against Fattis and Monis being called off, Mr K Allie, general secretary of the Western Cape Traders' Association, said on Monday night. Mr Allie said the WCTA was eager to have the workers, the prime issue in the six-month labour dispute, return to work, but not without a guarantee that certain provisions were met. These include:

- No one would be victimised.
- Workers would be reinstated in the positions they held previously and not in subsidiary positions, like working at the Good Hope Bakery "where employees are hired and fired at the drop of a hat".
- A basic wage of R40 per week would be paid.

A further issue to receive consideration would be the stance by Mr Peter Moni, a Director of the firm, in trying to "by-pass" the Food and Canning Workers' Union, representing the workers. Mr Moni was trying to make a scapegoat of Mr Jan Theron, general secretary of the FCWA, Mr Allie said. The WCTA believe the workers should adopt a "one step backward two steps forward" attitude. "They can do this by consolidating their power and forming a union, which has been made possible by the recent Government announcement. In this way the firm will be forced to recognise them," Mr Allie said.

processes is essential; and the division will have to be more fine tuning. This is partly due to a deficiency in information on the results of the programmes which can be resolved by recourse to appropriate data.

Methods of evaluation where the conclusions are left largely to intuition, to highly complicated processes which present more or less clear-cut solutions. For these more precise methods, most of the value judgements have to be made explicitly in advance. Some points on the spectrum between these two extremes are analysed below.

2.3 Looking at Expenditure

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

there will also be differences of judgement which cannot be analysed; and in the intuitive differentiated. are now taken with no further analysis a way of systematically valuing the render them comparable to one another. Objectives

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

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

Diagram 1: A method of ranking health problems

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

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

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

2. CHOICE OF PROGRAMMES

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

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

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

2.1 Programme Budgeting

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

This is necessary:

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

(c) to know the effect on different terms of the day care centre

Financial statistics and categories such as 'salutation, e.g. between expenditure cannot be made.

The grouping of expenditure in the U.K. Department

Fatis row settled

By RIAANDE VILLIERS
Labour Correspondent

THE seven-month-old labour dispute between Fatis and Monis and the Food and Canning Workers' Union — which has led to a widespread boycott of the company's food products — was settled yesterday.

According to a joint statement issued last night the 56 workers involved in the dispute will be re-employed by the company at last night.

Other organisations supporting the boycott could not be reached for comment last night.

"Programme structure should, in my view, be mainly determined by the decisions to the taking of which one wishes it to contribute... One might suggest that where decisions are primarily a matter of political or moral judgement — of determining basic priorities — one would want the activities to be compared to reside in different programmes — the mentally handicapped against the alcoholics; but where it is a more technical question of how particular objectives can best be achieved — drug therapy against behavioural therapy — one would want the activities to be compared to be within a particular programme. This distinction ties up with an economic jargon of slightly older vintage — that of cost-benefit and cost-effectiveness; and through that to the main stream of neoclassical welfare economics, which attempts to make a distinction between the choice of the composition of the basket of outputs and the choice of the set of resources from which each output is to be produced. The former is, in a broad sense, a question of tastes, values, or utilities; the latter is a question of techniques".

He adds:

"In practice, it is not an easy matter to make a hard and fast distinction between technical matters and matters of values or utilities in the health services. From one point of view, the question whether to treat schizophrenics in hospital or in the community is a technical one. Which is the cheaper way to fulfil whatever are the society's requirements for the treatment of this group? But community care originally became fashionable as a good thing in itself. The practitioners are very apt to muddle the medical and economic arguments when it suits them, and the politicians and administrators equally so when it suits them, but the economist's concern is to keep them separate".⁹

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

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,51	0,33	1,10	0,21	1,80	1,59	0,13	0
1-4	0,05	0,06	0,02	0,10	0,15	0,17	0,02	0
5-24	0,07	0,06	0,09	0,10	0,14	0,17	0,11	0,1
25-44	1,09	0,44	1,31	0,70	1,54	1,27	0,73	0,7
45-64	9,75	4,44	14,76	10,70	10,33	8,25	4,61	5,0
65	42,19	32,93	55,30	47,72	43,12	40,90	13,55	14,21
ALL	4,70	3,81	3,22	2,25	2,74	2,69	1,14	1,20
NO.	9752	7926	1135	804	3114	3140	2390	1921

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	2,90	2,22	7,81	4,85	32,20	28,78	13,54	14,15
1-4	0,22	0,28	0,90	0,69	5,32	5,45	2,46	2,13
5-24	0,05	0,06	0,17	0,11	0,21	0,23	0,18	0,16
25-44	0,20	0,12	0,37	0,33	0,94	0,72	0,66	0,52
45-64	1,46	0,92	3,33	1,85	4,88	2,14	2,75	1,72
65+	11,52	7,89	16,51	13,42	20,07	10,49	9,32	6,19
ALL	1,12	0,97	1,22	0,79	2,87	2,22	1,37	1,24
NO.	2336	2019	430	282	3270	2588	2858	1951

Tucsa spokesmen deny alliance with employers

By RIAAN DE VILLIERS
Labour Correspondent

CLAIMS that affiliates of the Trade Union Council of South Africa (Tucsa) were co-operating with employers attempting to undermine independent black trade unions were dismissed as "absolute nonsense" by Tucsa spokesmen yesterday.

They were reacting to a statement issued by the Federation of South African Trade Unions (Fosatu) this week criticising the activities of certain employers and "parallel" unions for blacks formed by registered Tucsa affiliates.

Fosatu claimed employers were "actively interfering" in the freedom of association of their workers by helping certain unions to organise.

It also accused some parallel unions and their parent unions of being too ready to co-operate with employers in attempts to compete with independent black unions.

Mr Arthur Grobbelaar, General Secretary of Tucsa, denied that Tucsa unions had formed any alliance with employers.

"Some Tucsa unions do co-operate with employers - but

that is what good industrial relations is all about," he said. "I'll be disappointed if Tucsa unions did not have good relationships with employers."

He said it could happen that employers helped unions to organise - but this was a question of co-operation between unions and employers.

Also, it was the prerogative of employers to decide which unions to deal with.

"If I was an employer I would also prefer to work with unions I am accustomed to dealing with and I know have the necessary expertise."

Employers were reluctant to deal with unions who were always involved in confrontation situations.

"Perhaps Fosatu unions should change their tactics - instead of confrontation, they must start looking for co-operation," he said.

Mr Steve Scheepers, secretary of the Radio, Television and Allied Workers' Union named in the Fosatu statement, denied he was in alliance with employers.

His parallel union was started a year ago and he had to battle for recognition.

"Fosatu unions shouldn't cry

in public and look for excuses if they don't do their job properly and don't succeed," he said.

Mr Archie Poole and Mr Ronnie Webb, two other Tucsa unionists whose unions were mentioned in the statement, were not available for comment.

Spokesmen for firms named in the Fosatu statement denied allegations that they were actively aiding certain unions.

Mr Robin Bullen Smith, managing director of G E C Machines, said yesterday the firm had recently used its liaison committee and black personnel officer to explain to its workers what unionism was about.

But he strongly denied that the firm had exerted any pressure on workers to join a certain union.

The firm was happy to provide access for unions to address its work-force. But he added it would be unhappy about dealing with unregistered black unions.

"We would prefer to deal with registered unions, or black unions in the process of being registered and linked to established registered unions."

0,26	0,07	0,13	0,36	0,13	0,26	0,07
0,44	0,15	0,18	0,47	0,18	0,44	0,15
0,17	0,12	0,14	0,25	0,14	0,17	0,12
366	187	164	289	164	366	187
65+	0,18	0,13	0,21	0,11	0,21	0,13
ALL	0,06	0,04	0,00	0,15	0,00	0,15
NO	128	85	0,07	0,06	0,07	0,06
			26	23	26	23

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THE WORKERS THE WORKERS THE WORKERS THE WORKERS THE WORKERS THE WORKERS THE WORKERS THE WORKERS THE WORKERS THE WORKERS

THERE was a time when African workers who felt their wages were too low or their working conditions were bad, could do little about it. There were few trade unions for African workers and the unions that did exist were weak and small.

Both employers and the Government were hostile to African trade unions, although these unions have never been illegal. The only bodies which African workers had to represent them were works or liaison committees.

THE LONG STRUGGLE FOR RECOGNITION

This is the first of a series of three articles on trade unionism in South Africa written by SUNDAY POST's special labour correspondent.

Today's focus is on the rise of the trade union movement. Next week there will be an analysis of the present state of the unions, with particular regard to the Rikert and Witsahh reports, and the final article will take a look at the future.



Thozamile Botha addresses striking workers as Ford officials look on . . . worker power in Port Elizabeth last week

These did not achieve very much for they were often controlled by employers, and workers who sat on these committees feared victimisation by their bosses if they complained about conditions. In the early 1970's, however, a trade union movement for Africans began to grow. One of the reasons for this growth was the Durban strikes of 1973, when large numbers of African workers downed tools in protest against low wages. There was obviously a growth in African workers' dissatisfaction at their work conditions and a new willingness among workers to take action to win improvements.

A trade union movement to represent these workers and negotiate for them began to grow. This was by no means the first time an African union movement had arisen. In the 1920's, the Industrial and Commercial Workers Union, led by Clements Kadiale, a fiery orator from Malawi (then Nyasaland) attracted the support of many workers. It had over 100 000 members at its peak. In the '30s and '40s, the Council of Non-European Trade Unions brought together 119 black unions representing an estimated 158 000 workers. In the 1950's two union federations, Sactu and Fofatusa, held sway. But all these unions faded from the scene, many because the government took action to crush them. In the 1960's there was virtually no African

made to bring these two groups together, but have failed up to now. The Consultative Committee insists that its unions be controlled by Africans, and although they are officially non-racial, they do not attempt to organise non-African workers. Fosatu insists on non-

Fosatu unions have refused to join the institute and they believe that unions should only deal with management when they have built up enough support among workers to ensure that employers will not be able to ignore the union.

There are African bodies outside these unions. In the Cape, the Western Province General Workers' Union and the African Food and Canning Workers' Union (which was involved in the Fatts and Morns dispute) are active. The WPGWU has about 10 000 members and places an even greater support on organisation at the workplace than Fosatu unions.

Another element on the union scene is the Black Allied Workers Union, which recently suffered a split, with a breakaway organisation, the SA Allied Workers Union, being formed. BAWU has a strong black consciousness orientation and claims 20 000 members, although it does not appear to be trying to win recognition from employers.

All these unions are regarded as "independent" in the sense that they do not depend on non-African union members. But there is a group of unions which has been organised by non-African registered unions, particularly those belonging to the Trade Union Council of SA (TUCSA).

All these unions either have strong links with the non-African "parent" union or are directly run by it. The best-known parallel union is Lucy Mnyabulo's National Union of Clothing Workers. A spate of new parallel unions has been organised since the Witsahh commission recommended that African unions be allowed to register.

Now, however, the union movement is very much alive — indeed, the government's recent decision to register African unions is very much a reaction to the growth of movement. There are two major groupings of mainly African unions at present. The Federation of SA Trade Unions (Fosatu) has 14 member unions, most of whom are unregistered. Until now, unions with African members have not been allowed to register with the government and unions which have African members have been unregistered. But many have non-African members and are not strictly speaking African unions. Fosatu is open to all races. Most members of unions which belong to it are, however, African. Fosatu's president is John Mke, of the United Automobile Workers Union, which is recognised by the Ford Motor Company and by another East Cape company, SKF. Members of Fosatu in-

The unions who organise these "parallel" unions say that they are doing so in order to provide union representation for African workers. They say the unions will be run by African workers once they are established, and point out that some independent unions have links with non-African unions. The independent unions, however, see them as a direct attempt to compete with the African union movement. They say that these unions have been formed to control African workers and to make sure that they do not cause any trouble for non-African workers or employers.

Most of these unions are completely under the thumb of the registered union and their members have little say in what the union does, the independent unions claim. They often quote the case of an official of a parallel union who said he couldn't attend a union meeting because he had to go to the bank for the "messes" (the secretary of the registered union). Despite its resurgence, the registered union movement has its problems. Most employers are still not keen to deal with these unions and two years ago, close on 30 union officials were banned by the government. Some of the banning orders have been lifted. Now, however, the government has decided to offer these unions a place in its new labour system. It remains to be seen whether accepting this offer will strengthen the unions or, as many of them fear, weaken them and bring them under government control.

Workers carry Thozamile Botha and colleague on their shoulders after Botha is reinstated.



TRADE

'Registered unions are keen to organise Africans to protect their own non-African members'
— Fosatu

'Co-operation with management is the crux of industrial relations'
— Arthur Grobelaar, general secretary of Tucsas

'The parallel unions look after us when we are dead.'

When we are alive they do nothing'
— Worker

UNION WAR

But this week Fosatu hit back. In a report just released, Fosatu accuses the parallel unions of co-operating with employers against it.

The report, based on the evidence of African workers in a number of factories, cites a number of instances where, it says, employers have invited parallel unions into their factories in order to get rid of the independent unions — and some cases where employers have set up their own unions.

It singles out five parallel unions for special criticism. All have been formed recently.

Job bars

These unions, Fosatu complains, have ignored African workers until now, "when organising African workers has suddenly become easy and respectable."

A key motive in the formation of parallel unions is the fact that formal job bars are on the way out, says Fosatu.

Registered unions are thus keen to organise Africans to protect their

SUNDAY POST
SPECIAL LABOUR
CORRESPONDENT

own non-African members' job security.

Fosatu says it has collected evidence which reveals that employers are helping the parallel unions by giving them facilities — often the same ones, such as access to workers and "stop order" facilities, which are denied the independent union.

In some cases, the parallel union has actually been invited to organise in a plant to keep an independent union out.

In return, the parallel unions are agreeing to conditions, such as the retention of "the discredited liaison committee system" and the right of management alone to fix wages, which "weaken the entire trade union movement," says Fosatu.

As evidence of this co-operation, it quotes a pamphlet issued by one parallel, the Motor Industry Workers' Union, which says "employers are with this union

• To Page 3

LOOMS

HUNDREDS of thousands of South Africa's black workers are at the centre of a looming all-out union war that could either give them a new voice or leave their interests in the hands of white worker representatives and employers.

On the one side are the as yet unregistered independent black and non-racial trade unions.

On the other are the "parallel unions" set up by the white-dominated registered unions.

And, claims the 40 000-strong Federation of South Africa Trade Unions (Fosatu), the parallel unions are getting a big helping hand from many employers.

That, says Fosatu, is because the parallels — dominated as most of them are by the registered white unions that set them up in the place — "will not cause employers difficulties".

To the individual black worker, say union observers, this could mean he won't escape the present situation in which his wages, working conditions and opportunities are ultimately determined in negotiations between white worker representatives and managements.

The long-standing conflict between the independent black unions and the parallel unions has only recently grown into an all-out war.

The white-dominated Trade Union Council of South Africa (Tucsas) has rejected recent suggestions that it should not organise where non-parallel, independent unions have members.

In fact at its recent conference Tucsas slammed Fosatu for making such a suggestion

12

PARALLEL UNIONS

Factory floor war

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A bitter trade union organising war has broken out on a number of factory floors — and employers have been accused of taking sides in the dispute

At issue is the battle between "parallel" African trade unions, organised by non-African registered unions, and their independent counterparts. A document issued last week by Fosatu, the largest unregistered union umbrella body, accuses the "parallels" of trying to squeeze independent unions out of factories — and some employers of siding with them.

Fosatu says these employers are backing the "parallels" because "they will not cause them any difficulties." Says a Fosatu man: "Many employers tried for years to foist liaison committees on African workers. Now they are trying to force tame, compliant, unions on them."

And some labour observers argue that, if the Fosatu allegations are well-founded, "employers are repeating the mistakes of the early Seventies." Says one: "You can't resolve disputes unless the trade union leadership enjoys the support of its members. To replace a weak, discredited, committee system with a weak, discredited union system is asking for trouble."

Fosatu's document, which is based on the evidence of workers at a number of factories, charges some employers with granting facilities to the parallels, such as access to factories, which are denied independent unions in the same plant. Others are accused of inviting "parallels" in to squeeze out the independent unions — in some cases, personnel managers are helping "parallels" to recruit, says Fosatu. Still others, like the Johannesburg Municipality, are accused of starting their own African unions (a municipal spokesman denies this, saying that the idea originated with the Council's liaison committee).

In exchange for this help, says Fosatu, the parallels are agreeing to the retention of "the discredited liaison committee system" and, in some cases, management's right to make unilateral decisions on the factory floor. "The price they are paying is exclusion from factory floor bargaining, the essence of trade unionism," says a Fosatu man.

The battle between "parallels" and independent unions has been on the go for some years. But it has become much more intense since the release of the Wiehahn report. A spate of new parallels has been formed and in many cases open membership battles between the two sides are being waged on the factory floor. At its recent conference, Tucsa rejected sug-

gestions that it should not organise in plants where African workers were already organised and Fosatu was slammed by a number of delegates at the conference. Tucsa decided at this meeting to redouble its organising efforts, although not all the new parallels are being organised by Tucsa affiliates.

The registered unions see "parallelism" as "organising the unorganised" in an attempt to provide African workers with union registration. The independent unions see it as an attempt to squeeze out democratically-controlled unions and replace them with "tame ones." They also believe that the registered unions are only interested in organising Africans because they fear undercutting by African workers if formal job bars disappear.

Tucsa general secretary Arthur Grobbelaar rejects the latest Fosatu allegations: "I don't know if our unions have formed an alliance with management — but if they have good luck to them. Co-operation with management is the crux of industrial relations. I hope Tucsa unions are co-operating with management. This falls

within the ambit of partnership in industry." He rejects as "nonsensical" suggestions that Tucsa unions have only begun organising Africans recently — a common independent union complaint.

Firms charged by Fosatu with inviting registered unions in to supplant independent unions are Leyland, Non-Ferrous Metals (Durban), and Hella (Uitenhage). A Non-ferrous Metals spokesman says he knows nothing of an approach by an independent union. He concedes that management has granted the "parallel" National Engineering Industrial and Allied Union facilities, but adds: "We have been told by Seifsa that not all unions will be registered under certain conditions. We are waiting to see who is registered before deciding who to recognise."

Others, such as Siemens, GEC Machines, Defy, and General Electric are also giving "parallels" assistance, although, says Fosatu, these managements may not see this assistance as a means of supplanting independent unions.

GEC confirms that it is co-operating with the "parallel" Electrical & Allied Workers Union, but says workers aren't forced to join the union. Management will only recognise a registered union and this union "is in the throes of being registered."

Siemens MD Reinhard Saane says his company "can't express interest in a specific union", but would "welcome mixed or parallel unions."

Defy says it has no objection to workers joining the parallel union which has approached it, but says this is the only approach the company has received. Workers may join any union they wish, says a spokesman. **he company on the other
ient to be decided for the**

**authorized by its memo-
ured debentures.**

e property as security for

**roperty concerned to one
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**Tucsa's Grobbelaar . unions
should co-operate with
management**

Post 18/11/74

Factory canteen boycott continues

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INDUSTRIAL relations tension at General Tyre plant near New Brighton was heightened this week when more than 600 workers continued a boycott against the factory's canteen facilities.

The boycott that began on Monday continued throughout the week. General Tyre, which operates two shifts, is half a kilometre from the Ford Cortina and Ford engine plants, the scene of industrial strife earlier this week.

Workers told of problems that led to a boycott of the company's canteen facilities which could lead to a walkout similar to those at the Ford Cortina plant.

Workers claimed the boycott had been called to protest against management instructions that every worker who uses the facilities would have to agree to be searched every time he left the canteen after meals.

A meeting on Monday was told by a management representative that more than 1200 spoons used by workers at the canteen were missing. To prevent further losses it



Mr Thozamile Botha and striking Ford workers . . . worker unrest hits PE again.

had been decided that workers would have to agree to be searched every time they left the canteen.

The alternative was that the canteen would be closed, the workers were told.

Workers saw the instruction as a challenge to their integrity. They said the action smacked of racism as no such instructions were given to the whites who had separate canteen facilities.

The workers claimed

that the food served to them was bad compared to that served to whites.

On Tuesday, black workers arrived at the plant with sandwiches and refused to buy food, soft drinks or tea from the plant's canteen for hourly-paid workers.

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WHEN the Govern- ment-appointed Wie- hahn Commission sug- gested that African trade unions be allow- ed to register, many people expected cries of joy from the unions. When the Government accepted the commission's re- commendation, they must have expected even greater joy.

After all, although Af- rican unions have never been illegal, the fact that they have not been allow- ed to register with the Government has weaken- ed them in their dealings with employers.

Unregistered trade uni- ons are not allowed to take part in Industrial Councils, where unions and employers decide on minimum wages for many industries. They have not been able to represent their members at the Wage Board, where mini- mum wages for many un- skilled workers are fixed.

While many registered unions are able to ask employers to deduct uni- on dues from the pay of their members, most un- registered unions do not have this advantage and their finances have been shaky as a result.

Members of unregist- ed unions do not have the same protection against victimisation by their employers and it has been easier for em- ployers to fire members

of African unions because those unions are not reg- istered.

Most employers have been able to avoid deal- ing with unregistered uni- ons and these unions have thus enjoyed much less power than registered unions.

The Government deci- sion, therefore, would seem to have finally giv- en the unions the power they need to fully repre- sent their members.

But it is not as simple as that. Most of the un- registered unions had serious reservations about the Wiehahn report and the Government's reac- tion to it. They feared that the new system which the Commission recommended was design- ed to weaken the unions rather than allow them to grow.

The unions pointed to many passages in the Wiehahn report which said that African unions must be allowed to regis- ter so that they can be brought under Govern- ment control. This point — that the new system will help to control the unions — has also been made by Cabinet Minis- ters at political meetings. Registered unions have many benefits. But they are also subject to a number of controls. They may not be involved in politics; their constitutions must be submitted to a Government registrar, and the registrar can lay down which industries they

is allowed to represent. The unions' main worry, however, is that the new system will introduce new controls on trade unions — and they fear that these controls will be in- troduced specially to cater for the new Afri- can unions.

A new Industrial Court was suggested which would have wide powers to keep an eye on labour developments and the unions fear that the court will make life harder for the unions the authorities dislike.

The unions are also worried about the fact that the commission has supported the idea of "works councils" which the unions argue are the old liaison committees under another name (al- though the liaison commit- tees were for Africans only and the new councils are multiracial).

Unions have always re- jected these committees. They argue that the work- ers on them are always in danger of victimisation by their employers. Half the committee is nomi- nated by the employer and the unions argue that the committees are al- ways weak and achieve little for the workers.

Most black unions be- lieve that the union it- self should be involved in representing workers in the factory. The union, they say, is stronger. Union officials do not work for the employer and

thus have no reason to fear him. So the unions had their doubts about Wiehahn. They feared it would bring them under greater Government control and weaken them on the fac-

in a "white" area such as those in Durban's Umhlangi or KwaMashu or East London's Mdantsane) and foreign workers were not allowed to join trade unions. Racially mixed trade unions were not

which, some unions fear, could keep them off the Industrial Councils, where wages are decided. Any employer or trade union on a Council would now have the right to veto an attempt by a new union

to join Small white unions or very conserva- tive employers would thus have the right to keep new African unions off this body. (The law has been changed to allow unions who are kept off the councils to appeal to

the Industrial Court). The new court's powers in the new law were expected to be (it will have a law-making role and there is no right of appeal against its deci- sions) and fears about its role have increased.

WIEHAHN AND THE WORKERS



This is the second in a three-part series on the labour scene by SUNDAY POST'S Special Labour Correspondent. It looks at the effects on worker organi- sation of the Wiehahn Commission report and recent Government moves to allow all workers to belong to registered unions under certain conditions.

Small white unions or very conserva- tive employers would thus have the right to keep new African unions off this body. (The law has been changed to allow unions who are kept off the councils to appeal to the Industrial Court). The new court's powers in the new law were expected to be (it will have a law-making role and there is no right of appeal against its deci- sions) and fears about its role have increased.

Most unions reacted to this by refusing to regis- ter — even Lucy Mvubelo, one of the most con- servative union leaders, said her union would not register if migrant and commuters were ex- cluded.

Since the law was pass- ed the Government has issued a proclamation al- lowing migrants and com- muters into registered unions (although foreign- ers, such as those from Lesotho, are still exclud- ed) and unions like Mrs Mvubelo's have changed their minds. So have most of the parallel unions or- ganised by non-African registered trade unions.

The independent uni- ons, however, still have their doubts about the new system, and those in the Cape have decided they will not register until all the new controls are removed. The unions in Fosu- tu have, however, decided to apply for regis- tration. But they have set certain conditions for ac- cepting it. Unions must be allowed to be fully in- tegrated without separate branches for the various race groups and segre- gated executives. (Mixed coloured and white unions have been forced thus far to have segregated branches.)

The Fosu- tu unions also say they will not accept provisional registration or any ruling which means that they will have to give up any of their exist- ing members.

Unions attached to the Consultative Committee for Black Trade Unions have not decided yet, but they are expected to agree to register. The Coun- cilative is worried about the exclusion of for- eigners, many of whom are members of Consulta- tive Unions, but it may meet this problem by forming separate unregis- tered unions for these workers.

Most of the independ- ent unions have decided to register because they are facing competition from the more conserva- tive parallel unions who, of course, are regist- ing.

The independent union believe that the "paral- lels" are deliberately try- ing to recruit their mem- bers (sometimes with the help of employers) in order to squeeze in- dependent-run African unions out of business. They believe they will be able to withstand this pressure better if they have the benefits of re- gistration.

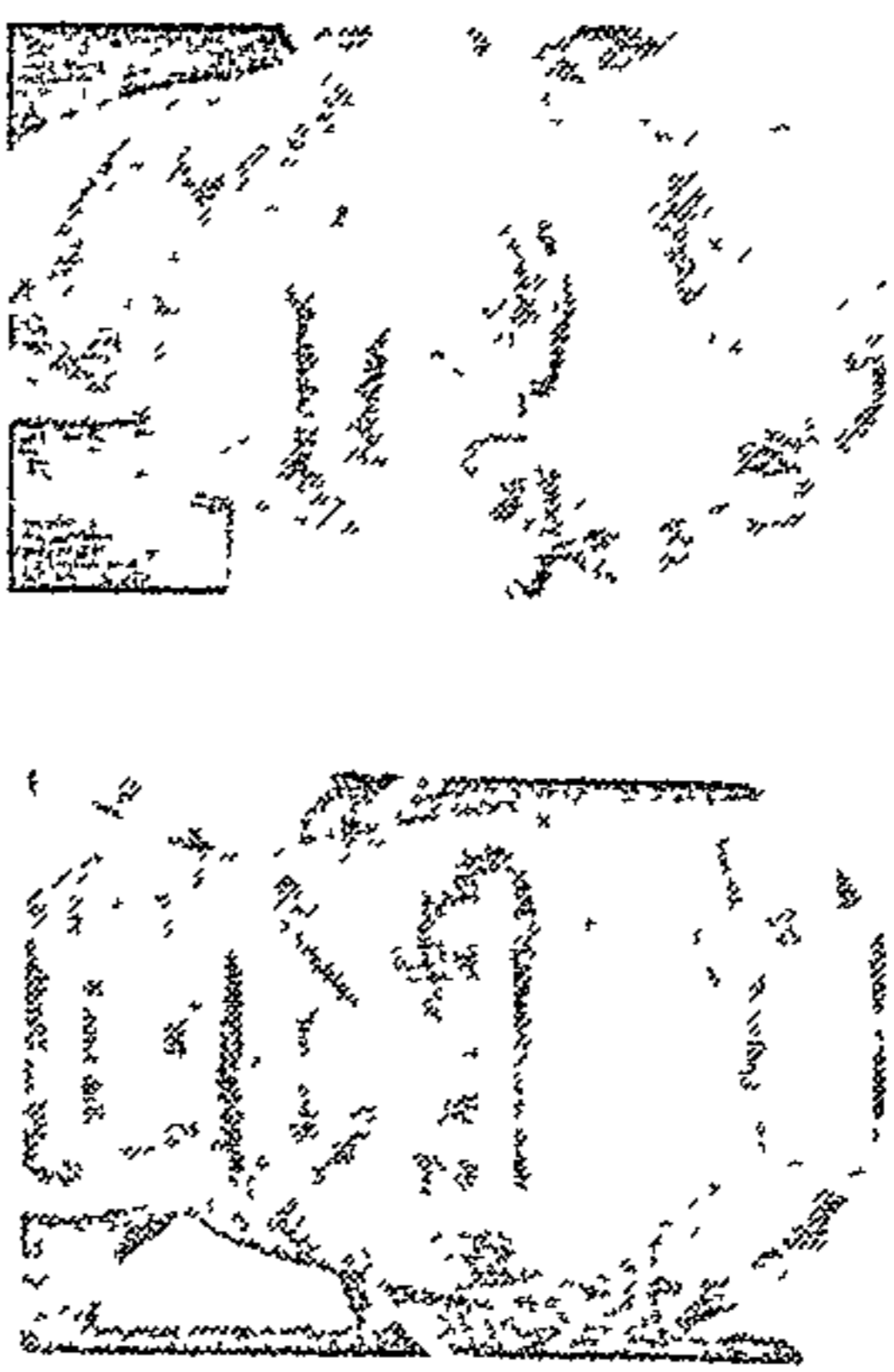
The Cape unions reply that registration will mean the weakening of the movement to such an extent that unions will be unable to fight for their rights. They describe the new system as "another Urban Bantu Council for the black people".

There are also fears that the Government will not agree to register some unions and will im- pose new conditions on some of those it does register. Many people be- lieve the Government will not accept the conditions Fosu- tu unions have laid down.

The next few months should provide some of the answers to these ques- tions. It should also show whether the unions' fears about the new system are justified.

Unions War Over Black Recruitment

A trade union war over the recruitment of black members is threatening to discredit South Africa's new labour dispensation. But the setbacks on the one side are being offset by a breakthrough for trade unionism at large, writes The Star's Labour Reporter, SEGFRIED HANNIG.



Mr Andre Malherbe, president of the Trade Union Council of South Africa (Tucaa).

Some observers believe the situation has put a big question mark over the credibility of the new labour system.

Their concern is that 'independent' black unions may be frozen out.

Nobody doubts that these unions are losing out in the scramble to sign up black members.

Between them, these bodies account for 17 unregistered and 'independent' (mainly black) trade unions. Fosu claims that the past two months have seen an unprecedented number of companies introducing unions to their black workers.

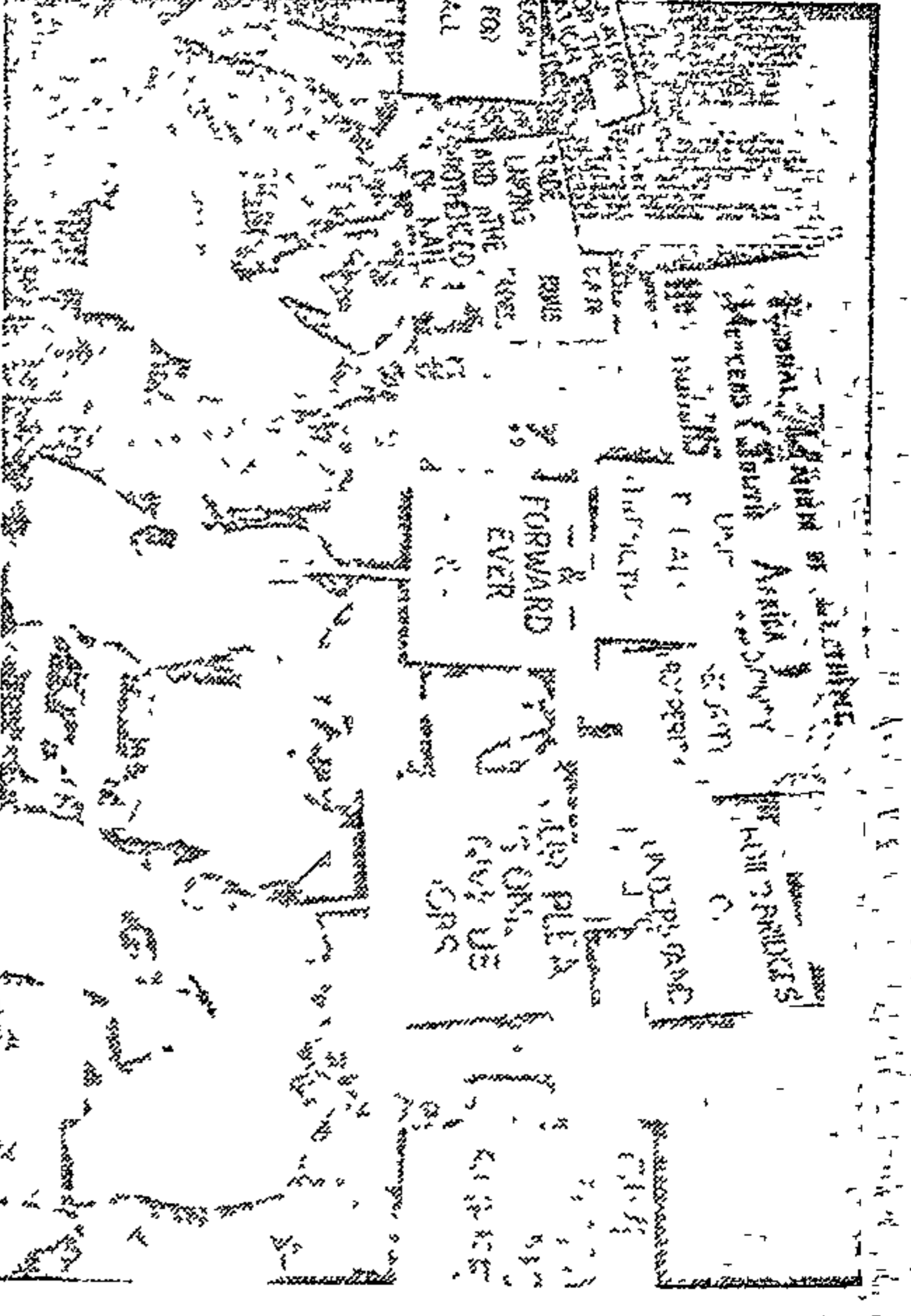
Many companies are assisting the new unions to organise workers — especially through personnel officers handling recruitment. In many cases workers were called together by management and told to join a certain union.

Mr Malherbe comments that many of the new unions are being used to undermine or preempt the 'independent' unions.

Mr Alec Ewin, general secretary of the Federation of South African Trade Unions (Fosatu), has commented that the new unions are being used to undermine or preempt the 'independent' unions.

Mr Andre Malherbe, president of the multi-racial Trade Union Council of South Africa (Tucaa), has commented that the new unions are being used to undermine or preempt the 'independent' unions.

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Worker democracy in action — members of the "parallel" black National Union of Clothing Workers get their say at a recent general meeting open to all members and to the Press. Meetings such as this could separate true trade unions from "fronts" for non-worker interests.

after the most recent of his South African visits, he said a potential existed in South Africa for the rise of "paper unions" or "fronts" for other interests.

He pointed out that provisions exist in the United States and Britain for the withholding of recognition from 'company unions'.

Yardstick

Professor Gould said he regarded a trade union's independence from employers, while the Government as a fundamental prerequisite for freedom of association.

"South Africa's new Industrial Court will have to decide whether independent, autonomous trade unions are the only unions that can use the statutory machinery, particularly legislation," he said. To what extent the Industrial Court can curb the employers' freedom to exercise their preferences remains to be seen.

Non-racial

This is unfair competition because employers are interfering in the freedom of association of their employees.

Only one registered union, the SA Boilermakers' Society, has consulted with independent unions on the advisability of forming a "parallel" union.

Most "parallel" unions will be prepared to accept certain management conditions which will weaken the entire labour movement.

Fosu recently switched its negative stance on the registration of unregistered (black) unions. It agreed that its member unions should seek registration but on condition that they be registered as non-racial in membership and control.

Foreign

Mr Malherbe commented that many of the new unions are being used to undermine or preempt the 'independent' unions.

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Potential

An American labour lawyer, Professor William B. Gould of Stanford University, provided some support for Fosu's arguments. Commenting on the post-Wehrhahn situation

after the most recent of his South African visits, he said a potential existed in South Africa for the rise of "paper unions" or "fronts" for other interests.

He pointed out that provisions exist in the United States and Britain for the withholding of recognition from 'company unions'.

Professor Gould said he regarded a trade union's independence from employers, while the Government as a fundamental prerequisite for freedom of association.

Handwritten notes and signatures are visible at the bottom of the page, including the name 'SEGFRIED HANNIG' and various initials and dates.

22/11/79
Ford to pay off 700 workers

Own Correspondent

140A

PORT ELIZABETH — About 700 black workers involved in a series of walkouts at The Ford Motor Company's Cortina plant at Struandale are to be paid off tomorrow after an ultimatum to work or leave

The action follows tougher disciplinary measures introduced by the company on Tuesday afternoon when it gave workers notice that anyone who left his post during hours, or who refused to work overtime, would be considered to have terminated his service

A company spokesman addressed workers at both the Cortina plant and the engine plant yesterday morning. Assembly workers were told "Work or leave. Every time you tell me you tell me you want to work, you don't work. If you want to work, show me." Workers who wanted to stay on were asked to move aside. Instead they streamed out of the gates en masse

Among those who walked out was Mr Thozamile Botha, chairman of the Port Elizabeth Black Civic Organisation

"This is cruelty on the part of the management. They did not want to co-operate in any way," he said

● General Tire workers here yesterday entered their third day of a wildcat strike, amid accusations that the company has consistently hampered the development of union representation among its black workers, Sapa reports

Yesterday more than 1 000 black workers gathered again within the grounds of the plant demanding the reinstatement of two black workers retrenched recently, and that union representatives come and address them in the grounds of the factory

Enrolment forms for the United Automobile and Allied Workers Union were distributed among the workers and within an hour yesterday morning an estimated 200 workers had registered

have a new look at its grievance procedure and beef up its lines of communication with members. The union will attempt to organise those Ford workers who are not union members and 'we will have to have a strong shop floor structure,' says Sauls. Fred Ferreira welcomes this development. "We have got to find more effective lines of communication."

The Ford dispute has also highlighted important developments on the white labour scene. White workers are obviously jittery about the future in the wake of the Wiehahn report. As black factory floor militancy grows, white reaction to this will certainly also grow. It is also significant that many of the demands made by Yster-en-Staal members have nothing to do with race relations. For example white workers wanted company assistance in purchasing overalls.

All this seems to indicate that, as the legal protection white workers have en-

joyed over the years begins to disappear, they will make new demands on their unions. The white union movement has not been called upon to push its members cause on the factory floor in recent years - legislation has done it for them. Those days may be on the way out. Says Yster-en-Staal's Henry Ferreira: "Before Wiehahn there tended to be a lack of interest in the union on the part of white workers. Now they are more interested and more are joining up."

White workers are worried about their job security, he says, and are now turning to their unions. This is forcing the unions to become more vigorous in pushing their members' claims than before.

So employers will inevitably be faced with a white union movement waking up after years of slumber. This will make it extremely difficult for employers to meet black demands without encountering white resistance. And change or no change

white workers still have the political cards stacked in their favour. It is significant that Yster-en-Staal threatened at one stage to take its grievances at Ford to the Industrial Court and some employers are likely to be wary of offending white workers if they have the threat of a court appearance hanging over their heads.

Indeed, it is perhaps significant that Yster-en-Staal's Ferreira pronounces himself reasonably satisfied with the resolution of his members' grievances. And Ford did, after all, take a hard line on the transfer of the allegedly errant foreman partly because it feared a white backlash. White worker demands will probably always be easier to meet than black demands and many a manager may favour whites.

Time will tell how employers walk these tightropes. But they would do well to study the Ford experience carefully and learn from its lessons.

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1 325 lose jobs in PE

PORT ELIZABETH - The entire black labour force at General Tire here - 671 workers - lost their jobs yesterday in the wake of a wildcat strike demanding that the company recognize their union.

This brings to 1 325 the number of black workers who have lost their jobs as a result of industrial unrest at Ford and General Tire plants in the city.

Ford said yesterday that it would start recruiting staff on Monday to replace the 700 black workers who walked out of its Strandale assembly plant yesterday. The company's director of industrial relations, Mr Fred Ferreira, said all applications for jobs on Monday would be considered.

At a press briefing yesterday, Ford's managing director, Mr Brian Pitt, said: "A notice on Tuesday to all employees stated that anyone who left his post during hours or refused to work reasonable overtime would be considered to have terminated his service."

Mr Pitt estimated that the dispute had resulted in a loss of production of 1 000 units, but said it was still too early to estimate the loss in revenue and sales to the company.

Meanwhile, workers dismissed by Ford and General Tire agreed at a mass meeting at New Brighton yesterday to collect their severance pay and to hold a meeting later on joint strategy. The meeting was chaired by Mr Thozamile Botha, chairman of the Port Elizabeth Black Civic Organization, and attended by more than 1 000 workers from both plants. -- Sapa

F.M. 23/11/79

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LABOUR UNREST

A Ford in your future?

"There's a Ford In Your Future," runs the old slogan. As labour unrest boiled over again in the Eastern Cape, many an employer might be pondering its ironic truth.

As the *FM* went to press, workers at Ford's Cortina plant had walked out for the fourth time in a fortnight or so — despite a management warning that anyone who walked out or refused to work "reasonable overtime" would be regarded as having resigned. Ford has closed the plant until Monday — for a "cooling off period," says industrial relations manager Fred Ferreira. He says he expects no problems in re-employing most of the workers.

At nearby General Tire, an estimated 1 200 workers had been out since Monday. Membership of the (African) United Auto Workers had risen from 50% of the workforce to 80% in the week since the dispute at General Tire began. Rumours that other employers could be hit by strikes were rife, but most sources believe the unrest will not "spread wildly."

But, whatever the outcome of the last fortnight's unrest, it may well have marked a turning point in SA labour relations — just as the Durban strikes did in 1973. The most important trends in SA's labour — and perhaps political scene — have come together in one factory and then spread to another. Ford's present could well be other employers' future.

Most whites don't regard the Eastern Cape as the centre of SA. But it has always been a focal point of black politics and the importance of the issues raised by the events which began at Ford about a fortnight ago overshadow the supposed obscurity of their setting.

The increasing politicisation of African workers, management's need to negotiate with strong democratic trade unions as a bulwark against conflict, the growing fears of white workers and the pressure on their unions as a result, and the clash between white fears and black aspirations are all at issue. So are the demands this places on multinationals in particular and SA employers in general. These have al-

ways been issues. But they will increase in importance in the 1980s.

To be sure, the General Tire dispute has many of the hallmarks of past disputes. The recognition of the United Auto Workers has increasingly become an issue there — although the dispute was sparked off by the dismissal of two workers and followed a week-long canteen boycott by African workers. According to UAW's George Manase, personnel officers have indirectly urged workers not to join the union and this week management rejected a worker demand that union officials be involved in negotiations (although the *FM* understands that a union-management meeting was due as it went to press).

General Tire MD Nic Nicholson claims he doesn't know what the worker demands are (they had been read to him, but he didn't remember them) and says he is not prepared to reinstate the two workers because "I don't want to lose authority in the plant."

Workers insist that they are not involved in a sympathy strike with Ford

workers. But some sources point out that the grievances there are virtually identical to those at Ford. This obviously fuels talk of "agitators" — that hoary claim whenever unrest occurs. But, as unionist Fred Sauls argues, even if there were agitators "they wouldn't succeed unless there were real grievances."

It is the Ford dispute, however, which is so different from the well-worn story of workers who feel management is not prepared to tolerate worker representation in the plant. Indeed, Ford has recognised the UAW for some time. The dispute began over the alleged victimisation of Thozamile Botha, who happens also to be the leader of the Port Elizabeth Black Civic Organisation (Pebco). This organisation is the PE equivalent of Nthatho Motlana's Soweto Civic Association and has at least informal links with Azapo, the black consciousness organisation formed recently.

African workers in the area are becoming increasingly politicised and Pebco enjoys wide support among them — many Ford workers have been manning the



Ford's Ferreira . time for cooling off in a tricky situation

say Under normal conditions the union is all right but it is not forceful enough in putting demands to management."

"The union is dealing with a workforce which is becoming more militant — some years ago a remark like the one the white foreman is supposed to have made would probably have passed without more than a raised eyebrow — and some workers have lost patience with the very unions some managements seek to exclude."

Ferreira remarks that Ford is facing a political problem and there is truth in this. Says Brian Matthews director of the Midland Chamber of Industries: "Black workers political frustrations will be vented on the factory floor until their political aspirations are satisfied." This is inevitable he says and employers will just have to deal with the problem.

"Certainly the days when racial remarks on the factory floor passed unnoticed are disappearing rapidly. And it is inevitable that people who are denied political expression will seek to make their point at the workplace."

It's a problem that won't be solved by strong-arm tactics and Matthews rejects suggestions that Ford have capitulated to worker demands. "You've got to realise we are going through a new phase and it's important to keep calm. Management is pretty good around here and they realise that."

But there's another problem at Ford. Attempts by employers to elbow out militant unions and replace them with tame ones are growing. Ford's experience shows the folly of this approach. If workers do not believe that trade unions are solving their problems at work they will turn to more militant alternatives. Ford's Ferreira obviously believes — from experience — that the only alternative to unrest is a strong union in his plant. Employers who are favouring some of the more milk and water variety of parallel union might ask whether such a union would provide the slightest insurance against unrest.

The chances of UAW getting back to a working relationship with Ford are good. Sauls points out that a group like Botha's cannot represent workers at the workplace. Botha himself says he doesn't want to be the leader of Ford workers because "I am not the compromising type."

Botha's is a political organisation which is ill-suited to the task of negotiating with management — after all it was not intended to play a trade union role and there's a difference between some community problems and their labour equivalents — and, significantly many workers tell the F.M. that they believe the union's role lies in the factory. Pecco's outside it.

Employers should ask themselves whether a union regarded by its workers as little more than an arm of management could enjoy the same support in an emotion-charged situation. It is significant that Sauls is now saying that UAW must

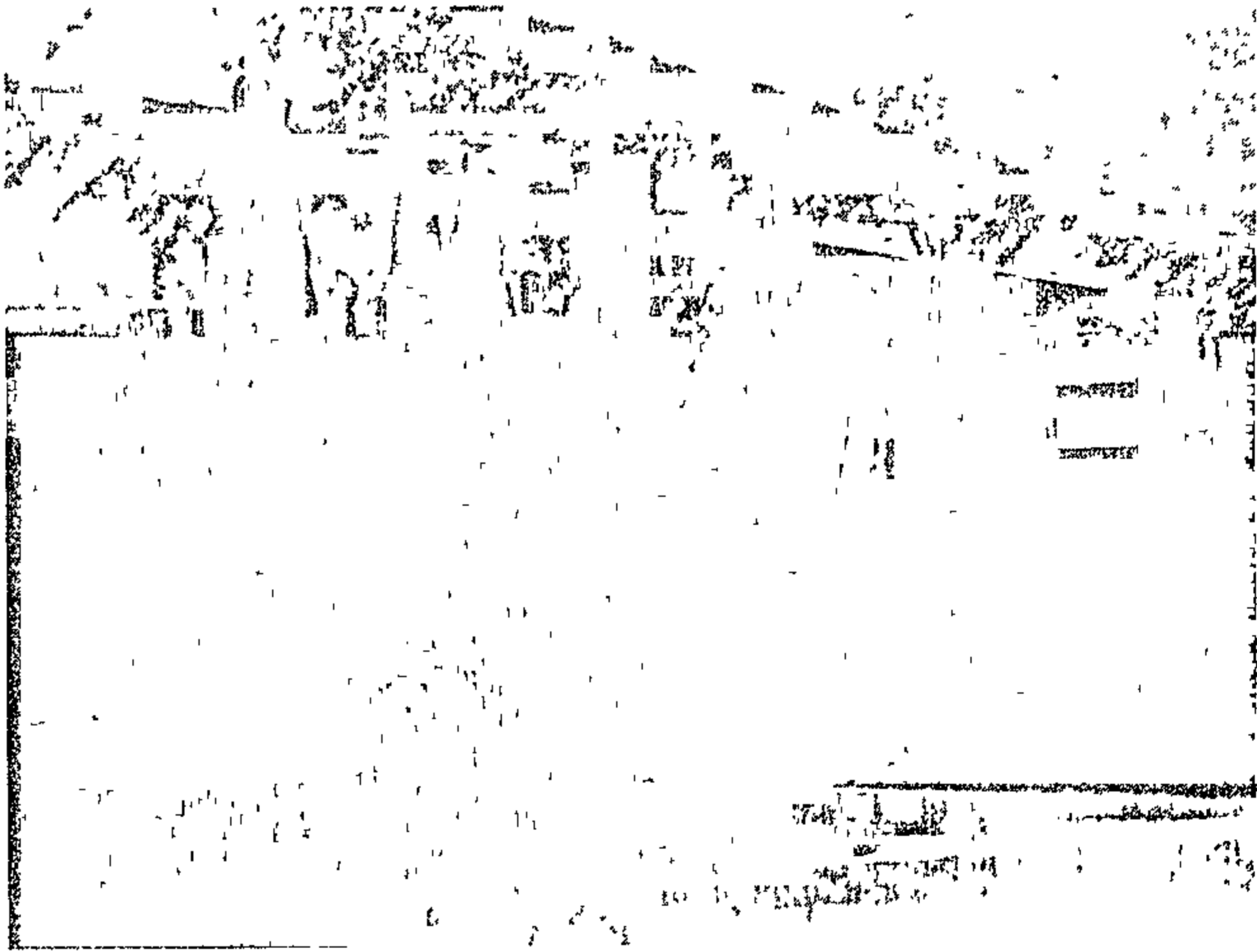
off period will enable it to happen. Ironically while many managements are reluctant to deal with a union like UAW (it is affiliated to Fosatu and regarded as too radical by many employers) Ford's Ferreira would like nothing better than to return to a situation in which worker demands are channelled through UAW. "It's a serious situation when the recognised spokesmen become impotent. And he insists "a wildcat strike doesn't detract from the union's role."

Indeed the issue at Ford is that the union is under pressure from the left. Men like Botha obviously find it too moderate for their liking and Sauls concedes. "Some workers believe we are a puppet organisation controlled by management and government. For his part Botha says the union is 'trying to solve the problem but management has the final

In a backlash obviously sparked off by the strike over Botha white workers also threatened to strike. They presented a list of grievances many complaining that the company was more interested in meeting black aspirations than white ones. A foreman (and Yster-en-Staal member) allegedly complained that the company's integrated canteen facilities were dirty because Africans were 'abusing them'.

Yster-en-Staal assistant general secretary Henry Ferreira denies the man said it, but the allegation was enough to spark off the underbox African workers demanded an apology from Yster-en-Staal and asked management to transfer the foreman Yster-en-Staal says Henry Ferreira won't do that and Ford refused to transfer the man. Says Fred Ferreira "The company can't be dictated to in its appointment of supervisors. Anyway to transfer him could mean a white backlash."

Ford workers leaving the factory now but, hopefully, they'll be back next week



lash. It was this issue which sparked off Wednesday's events although as inevitably happens in an emotion-charged situation other demands have come to the fore. African workers have complained they are not paid equally for equal work. They want an African foreman who was retrenched to be reinstated and they have problems with Ford's medical aid scheme.

Ford consistently attempted to deal with the situation by channelling these demands through the union. Fred Ferreira says he hoped to defuse the situation by bringing the demands to the negotiating table through the grievance procedure negotiated with the union. That failed but Ford is obviously hoping that the "cooling

power in the (Confederation of Labour members of the SA Yster-en-Staal line a into the fray of white workers who are tensions were then increased by the entry of them). The workers downed tools and made no attempt to victimise him for interested in Botha's political affiliations (Management has stressed it was not is also a staunch critic of apartheid it as an attack on a community leader who was not paid equally for equal work. Whatever the truth behind Botha's resignation from Ford workers say they saw Soweto counterpart.

Pecco regularly draws crowds in excess of 10 000 to its meetings — more than its slung round their necks and the insignia were in evidence outside (venture as well.

29 100 133 Stan 2311 77

Employer group in new row over black unions

By Sieg Hannig
Senior Reporter

Steel and Engineering Industries Federation came into direct contact with a major foreign parent code and has set up a major company in South Africa. Employers have expressed reservations

about Seifsa's guidelines on relations with black workers belonging to trade unions in the metal and engineering industries.

"If Seifsa did not intend to stifle trade unionism for black workers then this certainly does not emerge from the

stated guidelines," said Mr. Arthur Grobbelaar, general secretary of the multiracial Trade Union Council of South Africa.

He said the guidelines as being in direct conflict with the EEC code of employment practice. The code covers subsidiaries of companies based in Euro-

pean countries, including some of South Africa's top trading partners.

Several employers had approached him about the guidelines, Mr Grobbelaar said.

But Dr Errol Drummond, director of Seifsa, has refuted all the criticism.

"We support trade unionism irrespective of colour but it is necessary for us to deal with unions which are registered," he said.

He regarded a union's refusal to become registered as a refusal to establish its credentials. "These credentials are important in a situation where officials of black unions come and go and there are splits in the ranks," he said.

"We don't propose to become a battleground for conflicting trade union ideologies."

Unregistered unions could not become parties to an industrial council, he pointed out.

Seifsa's guidelines call on employers to:

- Withhold formal recognition from unregistered and provisionally registered unions.
- Not "actively assist trade union organisation" and not accede to requests by unionists "allegedly catering for black workers" to have access to company property for recruiting or to place notices on company notice boards.
- Not engage on "in-house" negotiations on matters falling within the industrial council's scope.

XVI

SYMPTOMS AND ILL-DEFINED CONDITIONS

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,51	0,54	2,10	1,24	7,00	6,86	19,69	19,83
	0,04	0,04	0,21	0,35	0,75	0,77	2,58	2,48
						0,03	0,21	0,23

ALL CAUSES

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	21,76	16,18	40,44	27,11	133,70	119,02	91,30	88,18
1-4	1,17	0,94	2,42	2,39	17,22	16,21	10,23	9,93
5-24	1,05	0,46	1,31	0,74	2,26	1,25	1,64	1,12
25-44	3,02	1,47	4,33	2,48	8,80	4,96	4,78	3,70
45-64	17,46	9,49	26,27	18,72	24,27	17,87	18,06	15,57
65+	73,62	54,55	92,20	82,93	96,90	71,79	53,38	45,89
ALL	9,44	7,40	8,03	5,51	14,62	11,00	8,77	8,13
NO.	19600	15374	2828	1967	16632	12847	18348	13062

They had undermined the influence of the union which could possibly have solved their problems diplomatically

It appeared that there was no trade union membership of any significance among the paper workers. Meanwhile the national organizer of the black United Automobile Workers Union Mr. George Minase, told The Star correspondent today that those who walked out were "all losers."

The paper workers gathered in the factory grounds, protesting against low pay, their liaison committee, no bonuses, and a quick turnaround of Sunday shifts.

The stoppage by 200 shift workers at the SA Adams paper mill followed the sacking of 700 workers at Ford and 600 workers at the General Fire and Rubber Company.

The stoppage by 200 shift workers at the SA Adams paper mill followed the sacking of 700 workers at Ford and 600 workers at the General Fire and Rubber Company.

Port Elizabeth's black labour unrest hit a new peak today as 900 workers from a previously unaffected industry walked off the job.

Labour Reporter

Port Elizabeth's black labour unrest hit a new peak today as 900 workers from a previously unaffected industry walked off the job.

new peak

PE (100) Unrest hits new peak

XVII

ACCIDENTS, POISONINGS AND VIOLENCE (EXTERNAL CAUSE)

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,85	0,69	0,70	0,31	1,18	1,24	0,32	0,19
1-4	0,49	0,21	0,31	0,27	0,63	0,61	0,21	0,20
5-24	0,71	0,22	0,68	0,20	1,40	0,38	0,68	0,12
25-44	1,18	0,30	1,43	0,37	3,32	0,70	1,22	0,26
45-64	1,25	0,42	1,55	0,40	2,89	0,76	1,10	0,31
65+	1,26	0,71	1,34	0,91	2,19	0,90	1,02	0,53
ALL	0,95	0,33	0,95	0,29	1,91	0,56	0,89	0,20
NO.	1973	677	333	104	2175	652	1868	324

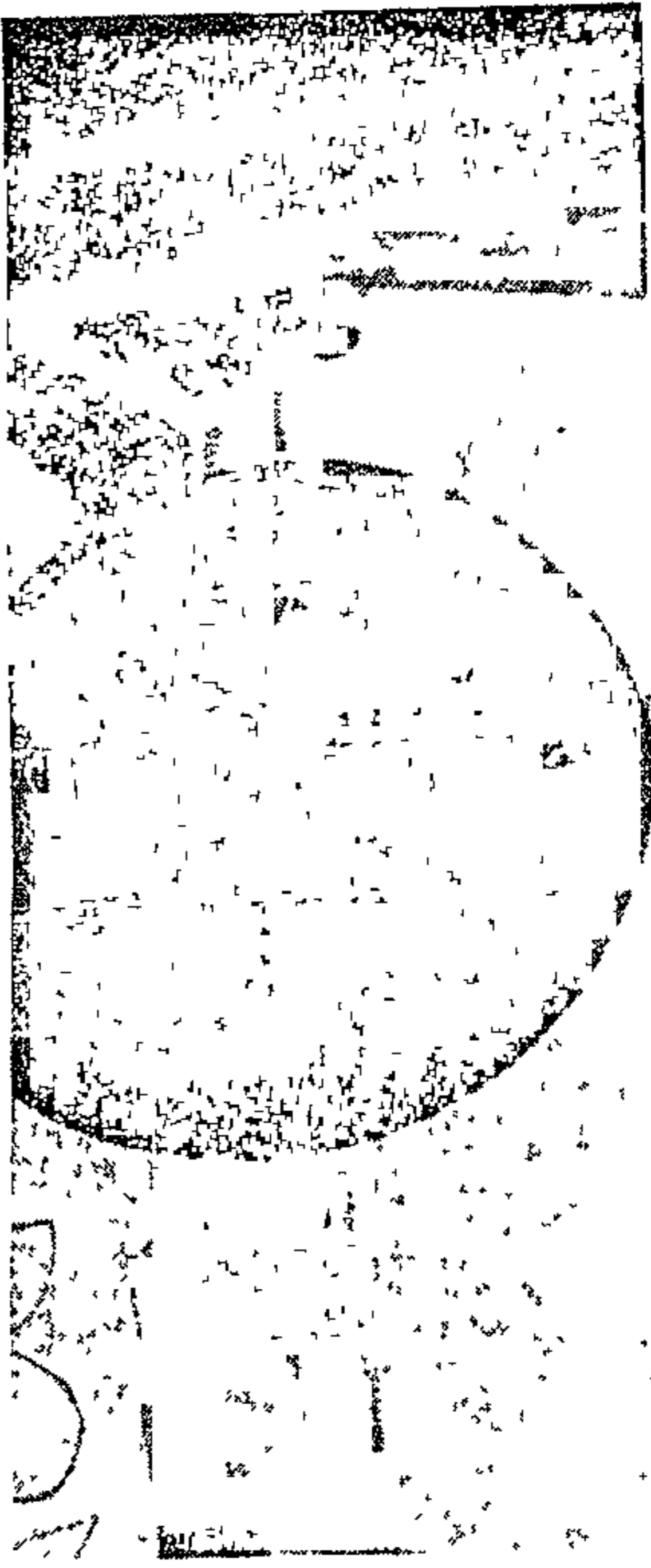
needed and there are not enough white hands to go around.

That is why bosses and the Government are saying that Africans should be allowed to do skilled work. This does not necessarily mean that Africans will be able to compete with whites for jobs. But it does mean that, as whites move up into more skilled jobs, Africans will take their place lower down on the scale and in jobs which they have not been allowed to do before.

Some people argue that this will create an African "labour elite" which will be happy to turn their backs on their fellow-Africans in exchange for better jobs and more money. Others believe that being allowed to do more skilled

BLACK LABOUR... THE FUTURE

Today SUNDAY POST carries the last of a three part series, written by our Special Labour Correspondent, on the future of South African workers and trade unions.



work will give many African workers greater power.

At the same time, there is little doubt that African workers are becoming stronger on the factory floor. The Fattus and

Monus dispute is a case in point. Three years ago, many observers were surprised when African workers at Armourplate Safety Glass in Springs stayed on strike for nine

But the Armourplate workers lost. At Fattus and Monus, the workers won despite having to live on R15 a week for nearly seven months. They all got their jobs back at the same pay they were

getting when the dispute began. The last two weeks' events at Ford and General Tyre in Port Elizabeth provide further evidence of this. For the first time workers rallied

behind a political leader and struck in support of him. Then workers struck twice more — once about overtime and then over an alleged racial remark by a white foreman. Among other things, the strike showed that African workers in the Eastern Cape are not prepared to take what they see as insults to their dignity lying down.

What makes Ford more interesting is the fact that the company recognised an African union. But many of the workers seem to have felt that the union was not political enough and turned to the Port Elizabeth Black Civic Organisation (Pebco) and its leader Thozamile Botha. Most employers try to avoid having anything to do with African unions

particularly the stronger ones. The union at Ford, the United Auto Workers, is a member of Fosatu and may / Ecc. cm Cape companies want nothing to do with it.

They must, therefore, have been surprised — and more than a little shocked — to discover that some workers find even these unions too "tame", because they are not directly involved in politics. And what happened at Ford is that workers decided to bring political issues onto the factory floor and to rally behind a political organisation there.

This doesn't mean that trade unions are going to be replaced by political organisations in the factory. Workers at Ford agreed that the two have different roles. The union, they say, must represent workers in the factory. Organisations like Thozamile Botha's Pebco should represent them outside of it.

Ford shows that all unions will have to make sure that they are in touch with their members' feelings and that they 'push their case strongly. Otherwise workers will lose faith in the union and look elsewhere.

So African workers are beginning to show their muscle and African unions are likely to become stronger as a result. Many people believe that this is why the Government wants to recognise African unions. It will bring them into its new system, control them, and in this way make sure that only a "tame"

union movement survives, say some trade unionists.

Some employers, realising that African workers must have unions to represent them, if they don't, they will turn to other, more radical bodies.

But, instead of dealing with strong, democratic trade unions they are seeking to replace them with some of the former "parallel" unions — or in some cases, unions started by the employer himself. Many of the independent unions, such as those in Fosatu and the Consultative Committee of Black Trade Unions, fear that some employers want to deal only with unions which will not cause problems for them.

Some labour sources are gloomy about the future of the trade union movement because of these trends. Both the new labour system and the growth of "parallel" unions, they fear, will make sure that the existing independent African union movement will either die, as those which have gone before it have, or become yet another "tame" union movement.

If workers have grievances, they say, they will try to do something about them. If their unions are strong and democratic, they will try to solve their problems by negotiation through the union leaders. But if the unions cannot help them — and they insist most of the "parallels" can't — workers will find other ways to express their views.

NM 20/11/79
135
140A

Black labour body takes off

Durban trade unions to go it alone

African Affairs Reporter

A FEDERATION of Black trade unions was launched in Durban yesterday and the Trade Union Council of South Africa (Tucsa) and the Federation of South African Trade Unions (Fosatu), were invited to join it

The new Federation of South African Black Labour Trade Unions was formed at a stormy meeting attended by officials from Tucsa Their

immediate reaction was that they would report to their colleagues

Attend

Fosatu had been invited but did not attend

Last week Black trade unions in Durban decided not to join Tucsa and Fosatu

The decision was taken by representatives of more than 40 Black trade unions on the grounds that the Black workers formed the majority and that the

leadership of the trade unions should rest with them

The new federation had been named after a similar organisation formed by Black workers in Johannesburg

Investigate

The newly-formed federation will investigate legislation regarding the registration of Black trade unions

Mr E. Mthembu, president of the S A Allied

Workers' Union regretted that Fosatu was not represented at the formation of the federation

Mr T S Khumalo, a Black trade unionist, pointed out that Fosatu had never joined forces with other trade unions

Tucsa delegates took pains to explain that their organisation was multi-racial and had made representations to the Government to recognise Black trade unions

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

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

Table II provides the proportions of diseases for the whites, Asian Ischaemic Heart Disease is the Asian communities, Cerebrovascular Diseases in the 'coloured'.

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

The expectation for life at birth for 'coloureds' is summarised in an expectation of life for a large measure of migration.

of life for women in comparison. However, what is of interest is the life for the three communities ratios are 1:0,91:0,76 for males of 45 these are 1:0,91:0,86 for the 'coloureds' are less for males and females, a different infant mortality rate in the Asian females have the worst communities, which is in males and females at 45. The women have the highest mortality, genito-urinary and contribute to this anomalous

the South African population from all causes of death. The proportional contribution of the seventeen major disease categories of the International Classification of Disease (8th revision) to the overall mortality of the various communities is summarised in Fig. 5. The whites show a typical 'developed' country spectrum of mortality with Infectious and Parasitic Diseases being of minor importance (2,0%) and Neoplasms (15,6%) and Diseases of the Circulatory system (50,5%) being of major importance. For urban Africans and 'coloureds', Infectious and Parasitic Diseases make an important contribution to the overall mortality (19,5% and 23,5% respectively),

The Natal Mercury

WEDNESDAY, NOVEMBER 28, 1979

LABOUR TAKES OFF

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

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

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

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

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

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

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

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

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

Twenty-nine-year-old Johnson Ngodwana at first cannot explain why he went on strike at Ford's Strandale plant in Port Elizabeth. Pushed for an answer, he finally says "the white foreman was rude to me."

His revealing remark goes right to the heart of the industrial trouble plaguing the "friendly city" — trouble that has led to mass walkouts involving 1,300 workers at Ford, General Tire and Adamas Paper Mills.

These are not regular industrial disputes. For one thing, they do not concern pay and working conditions as much as they concern political and racial clashes.

FAR AHEAD

Few deny that the Ford plant out of which Ngodwana and 700 of his co-workers walked last week is one of the most advanced in South Africa as far as labour practices are concerned.

The director of the Midlands Chamber of Industries, Mr Brian Matthews, asserts that Port Elizabeth employers — and notably Ford — are three to four

stages ahead of their Transvaal counterparts when it comes to pay and working conditions.

"The Pretoria-Witwatersrand Vereeniging area has still to go through that," he says. "We have an industrial council and all we have to do is to accommodate the black trade unions into the existing system. That's a lot easier than starting from scratch."

"We have been working with the unions and their aspirations for a long time. And equal pay for equal work has always been accepted by the employers."

IRONIC

Ford's Mr Fred Ferreira, director of industrial relations, assets "We have what is recognised as very enlightened practices including substantial training programmes, including promotional prospects for non-whites and including encouraging people to see one another as people and not members of a particular race group."

It is in tune with Wilehahn and Rieker. It's the mood of the 1980s. But, ironically, it is this

PE labour troubles are foretaste of the 1980s

The industrial troubles that have erupted in Port Elizabeth are a foretaste of the delicate problems that can come in the wake of meaningful change in South Africa, writes GRAHAM FYSH. They concern the problems of the 1980s.

Parent company unlikely to address

Encouraged by their advancement, blacks want to advance even more quickly. To quote an unidentified black speaker at a recent Port Elizabeth meeting: "My children have been in darkness for such a long time, now that they see the light they are almost blinded by it."

STIRRED

But whites see the advancement that has already taken place as too fast. They are frightened and angered by what they see as preferential treatment for blacks. They resent black promotions.

viewing them as a threat.

Rising black expectations meet white fears and prejudices on the factory floor. The heady mixture is stirred by militants and reactionaries to create a boiling political cauldron.

The Star Bureau
NEW YORK — The American parent company of Ford in South Africa has not yet received the plea for help which black workers have reportedly sent it.

But it seems unlikely that the US company will agree to be drawn too far into the matter.

Mr W R Prutow, personnel and organisation manager of Ford's Middle East and Africa Division, said last night "We cannot react fully until we have seen the letter

"But our initial position is that management of Ford of South Africa represents the Ford Motor Company in this matter."

Ford of South Africa has already indicated its willingness to consider any former employee who applies for rehire.

"The management of Ford of South Africa remains ready to discuss any job-related grievances through established union channels and will continue to investigate and participate in resolving employee relations issues."

Comments Mr Ferreira: "It is in a way tragic that the company that has been in the forefront of viewing people as people has been caught — possibly as a consequence of its own actions, in the sense that it engendered expectations that cannot be fulfilled overnight in any society."

"On the other hand, people see themselves as having been deprived for many years and consequently they want more immediately."

Mr Mawes sees the situation as a reflection of the change in political action in South Africa between black and white.

Dr Al Borand, MP, Progress, Federal Party spokesman who

the Port Elizabeth industrial situation, says: "What is coming through is that what starts as a normal grievance in a plant assumes much wider implications in terms of other grievances at home and in politics."

"It is not simply a labour matter."

An examination of the incidents that triggered two black walk-outs at Ford reveals the nature of the discontent.

The first came after black civic leader Mr Thozamile Botha ("the Dr Ntsho Motlame of Port Elizabeth") resigned from his work at Ford. Mr Botha, head of the recently formed Port Elizabeth Black Civic Organisation

workers left with him. This, then, was a mass walk-out in support of a political leader.

The men later returned to work, but walked out again following reported remarks by whites at the factory that were disparaging of blacks. One remark was said to be that blacks could not behave themselves in the integrated canteen.

In both cases the issues were more political than industrial. The white remarks, particularly, were a reaction to enlightened practices which, in turn, prompted a reaction from the blacks who no longer are prepared to tolerate

rudeness from their white superiors.

Mr Botha, a black map of Africa pendant swinging from his neck, concedes this, but asserts they were a catalyst for underlying grievances.

LIBERATION

The overriding political nature of the clash is confirmed by Mr George Manase, national organiser of the United Automobile Rubber and Allied Workers of South Africa.

"We are all fighting for the liberation of the black people," he says in his office in Pe's Korsten suburb.

"The politicians have interfered a bit too much in this matter. We should operate in our area — trade unions — and politicians in theirs. We must work on parallel lines."

"But our goal is the same: liberation — that is, democratic rights and majority rule."

"We are trying to pressure the employers. They can pressure the Government."

"Each is just a part of one big struggle."

The struggle, he might have added, of the 1980s.



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Ford fills vacancies

From Reuter in Port Elizabeth, South Africa: FORD Motor Company has started recruiting workers to fill vacancies created when it sacked 700 black labourers who walked off a car assembly plant in Port Elizabeth last week.

A company spokesman said that about 25 of the 700 who were sacked had reapplied, but the bulk of applicants were from other plants or new recruits.

Disputes over union recognition led to a wave of industrial unrest in the Port Elizabeth area last week. The dispute at Ford was followed by the laying off of 625 striking workers at the General Tyre and Rubber Company.

Workers at a local paper-mill also went on strike, and the company yesterday said it had paid off about 50 men who refused to return to work.

The strikes at the Ford and General Tyre factories were in support of demands for representation by a black union which the two companies say is not a registered trade union.

At the paper-mill the strikers said they were seeking union representation, higher wages, and payment on bonuses.

Riot police stood by outside the mill yesterday as workers arrived to find notices posted on the gates warning them that the strike was illegal, and that if they did not return to work they would be immediately dismissed.

11/79

General

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Ford US won't meddle in Struandale dispute

Ford Motor headquarters in Detroit regards the labour dispute at Port Elizabeth's Struandale plant as a local issue which can be resolved without its intervention.

Mr Dunbar Bucknall, Ford SA's public affairs

director, said today the company had been in touch with its parent about the dispute.

But the parent said it would not intervene.

Neither the local nor the US company has seen a letter written by sacked

black workers in which they demand that a 'commission of inquiry' be sent from the US.

United Auto and Allied Workers Union and the Ford management are still looking into the grie-

vances of the black workers.

Up to now the United Automobile Rubber and Allied Workers of South Africa has been hampered in negotiations by the fact that only half of the 600 strikers still out from Ford are members of the trade union.

Now Mr George Manase, national director of the trade union, has obtained a mandate from his executive committee to operate on behalf of all the strikers, not just members of the union.

On Sunday a mass meeting of trade union members will be asked to endorse this mandate.

If this is done, Mr Manase will start negotiating with Ford on Monday.

BLACK TRADE UNIONS

Seifsa's tough line

FM

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

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

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

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

Hitting the unions?

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

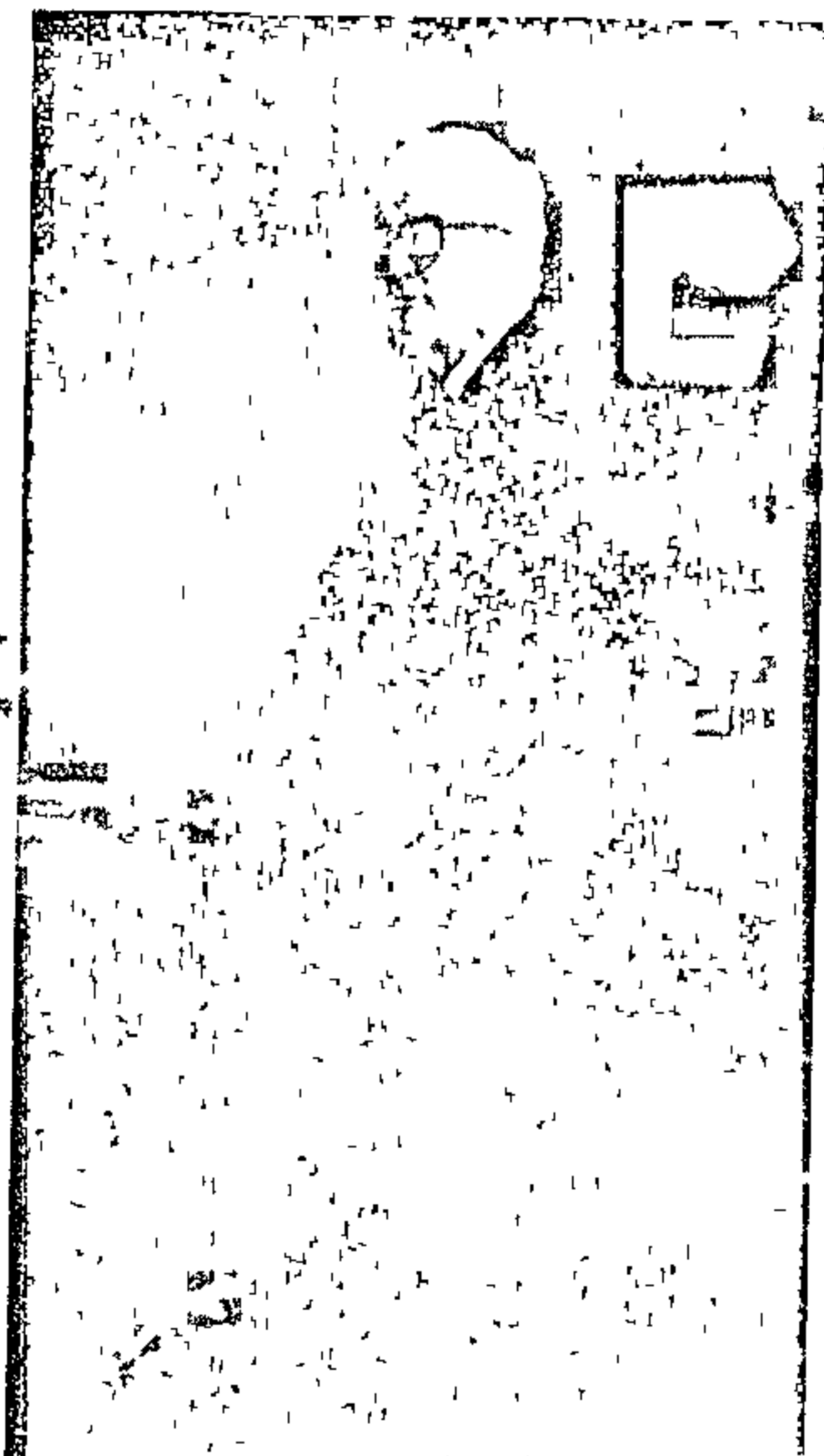
The FM learns that at an employer-trade union consultation last week some employers tried to distance themselves from these guidelines. But Seifsa's director Errol Drummond asserts that "reports of unhappiness in the ranks is utter nonsense. If members were unhappy with the guidelines I would have been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

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

taken that line."

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

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



Seifsa's Drummond no unhappiness in the ranks

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

of workers.

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

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

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

Mill takes back 80 former workers

CT. 30/11/79 (140A) (182)

Action not just words — Boraine

PORT ELIZABETH — A total of 80 workers dismissed by Adams Paper Mill after strikes have been re-employed by the company, the general manager, Mr C. Malin said yesterday.

I've been quite encouraged by the response. This is helping considerably to get things back to normal. Judging by the reaction of those who have returned, we expect lots more to come back, he said.

Meanwhile the mill was yesterday still paying off workers fired earlier this week.

At another trouble spot the Ford Motor Company, the recruiting programme continued yesterday with many dismissed workers among those being taken on.

Mr Thozamile Botha, chairman of the Port Elizabeth Black Civic Organization (Pebco), one of those sacked last week, said it was up to individual workers to decide whether they wanted to re-apply for their jobs.

He said he was confident that a letter sent by former employees to Ford's American parent company in Detroit asking for a commission of inquiry to investigate worker grievances would bring some response.

Mr George Manase, secretary of the Automobile and Rubber Workers Union, said the union had decided to seek a mandate from former Ford union members to take up their case with the management.

Political Correspondent

THE first step in a total strategy for South Africa should be the removal of all race discrimination, the Progressive Federal Party MP for Pinelands, Dr Alex Boraine, said yesterday.

He told a meeting in the Gardens that the enlightened words of the Prime Minister, Mr P W Botha, would gain more credibility if they were matched by enlightened action.

If Mr Botha was looking for a total strategy, Dr Boraine believed four steps were needed urgently.

- Removal of all discrimination based on race and colour
- A firm public commitment to joint decision-making
- The repeal of the Promotion of Improper Political Interference Act, so that political leaders and groups could meet without hindrance
- The calling of a national convention to enable South Africa to resolve its conflicts by negotiation

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DURBAN — The Federation of South African Trade Unions (Fosatu) has challenged the newly formed "federation" of Black Trade Unions to prove that it is representative of 40 unions, as it has claimed.

The Federation of South African Black Labour Trade Unions was formed at a meeting here with the ostensible aim of recruiting members from the Trade Union

Council of South Africa and Fosatu.

The general secretary of Fosatu, Mr Alex Erwin, said in an interview yesterday that his union was not convinced the "so called" Federation was serious or in agreement with Fosatu policies.

FOSATU CHALLENGES NEW BLACK UNION

dividing their organisation."

Fosatu was prepared to assist and co-operate with organisations which shared its policy position. "We stand for democratic and non-racial unions effectively controlled by workers' committees, and with effective shop floor organisations," he said

"This body has still to prove that is something more than a publicity stunt," he said. "Fosatu does not accept that 40 unions exist in this so-called Federation. If 40 do exist, this is doing a great disservice to workers by fragmenting and

The fact that the only serious and sustained recognition campaign and the only agreement with unregistered trade unions in South Africa involved Fosatu affiliates, was testimony to the correctness of these policies, Mr Erwin said.

"The meeting to announce the 'Federation' was surrounded by complete confusion and Fosatu received two days notice of the meeting. As a worker-controlled national federation, we do not decide to form a new federation in two days. The formation of Fosatu took two years of work involving 100 or more workers' representatives," he said. —Sapa

Unions apply for registration

By JOE THOLOE
FIVE black trade unions have applied for registration — one provisional and four final — since the Industrial Con- citation Amendment Act came into effect on October 1.

This was said by the Industrial Regis- trar, Mr J N Hitchcock, from Pretoria yesterday. And from Durban the secretary of the Federa- tion of South African Trade Unions, Mr Alec Terwin, told POST that eight of the nine in-

registered unions in the federation will be lodg- ing their applications by December 14.

The federation unions will be applying on "our conditions — that they be allowed to retain their non-racial consti- tutions, that they by- pass provisional regis- tration, and that they remain unfragmented."

The ninth union — the United Automobile, Rubber and Allied Workers Union — have

decided to merge with the registered National Union of Motor Work- ers and Rubber Work- ers.

The Motor Assembly will also be applying to amend its constitution to make it non-racial.

Mr Hitchcock declin- ed to say which unions had applied for regis- tration, although two of the applications have al- ready been gazetted.

The application of the Motor Industry Workers' Union was lodged on October 1, when the Law came into effect, and was gazetted on No- vember 2.

The application of the African Tobacco Work- ers Union was lodged on October 26 and gaz- etted in November.

Objections from regis- tered trade unions to the registration of new unions has to be lodged within a month of the publication of the appli- cation.

In their November newsletter, Ruston said: "We stand for the right of the workers to free- dom of race or creed to join the union of their choice."

"We are against the present interference and control of trade unions."

"Therefore we cannot accept registration if the law will continue to be used to divide workers and control their organi- sations."

actions for registration based on our strong be- liefs we have taken a clear stand.

Now it is for the Minister of Manpower Utilisation to show everyone whether the new law will be used to divide and control work- ers or whether it is a real step forward in the struggle for freedom of association and against racism.

The Industrial Con- citation Amendment Act extends registered trade union rights to Afri- cans.

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2 unions apply for 'mixed' status

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Argus
8/12/79

Argus Correspondent

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

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

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

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

NEGOTIATION

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

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

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

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

BATTLE AHEAD

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

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

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

Normal work returns to strike-hit firms

140 a
Post 5/12/79

AFTER three weeks of labour unrest in Port Elizabeth, work at the three unrest beset plants is returning to normal, largely owing to many dismissed workers returning to seek re-employment.

Adamas Paper Mill has been back to full production since the weekend while Ford's Cortina plant is on low level production.

General Tires plant is believed to be back in production though no one at the plant or at head office was either available for or prepared to comment.

The public affairs direc-

tor of Ford, Mr Dunbar Bucknall said yesterday that since the recent walk-out of 700 Cortina plant workers 263 workers had been employed there. Of them 177 had been former employees.

The recruiting programme was continuing. Production would be in full swing again once enough people had been recruited. Applications were still flowing in, and preference was given to former employees.

He said the United Automobile and Allied Workers Union would report back to the black workers at 12 noon after meeting yesterday and on Monday with Ford.

He said he believed the

response to what the unions reported back would probably influence the number of former employees still to return for re-employment.

One of the issues negotiated by the union is re-instatement of all dismissed workers without forfeiture of benefits.

Mr Backnall said white workers union and other representatives were also present at meetings with management to resolve grievances.

DISMISSED

He said about 600 workers would be employed to replace the 700 dismissed workers. The smaller number would enable the plant to return to a five instead of a four day working week.

The managing director of Adamas Paper Mill, Mr Clive Malkin, said in an interview yesterday that at least 200 of about 250 workers dismissed had been re-employed. No new people were taken on.

Although more former employees were being taken on, the number would eventually be less than 250 because of rationalisation.

No grievances had for-

merly been presented to the company and he believed the walkouts were politically motivated and largely caused by intimidation. However, the company was meeting the liaison committee with a view to resolving possible grievances.

He said a new wage agreement of which negotiations started before the unrest was coming into effect at the end of the month and had probably contributed to workers' return to the company.

No spokesman was available at General Tires plant in Port Elizabeth where 625 workers were dismissed after a walkout. The managing director, Mr R G Nicholson, was not available for comment at the Johannesburg head office.

When the secretary treasurer, Mr F Wilde, was approached, he said he did not know what was going on at Port Elizabeth plant and nobody else at head office did.

It is believed, however, that the plant is in full production and that most of the 625 dismissed workers were re-employed.

(2) For the purposes of subsection

- (a) an amount stated in any cheque to have been paid to and not been unconditionally credited
- (b) any amount paid to and not an amount of any money, bill or time delivered to the payee due to him by the company

(3) The amount so stated in the amount payable otherwise than in cash subscription".

(4) The amount paid on application fund in a separate account with a bank (Act No. 23 of 1965), and shall not be to the satisfaction of its debts until the minimum

(5) (a) If the requirements prescribed on the expiration of sixty days after the applicants for shares shall forthwith be repaid money is not so repaid within a period of eighty days the directors and officers of the company shall be jointly and severally liable to repay that money with interest at the rate of six per cent per annum reckoned from the expiration of the said period of eighty days.

(b) It shall be a defence to any claim under paragraph (a), or any charge under subsection (6), to prove that the default which is the subject of the claim or charge, was not due to any misconduct or negligence on the part of the defendant or the accused.

(6) Any director or officer of the company who knowingly contravenes or permits the contravention of any provision of this section, shall, in addition to any other liability incurred under subsection (5) (a), be guilty of an offence.

DISCUSSION

The crude death rates and the standardised mortality rates for whites, Asians and 'coloureds' and urban Africans are presented in Fig. 1. The interpretation of these figures is confounded by the differences in the underlying structure of the population. The population pyramids of the various groups were pictured in Part I with the exception of the urban Africans, which appears in Fig. 2. This population shows an excess of healthy working males and lack of elderly persons as a result of the migratory labour situation.

The standardised mortality rate provides a single figure for the mortality experience of a population which can only be fully expressed in terms of a series of age specific death rates. The SMR is calculated by multiplying all the age corresponding deaths so of this figure the choice the deaths population weight to d will reverse ranking of

The standardised mortality rate provides a single figure for the mortality experience of a population which can only be fully expressed in terms of a series of age specific death rates. The SMR is calculated by multiplying all the age corresponding deaths so of this figure the choice the deaths population weight to d will reverse ranking of

The names of only two of the black unions who have applied have been made public. They are the Motor Industry Employees' Union and the African Tobacco Workers' Union.

Fosatu was initially opposed to its members registering under the new legislation, but it recently decided that its member unions should register under certain conditions. If these conditions are not met, the Fosatu applications will be withdrawn, Mr Erwin said.

"We will only accept full non-racial status. This means that both union executives and branches must be racially mixed," Mr Erwin said.

In the past, the Government has allowed some unions mixed status to represent white and coloured workers, but has insisted that branches be racially segregated and, in most cases, that executive members be of one race group only.

The Duke of Wellington said: 'There are lies, damned lies, and statistics'!

Infant mortality rates are summarised in Fig. 3. Once again, difficulty is experienced in obtaining data for Africans. Birth statistics for Africans are not published by the central government. The various medical officers of health⁹ have estimated the infant mortality rates for their urban areas. These show considerable variation. (See also ref.15). A mean figure and the range are given in Fig. 2. These de facto figures should be interpreted with caution as sick infants are often brought to the cities from rural areas. An indication of the situation in the rural areas is given by a sample survey carried out in Cape Town and Transkei among Xhosa-speaking Africans.¹² An increase in infant mortality was observed with decreasing urbanisation, the figure for the completely rural areas being of the same magnitude as those parts of the world devoid of medical services. Fig. 4 summarises the age specific mortality rates of

rural areas or cause of deaths' according to the Bantu Reference Bureau (Personal Communication). At least 50 000 deaths among Africans 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 Africans.

METHODS

The following indices were calculated.

1. Crude Mortality Rates.
2. Standardised Mortality Rates. Two standard populations were used: England and Wales representing a developed population and Mexico 1960 for a developing one.

Unions apply for mixed status

① 134
RDM
6/12/79
② 140A

Staff Reporter

FOURTEEN trade unions have applied for racially mixed status since the Industrial Conciliation Amendment Act came into force on October 1, according to the industrial registrar, Mr Nic Hitchcock.

In addition, five blacks-only unions have applied for registration.

Unions representing black workers have been allowed to apply for registration since the Act came into force. The Act does not, however, allow registered unions to have racially mixed constitutions without Ministerial permission. The 14 applications received for mixed status will thus test the Government's attitude to mixed unions.

A decision on the applications will be made known in the new year, according to Mr Hitchcock.

The ranks of unions applying for registration will be swelled on December 14 when nine unions affiliated to the Federation of South African Trade Unions (Fosatu) plan to apply.

All the Fosatu unions will be asking for non-racial status and will refuse to accept registration if this is not granted, according to Fosatu's general secretary, Mr Alec Erwin. Two Fosatu motor unions in the Eastern Cape — one coloured, the other black — will apply to merge.

"We will only accept full non-racial status. This means that both union executives and branches must be racially mixed," Mr Erwin said.

In the past, the Government has allowed some unions mixed status to represent white and coloured workers, but has insisted that branches be racially segregated and, in most cases, that executive members be of one race group only.

Fosatu was initially opposed to its members registering under the new legislation, but it recently decided that its member unions should register under certain conditions. If these conditions are not met, the Fosatu applications will be withdrawn, Mr Erwin said.

The names of only two of the black unions who have applied have been made public. They are the Motor Industry Employees' Union and the African Tobacco Workers' Union.

The calculation of rates involves a knowledge of the base population age specific population. No official estimates of this are available for inter-censal years. For whites, Asians and 'coloureds', the 1970 population has been projected forward using the age specific survival rates from 1970 and taking into account the actual births and deaths in the 0-4 age group. Allowance was made for migration.

For Africans, a different procedure was adopted as a population figure for only part of the country was required. The 1970 age distribution¹⁰ by magisterial district was used, the numbers being adjusted by the 1974 gross population estimates by economic region.¹¹

BLACK WORKERS dismissed at Ford Motor Company's Cortina plant, a fortnight ago yesterday reaffirmed their stand of staying away from work unless all fired workers are reinstated.

The decision was taken unanimously at a special meeting attended by more than 500 workers at the Holy Spirit Church Hall, Kwazakhele. The workers also decided that their fringe benefits, in bonuses, pension and medical aid, should be guaranteed. However, they were prepared for management to consider their grievances when they were at work.

The decision by the workers has dashed hopes by the United Automobile Workers Union and Ford management that the long-drawn-out dispute could be resolved this week under the auspices of the trade union.

Yesterday's meeting was also attended by workers from General Tire and SA Adamas Paper Mill, two other plants affected by the industrial strife during the past two weeks, was convened to discuss a report by the trade union from the management which was spelt out to the workers at another meeting in Gelvandale yesterday.

At a lengthy meeting in Gelvandale on Tuesday, the Ford employees unannouncedly expressed themselves in favour of continuing with their demands that the company reinstate them all without loss of benefits.

SHARP

The meeting was characterized with some sharp attacks on union officials.

The workers also disapproved of the decision by management reached with union officials that workers should reapply individually for their jobs.

Mr George Manase, national organiser of UAWU, who convened the Tuesday meeting, spelt out Ford's refusal to reinstate all workers and said the company was prepared to re-employ as many as possible of the former Cortina plant workers.

Mr Manase also disclosed that Ford had undertaken not to employ any worker any longer until the dismissed workers had given their decision.

He said the union was "more than 90 percent sure" the workers would get their bonuses, a sore point among the more than 700 workers who walked out.

From POST Correspondent

Mr Freddie Sauls, secretary of the National Union of Motor Assemblies and Rubber Workers of South Africa, had appealed to the workers to go back to Ford so that his union could put pressure on Ford from inside.

"There can be no pressure on Ford from outside," he said. "The workers were stronger inside the plant."

So far, about 177 of the

700 Ford dismissed workers have been re-employed, but the situation is far from normal.

At yesterday's meeting, the workers decided to appeal to those workers who have returned to their jobs. However, they made it clear that as from today, no workers would report to Ford Cortina plant.

One of the workers dismissed by General Tire

reported to the meeting that of the 625 who were dismissed, 38 have not been re-employed.

The situation at SA Adamas has returned to normal, although workers claimed that several have been victimised by management.

The workers have referred the matter back to management through union officials.

Another workers' meeting will be held in the Holy Spirit Church Hall tomorrow starting at 10 a.m.

500 to
stay at
Ford

...back-
ed Ford Motor
company workers
were detained by
Security Police yes-
terday morning af-
ter raids at their
homes.

This was con-
firmed by new head
of the Security Po-
lice in Port Eliza-
beth Lieut-Col G N
Erasmus in an in-
terview yesterday.

He said some of
the 21 might be re-
leased soon while
more might be de-
tained longer. He ex-
plained they were be-
ing detained under
Act 62 of 1966 which
allows for detention
for up to 14 days.

He confirmed that the
chairman of the Port El-
izabeth Black Civic Orga-
nisation (Pebco) Mr Tho-
zamile Botha was not
among those detained.

The detentions follow
labour unrest at the Ford
Cortina plant which
spread to other compa-
nies. About 700 workers
lost their jobs at Ford
as a result of the dispute.

A spokesman for the
workers disclosed to POST
yesterday at midday that
between four and 22 Ford
workers were detained.
According to the spokes-
man early reports indica-
ted that of the 22 work-
ers held, three have since
been released following
interrogation by members
of the Security Police

The leader of the Port
Elizabeth Black Civic Or-
ganisation, Mr Thozamile
Botha, could not be con-
tacted the whole day.

Dismissed Ford workers
held two meetings this
week, on Tuesday and
yesterday. It is not known
whether the detention of
some of the workers was
as a result of the meet-
ings.

Meanwhile the dispute
between the strikers who
on Wednesday numbered
more than 500 and the
management of Ford Cor-
tina plant in Port Eliza-
beth reached a complete
deadlock following a re-
jection by management of
demands

Yesterday officials of
the United Automobile
Workers Union met the
management for 45 min-
utes and tabled demands
of the dismissed workers
as requested at a meeting
Kwazakhele on Wednes-

SB swoop on Ford workers

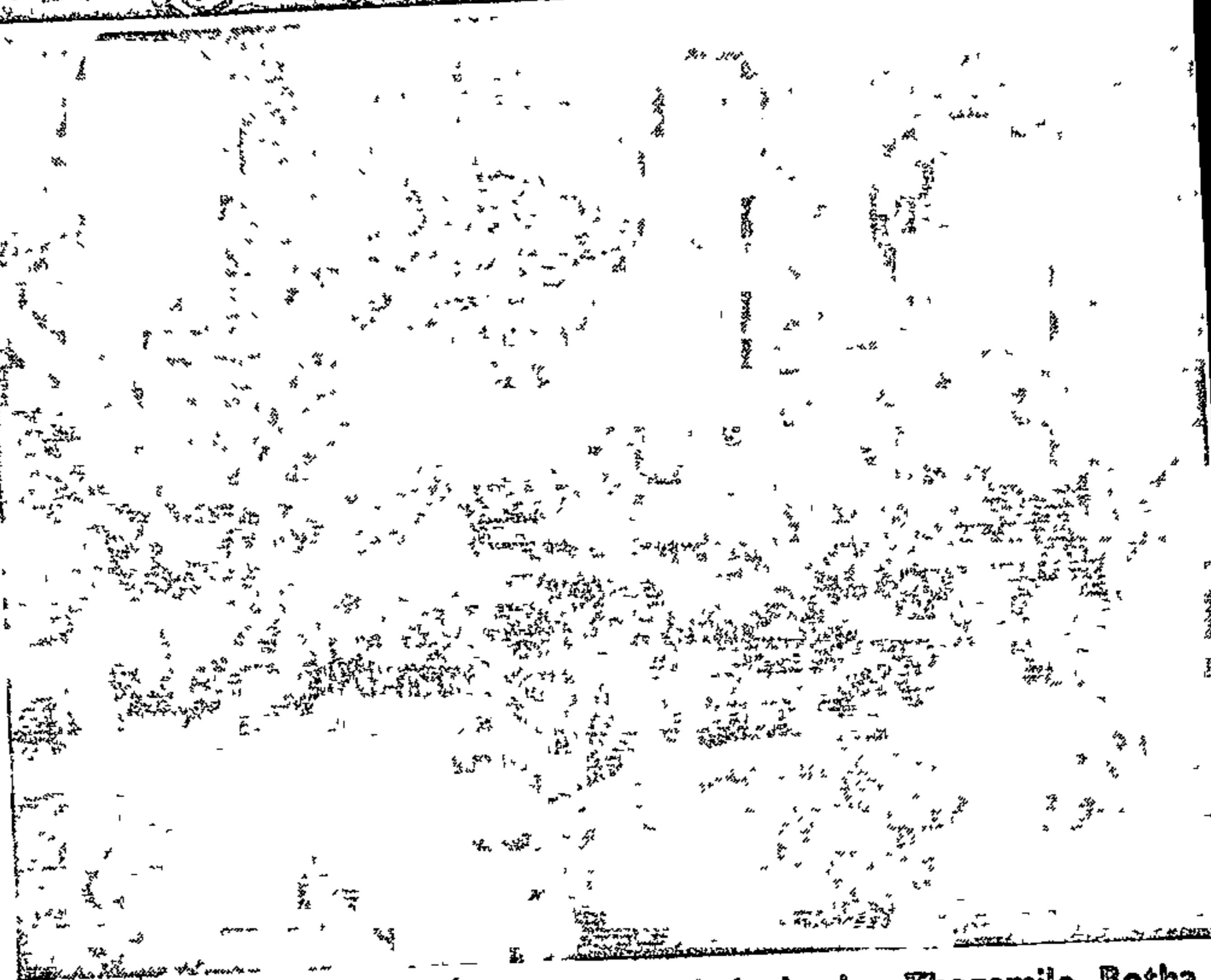
7/12/79.
21

304
1400
340
Strikers

detained

Urgent
meeting
today

POST CORRESPONDENT



FLASHBACK: Ford workers carrying their leader Thozamile Botha during the labour unrest.

day.

Workers are prepared
to go back to work on
condition they are rein-
stated and get their bonu-
ses and positions they
held before they left the
plant.

They were also prepar-
ed to let the trade union
negotiate on their behalf
grievances they had ear-
lier discussed with manage-
ment.

A spokesman for the
union, Mr Freddie Sauls,
said yesterday manage-
ment was completely ada-
mant and not prepared to
shift from their stand.

Mr Sauls said manage-
ment was prepared to dis-
cuss fringe benefits with
the union if workers re-
turn to their jobs. Mr
Sauls said: "I do not see
any way that can change
the situation. We have

reached a complete dead-
lock. We find ourselves
sandwiched in the middle.
We are definitely not in a
negotiating position. We
are prepared to do our
best and we are not pre-
pared to foresake them."

The decision by man-
agement will be explain-
ed at a meeting of
Ford workers at Holy
Spirit Church Hall, Kwa-
zakhele today at 11 a.m.

Firms warned off Seifsa union line

RDM 7/12/79 (189) (2) 4209 140A

By RIAAN DE VILLIERS
Labour Correspondent

THE Federation of South African Trade Unions (Fosatu) has called on member companies of the giant Steel and Engineering Industries Federation (Seifsa) to ignore Seifsa's recently-issued guidelines for dealing with black unions — or force it to change them

In a statement, Fosatu — which has predominantly black affiliates — warns that the guidelines could damage relations between unions and companies and might increase the level of tension between employers and employees

The statement has fueled controversy over the Seifsa's policy guidelines to member companies on how to handle the unionisation of blacks workers

Fosatu points out that the guidelines require Seifsa members

● Not to deal with a representative of a black union before

establishing whether the union has been registered,

● Not to recognise any union without full registration,

● To refuse to negotiate on in-house issues on any matter covered by the industrial council agreement for the industry,

● Not to give any organising facilities to unions "allegedly catering for black workers",

● To allow stop-order subscription facilities only to unions which are members of the industrial council,

● To retain liaison or works committees or works councils to cater for communication at company level

The statement charges that Seifsa is recommending that companies concede the "bare minimum" in their recognition of unions

Describing the continuation of in-plant committees as "the most worrying of all", the statement says Seifsa clearly

believes its members should hang on at all costs to the "completely discredited committee system" and exclude any union role in their plants

It points out the Wiehahn Commission clearly recognised the need for black workers to have union rights

"But to allow workers to belong to unions and then to refuse the unions the right to play any part in the plant is nonsensical and dangerous"

Union sources say some employers have argued to them that the guidelines have been misinterpreted — but the sources add that many other employers interpret them the way the unions have done

Officials of unregistered unions report that companies which have had links with them in the past now refuse to deal with them until they register and become industrial council members

Dr Errol Drummond, Seifsa

director, said yesterday the guidelines made it clear Seifsa was not opposed to black or mixed unions

"Our industry operates under the Industrial Council system which has been the vehicle for industrial peace over a number of years. We want to involve black and mixed unions in this dispensation"

On the issue of dealing with unregistered unions, Dr Drummond said Seifsa did not want to become the battleground for conflicting trade union ideologies

"Registration would establish the bona fides and credentials of the unions concerned."

"We're not concerned with de facto situations because the law provides for de jure situations. Registration is obviously an essential element in this"

Dr Drummond said experience had shown the works committees provided for good two-way communication and had played an important role

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,51	0,33	1,10	0,21	1,80	1,59	0,13	0,10
1-4	0,05	0,06	0,02	0,10	0,15	0,17	0,02	0,04
5-24	0,07	0,06	0,09	0,10	0,14	0,17	0,11	0,13
25-44	1,09	0,44	1,31	0,70	1,54	1,27	0,73	0,78
45-64	9,75	4,44	14,76	10,70	10,33	8,25	4,61	5,01
65	42,19	32,93	55,30	47,72	43,12	40,90	13,55	14,21
ALL	4,70	3,81	3,22	2,25	2,74	2,69	1,14	1,20
NO.	9752	7926	1135	804	3114	3140	2390	1921

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	2,90	2,22	7,81	4,85	32,20	28,78	13,54	14,15
1-4	0,22	0,28	0,90	0,69	5,32	5,45	2,46	2,13
5-24	0,05	0,06	0,17	0,11	0,21	0,23	0,18	0,16
25-44	0,20	0,12	0,37	0,33	0,94	0,72	0,66	0,52
45-64	1,46	0,92	3,33	1,85	4,88	2,14	2,75	1,72
65+	11,52	7,89	16,51	13,42	20,07	10,49	9,32	6,19
ALL	1,12	0,97	1,22	0,79	2,87	2,22	1,37	1,24
NO.	2336	2019	430	282	3270	2588	2858	1951

STEVEDORES

F.M. 7/12/79

Dock disputes

133 139 145
151 152

There is a rising tide of dissatisfaction among Cape Town stevedores. Over the past seven months, they and the Western Province General Workers' Union have on a number of occasions asked employers to permit worker-elected in-company committees. David Lewis, of the WPGWU, alleges that his request has repeatedly been ignored. "Only now are we getting a less negative response," he says.

The WPGWU claims a membership of over 400, out of a total of about 600 stevedores in Cape Town. The employers are South African Stevedoring Services (Sassco), Rennie and Grindrod.

The workers do not want management to elect any members to the committees, or for them to have anything to do with drawing up their constitutions. In May, the union asked for permission for them to go ahead. Lewis says that the Cape Town Stevedore Association (CTSA), which recruits stevedores for the firms, replied telling the WPGWU that the matter had nothing to do with the union, and that the workers should approach management directly. This they did in June. But, says Lewis, they got no response.

As a result, the workers went ahead on their own and elected committees for each company. But the firms still refuse to recognise them.

However, two weeks ago Freight Services (Sassco's holding company) arranged to meet the WPGWU. According to Freight Services' industrial relations manager, Stuart Pennington, "When it came to our notice that there had been contact between the union and the CTSA, and that the relationship between them was not good, we decided to hold an informal meeting with the union." The company agreed to the union's demand that worker representatives be present.

But Freight Services called off the meeting, set for last Monday. According to Pennington, the South African Stevedor-

ing Council (the national body) asked Freight Services to drop the meeting because "it wanted employers to get together first and decide on a common approach."

Neither the union nor the workers have been given a reason for management's and the CTSA's intransigence. CTSA refuses to comment, saying only that the question of industrial relations will be discussed by the council next Wednesday.

However, the FM learns that the CTSA met with three worker representatives on Monday, and another meeting was scheduled for Friday.



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 *FM*, 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" 143

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

1600
lost 7/12/77

Ford keeps on replacing

THE signing up of workers to replace the 700 sacked strikers at Ford Cortina plant in Port Elizabeth resumed yesterday as more than 500 strikers continued to hold out for their reinstatement.

and the union was held yesterday in an apparent effort to resolve the deadlock.

In terms of an agreement with the black United Auto Workers Union, Ford put a stop to recruitment during the past two days.

This left the number of people engaged to replace strikers on Monday night's figure of 288. Of these, 177 were former strikers

DEMANDS

In spite of the strikers' demands for their reinstatement, Ford stuck to its policy yesterday of "not conspiring to re-employ the strikers as a group"

Ford's public affairs director, Mr Dunbar Bucknall, said the company had informed the black union that it was giving preference to former employees of the plant.

But re-employment would be on an individual basis.

Another meeting between management

FORMER employees of two of the major plants hit by strike action in Port Elizabeth recently have claimed victimisation by management in the re-hiring process.

At a packed meeting of dismissed Ford, General Tire and Adamas workers this week an Adamas worker claimed that he had not been rehired because of his role in negotiating with management during the strike.

The worker — who refused to be identified — said he had been told he was an "agitator" by a foreman when he re-appeared for work with his fellow strikers.

Also at the meeting were a number of former General Tire workers who said that more than 30 of them had been excluded from re-engagement

when the firm took on 600 of its former employees last week. On of the workers who played a leading role in presenting the workers case to management said that he had been told that he would not be re-employed as he was a "troublemaker".

Other workers who claim they were not involved in the leadership role in the strike have meanwhile claimed that General Tire is leaving them in suspense.

An elderly employee of eleven years' ser-

vice said that the firm had not yet fully dismissed him and expected him to report to the factory gates every morning on the off-chance of employment.

"Why can't they just tell me straight, whether they want me or not. I have seven children and can't afford this up and down business."

Mr A Malkinson, manager of the Adamas mill refused to comment on allegations of victimisation in the rehiring process but admitted that

a "re-hiring programme" had been followed. He said that 200 Adamas workers dismissed for wildcat strike action had been taken back although it appeared that a number of workers had "decided to take an early vacation" and not re-apply.

A General Tire managing director, Mr R G Nicholson was unavailable for comment yesterday but in the past has said that selective re-employment of the dismissed workers was the firm's prerogative.

Meanwhile Ford Motor Company management was yesterday back in discussion with the United Automobile Workers Union over the fate of the more than 500 dismissed Ford workers still boycotting employment offices at the company's Cortina plant.

A Ford spokesman repeated yesterday the company's stand that it was prepared to offer employment to the workers individually but would reject the workers de-

mand that they all be re-instated.

A two day moratorium agreed to by the company ended yesterday and the spokesman confirmed that the company would continue recruiting as before.

The period of grace was allowed by the company to give an opportunity to the dismissed workers to discuss with their union the management stand. So far 177 of the original 700 dismissed workers have gone back.

The Ford spokesman also claimed that the attendance figure of the workers who have returned to work was normal yesterday despite indications that a mass meeting of dismissed Ford workers yesterday that they might come in for some intimidation.

STRIKERS' CLAIM VICTIMISATION

11/3/79
1/2
1/2

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,51	0,54	2,10	1,24	7,00	6,86	19,69	19,83
1-4	0,04	0,04	0,21	0,35	0,75	0,77	2,58	2,48
5-24	0,01	0,01	0,09	0,06	0,08	0,03	0,21	0,23
25-44	0,05	0,05	0,28	0,17	0,42	0,31	0,72	0,78
45-64	0,44	0,10						
ALL CAUSES	0,61	0,65	3,38	2,82	8,65	8,97	23,90	23,32

Registered union and Fosatu concur

RDM 11/12/79
(1) 140A
(2) 125

Labour Reporter

A PROMINENT registered (white and coloured) trade union has agreed to informal co-operation with black engineering unions affiliated to the Federation of South African Trade Unions (Fosatu)

In exchange for this co-operation Fosatu has agreed not to oppose the formation of a "parallel" black trade union by the registered union, the SA Boilermakers' Society.

Relations between Fosatu and most registered unions have been poor recently Fosatu has complained that registered unions are forming "parallel" unions for blacks in an attempt to "control" black workers and put Fosatu out of business

Mr Ike van der Watt, general secretary of the Boilermakers Society, said Fosatu had agreed not to oppose his new union if it only recruits black workers in skilled jobs.

"They said they would prefer us to organise a non-racial union but accept that we will have to form a parallel union if we do not get permission to go non-racial"

A Fosatu source confirmed it had accepted these terms "although we still have grave reservations about parallel unions"

ALL CAUSES

	W		A		C	
	M	F	M	F	M	F
0-1	21,76	16,18	40,44	27,11	133,70	119,02
1-4	1,17	0,94	2,42	2,39	17,22	16,21
5-24	1,05	0,46	1,31	0,74	2,26	1,25
25-44	3,02	1,47	4,33	2,48	8,80	4,96
45-64	17,46	9,49	26,27	18,72	24,27	17,87
65+	73,62	54,55	92,20	82,93	96,90	71,79
ALL	9,44	7,40	8,03	5,51	14,62	11,00
NO.	19600	15374	2828	1967	16632	12847

53,38 45,89
8,77 8,13
18348 13062

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,85	0,69	0,70	0,31	1,18	1,24	0,32	0,19
1-4	0,49	0,21	0,31	0,27	0,63	0,61	0,21	0,20
5-24	0,71	0,22	0,68	0,20	1,40	0,38	0,68	0,12
25-44	1,18	0,30	1,43	0,37	3,32	0,70	1,22	0,26
45-64	1,25	0,42	1,55	0,40	2,89	0,76	1,10	0,31
65+	1,26	0,71	1,34	0,91	2,19	0,90	1,02	0,53
ALL	0,95	0,33	0,95	0,29	1,91	0,56	0,89	0,20
NO.	1973	677	333	104	2175	652	1868	324

TABLE II

	WHITE		ASIAN		COLOURED		BLACK	
	Male	Female	Male	Female	Male	Female	Male	Female
Rheumatic Heart Diseases (390-398)	115 1.2%	121 1.5%	28 2.5%	15 1.9%	120 3.9%	139 4.4%	49 2.1%	56 2.9%
Hypertensive Diseases (400-404)	212 2.2%	389 4.9%	115 10.1%	127 15.8%	190 6.1%	276 8.8%	273 11.4%	212 11.0%
Ischaemic Heart Diseases (410-414)	5737 58.8%	3118 39.3%	537 47.3%	246 30.6%	845 27.1%	566 18.0%	148 6.2%	66 3.4%

The full text reads: "Following negotiations between the trade unions and the company management, it was agreed that the company would observe a moratorium on Wednesday and Thursday, December 5 and 6, during which period former Cortina plant workers only would for considered individually for employment at the Struandale assembly plant.

"Recognising that the company will observe its annual shutdown from Friday, December 14, 1979, to Monday, January 7, 1980, it has been decided to extend the moratorium through to December 14, during which time employment considerations will continue to be limited to former employees.

"The moratorium will be resumed in the new year from Wednesday January 2 through Friday, January 4, during which period the employment offices will be open.

"In light of the strengthening vehicle market and the lower level of production during the past few weeks, it is essential that the company resumes full production as soon as possible, and it is, therefore, the intention to return to normal hiring practices from Monday,

Ford will give them first chance

Post 12/14/79
1409

FORD'S Director of Public Affairs, Mr Dunbar Bucknall, said in a statement released in Port Elizabeth that a communication had been sent to black trade unions advising them that a moratorium for December 5 and 6 had been extended until December 14.

Mr Bucknall said the communication had been sent to the United Automobile, Rubber and Allied Workers of South Africa, and the National Union of Motor Assembly and Rubber Workers of South Africa.

	750	201	36.6%	26.9%	26.3%	24.7%	15.1%
Motor Vehicle Accidents (E810-E819)	38.0%	42.4%	42 12.6%	13 12.5%	84 3.9%	18 2.8%	76 4.1%
Suicide (E950-E959, E979) *	485 24.6%	104 15.4%	41 12.3%	2 1.9%	680 31.3%	167 25.6%	89 27.5%
Homicide (E960-E969)	59 3.0%	41 6.1%	333 100%	104 100%	2175 100%	652 100%	1868 100%
Total Accidents, Poisoning and Violence (E800-E999)	1973 100%	677 100%					324 100%

"From this date onwards the company will consider all applicants in the order in which the applications are received, including those of former employees." - Sapa.

* E979 "Suicide and self infl Africa which does not appear in R.C.U.D." (8th revision).

RDM 13/12/39

Row over union applications

1977
1404

By STEVEN FRIEDMAN
Labour Reporter

A PROMINENT Natal employer has been accused of attempting to prevent white, Indian and coloured workers from joining a predominantly black trade union.

The employer, who denies the allegations, is CWPM, a Natal textile firm which is a member of the Frame Group. The dispute led to a court action last week.

The union concerned is the National Union of Textile Workers, an unregistered trade union affiliated to the Federation of South African Trade Unions (Fosatu).

According to a union spokesman, NUTW is conducting an organising campaign among Indian members of the Textile Workers' Industrial Union, a registered union which represents coloured and Indian workers, at CWPM.

According to NUTW, this move is a response to the registered union's decision to organise a parallel union for black workers in competition to the unregistered union.

"The registered union is attempting to elbow us out of the industry. We have decided that there should be one union for all races in the industry and we are therefore calling on their members to join us," the spokesman said.

A dispute at a Pmetown textile firm, Smith and Nephew — the first company to recognise an independent black union — resulted in all Indian workers at the company resigning from the registered union and joining NUTW.

Although NUTW is a predominantly black union, it is open to all races.

In a court action last week, NUTW claimed that CWPM management was threatening Indian workers who attempted to join the union. It complains that this is hindering its recruiting efforts.

The union sought interim relief restraining CWPM from intimidating NUTW members. This relief was not granted, but the company said in papers before the court that it would not attempt to discourage workers from joining NUTW.

~~3/3~~ ~~1/2~~ 145 (FM)
14/12/77

STEVEDORES

Stormy waters

Stevedores in Cape Town staged a walkout on Tuesday, paralysing Table Bay docks. But the 600 African and coloured workers returned to work the following day, claiming victory after being assured by the Cape Town Stevedore Association that it would meet with their worker-elected committee.

The walkout was the culmination of a seven-month attempt by the stevedores and the Western Province General Workers Union, which says it represents over 400 stevedores, for recognition of a worker-elected committee by the Association (FM last week).

At a mass meeting last Saturday, the stevedores drafted a letter to Ron Field, of the Association, saying "We have been patient for very many months, but you have not tried to be helpful. All that we ask is that you meet with a committee of our representatives. You have put us off all year and the workers will not wait any longer."

Field met the workers outside his office on Tuesday. The stevedores told him they wanted to elect a committee to represent them. But, according to workers, Field said no permission had been given by the SAR to hold the meeting and that it could not be a forum for electing a committee. In addition, say workers, Field said representatives had to be elected by secret ballot and a distinction made between coloured and African workers. The workers refused on both counts, and so, in protest, did not return to work. Apparently, the workers told Field they would return to work the following day and gather outside his office again on Friday.

But, on Wednesday, Field met the workers again. Field's only comment: "I agreed to meet with a group of people elected by the workers. And all the workers have returned to work."

Says WPGWU general secretary David Lewis: "This is a total victory for the workers. Although no mention of recognition was made, we believe that, by agreeing to see the committee, the Association has recognised it and will officially deal with it. To renege on this, will provoke more trouble."

Field couldn't have delayed much longer. According to Lewis, the Association has been "playing with fire" by waiting as long as it did. The history of stevedores is one of fairly militant action and little organisation.

The national body, the SA Stevedoring Council, were meeting when the FM went to press. According to a council source, it would "not be discussing the Cape Town issue. That is a domestic issue."

However, according to some reports reaching the FM, the matter was on the agenda.

We see, therefore, that "social risk" is not exclusively

due to small numbers; risks are on average c theory, risks have a inated by purchasing valent to mutual insur

and an "undiversifiabl between risks. It fol more valuable the less states with the aggrega the variability of whic

As this concept is relation of return from the "market is indicated by th Ch. 6]. Securities

trade at relatively high prices (i.e., with low expected rates of return on th provide their holders with relatively those states of the world where aggrega ginal utilities are high).

The "social risk" phenomenon there why insurance prices may not be fair or chase of coverage is ordinarily less th number of risks in the insurance pool of Large Numbers cannot fully work, or bers, if risks are on average correlated.

DLRBAAN - A prominent Natal employer has been accused of attempting to prevent non-black workers from joining a predominantly black trade union. The employer, who denies the allegations, is CWP.M. a Natal textile firm which is a member of the Frame group. The dispute led to a court action last week. The union concerned is the National Union of Textile Workers (NUTW), an unregistered trade union affiliated to the Federation of South African Trade Unions (Fosatu). According to a union spokesman, NUTW is conducting an organising campaign among Indian members of the Textile Workers Industrial Union, a registered union which represents Coloured and Indian workers, at CWP.M. According to NUTW, this move is a response to

the registered union's decision to organise a parallel union for black workers in competition to the unregistered union. "The registered union is attempting to elbow us out of the industry. We have decided that there should be one union for all races in the industry and we are therefore calling on their members to join us," the spokesman said. This is not the first time the two unions have been at loggerheads. A dispute at a Pinetown textile firm, the first company to recognise an independent black union - resulted in

all Indian workers at the company resigning from the registered union and joining NUTW. Although NUTW is a predominantly black union, it is open to all races. In a court action last week, NUTW claimed that CWP.M. management was threatening Indian workers who attempted to join the union. It complains that this is hindering its recruiting efforts. The union sought interim relief restraining CWP.M. from intimidating NUTW members. This relief was not granted, but the company said in papers before the court that it would not attempt to discourage workers from joining NUTW. "We are now informing

workers of this undertaking and we believe this will help our efforts," said the union spokesman. A spokesman for the Frame group, Mr Selwyn Lurie, denies the union's

Mr Norman Daniels, general secretary of the registered union, said he knows of no organising battle. "They can say what they like, I couldn't care less. We are enrolling members all the time and our union is growing stronger by the day. All we are concerned with is enrolling members," Mr Daniels said. - DDC

Textile firm accused of worker intimidation

1702

1979

DAILY DISPATCH, FRIDAY, DECEMBER 14, 1979

allegations. "It's rubbish. We don't object to any of our workers joining a trade union. We have denied these allegations," he said.

Mr Norman Daniels, general secretary of the registered union, said he knows of no organising battle. "They can say what they like, I couldn't care less. We are enrolling members all the time and our union is growing stronger by the day. All we are concerned with is enrolling members," Mr Daniels said. - DDC

Black Union saves the day

140A Star 18/12/79

The confusion surrounding the Port Elizabeth strikes has concealed a crucial message — that a recognised black trade union is a constructive force

The labour unrest would have been worse, had it not been for a black trade union

The black union concerned is the United Auto Workers' Union.

It is noteworthy that it belongs to the Federation of South African Trade Unions (Fosatu) — the body regarded by some as the most militant wing of the black labour movements. It is likely that the

Ford strikes would have been short-lived, or might not have occurred at all, if the Port Elizabeth Black Civic Organisation (Pebeo) had not been determined to assert its own power.

Pebeo, which was behind the strikes, ignored the union until it was too late.

By the time the union was permitted to negotiate on behalf of the strikers, 155 of the 700 who lost their jobs had resumed work. The union succeeded in

Whatever the Port Elizabeth strikes may have meant to black power, they proved a breakthrough for black trade unionism, writes The Star's Labour Reporter, SIEGFRIED HANNIG.

cutting back the strikers' demands and negotiated a moratorium on the recruitment of non-strikers to replace those who had not resumed work.

But Ford insisted on rehiring the men without recognition of their past service. This meant the loss of Christmas bonuses

and fringe benefits. The company had learned over backwards by reinstating the 700 strikers without loss of pay or benefits after their first walk out which lasted more than two days.

Ford's leniency is thought to have precipitated the subsequent

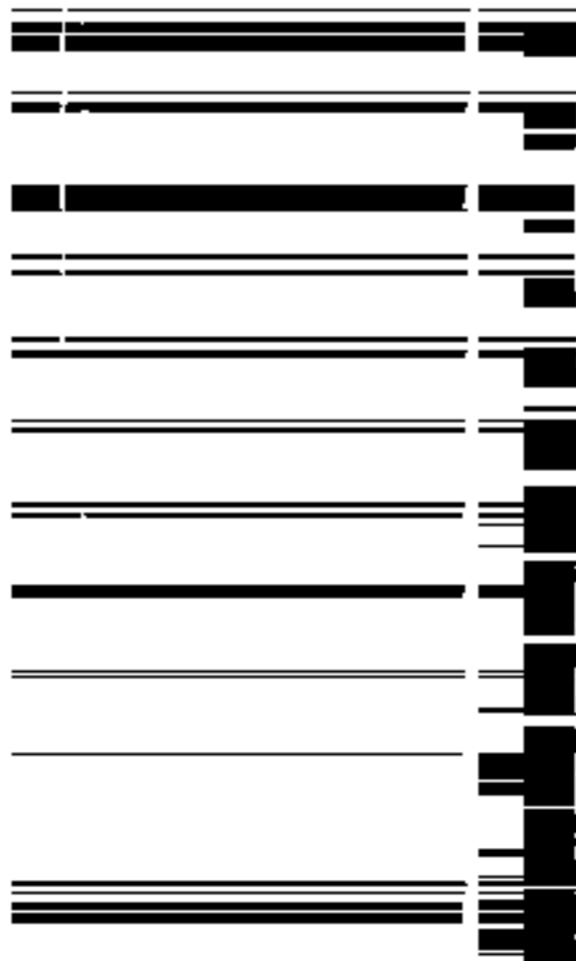
strikes at two other Port Elizabeth companies. It also provoked a strike threat from the white union and statements from whites which led to fresh demands from blacks.

Ford simply found itself confronted repeatedly by all the 700 black workers of the Corona plant. Pebeo took no advantage of Ford's offer to meet Pebeo representatives in the presence of the union.

Any trade unionist could have predicted the outcome, but Pebeo held

on. Close to 500 men were still on strike when Ford shut down for Christmas with a warning that strikers would have to compete with all comers if they had not signed on before January 7

Late last week the black union advised strikers to resume work while undertaking to negotiate about their grievances in the new year. It also announced that it had reached agreement with the white union on the removal of all the existing racial conflict in the company



Black unions 'spineless'

AD/m
19/12/77
~~127~~
~~122~~
~~132~~

By STEVEN FRIEDMAN
Labour Reporter

A SHARP attack on the black trade union movement was delivered by two black leaders at a Press conference yesterday

The labour code devised by the Rev Leon Sullivan, to which most American companies in South Africa subscribe, was also sharply criticised

Mr Curtis Nkondo, president of the Azanian Peoples' Organisation, said black trade unions were "spineless" if they avoided involvement in politics. As all existing black unions avoid direct political action, Mr Nkondo's remarks have been seen as a criticism of the union movement as a whole

And Mr Thozamile Botha, leader of the Port Elizabeth Black Civic Organisation, whose "forced resignation" sparked off the current labour unrest at Ford, identified himself with a comment from Mr Nkondo that the black union at Ford "is a glorified committee"

Mr Botha said the union, the United Auto Workers Union, which is affiliated to the Federation of SA Trade Unions, "at first ignored our requests to help the workers because they said the strike was political. They have not communicated with their members as they should"

The Press conference was convened by the general secretary of the SA Council of Churches, Bishop Desmond Tutu. Mr Nkondo and Dr Nthato Motlana, leader of the

Soweto Civic Association, pledged support for 500-odd striking workers at Ford, who are refusing to return to work until management fully reinstates them

Management has said it will re-hire the workers but will not reinstate them, a move which would involve paying the strikers their end-of-year bonuses

Mr Botha told the conference that Ford still practised job reservation and did not pay black workers equally for equal work

Bishop Tutu revealed that the SACC had volunteered to mediate between management and the workers, as it did successfully between Fattis and Monis and striking workers earlier this year. He said, however, that Ford had rejected the offer as "superfluous". He urged the company to reconsider its stand

Both Mr Nkondo and Dr Motlana said they regarded the dispute as an indication that "the Sullivan code has failed". Dr Motlana said he had attempted to raise the Ford issue on sub-committees charged with implementing the code (Dr Motlana is a member of such a sub-committee), but without success

He said that the Ford dispute had been greeted with "a deafening silence by the Rev Sullivan and his associates"

Mr Nkondo added that the Ford dispute had shown that "the Sullivan code is unable to deal with the South African situation"

Former Ford workers on Riotous charge

140a

By MONO BADELA
TWENTY FOUR Ford Motor Company employees detained by security police for two weeks for alleged involvement in the recent strikes appeared briefly in the Port Elizabeth Magistrate's Court yesterday on charges under the Riotous Assemblies Act.

They are alleged to have intimidated other workers on December 5

during the unrest at the factory.

They are Christopher Gqalasi (30), Bonakele Kulati (30), Tsitso Keli (30), Vuyisile Boxongo (27), Siphononi (28), Zola Ngqondo (25), Wheldon Buni (23), Sileli Mzozoyana (23), Wandile Twehe (27), Simon Skoti (27).

Luvuyo Dikitsha (29), Mzwandile Dladla (28), Solomon Landule (29), Gordon Sagoni (24), Richard Nqam (34), Fundile Fontein (25), Mzimphulu Mvobe (26), Tem-

bile Jawula (32), Sonyezile Donzeni (28), and Mathews Mpongoshe (41).

No further particulars were available on the charge sheet and no evidence was led. The case was postponed for further investigation to January 29. Bail was fixed at R50 each under certain conditions:—

① That none of the workers enter the premises of Ford Motor Co.

② That they do not contact any State witness or interfere with them

65+	11,52	7,89	16,51	12,42	20,07	10,49	9,32	6,19
ALL	1,12	0,97	1,22	0,79	2,87	2,22	1,37	1,24
NO.	2336	2019	430	282	3270	2588	2858	1951

E	F
13,54	24,15
4,46	2,10
0,18	0,16
0,66	0,52
2,75	1,72

M	B	F
0,10	0,10	0,10
0,02	0,04	0,04
0,11	0,10	0,10
0,70	0,70	0,70
4,01	5,00	5,00
13,53	24,14	24,14
1,14	1,20	1,20
2390	1601	1601

NO	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,02	0,03	0,20	0,20	0,06	0,16	0,06	0,06
1-4	0,01	0,01	0,00	0,00	0,00	0,01	0,01	0,01
5-24	0,00	0,00	0,11	0,11	0,01	0,01	0,01	0,01
25-44	0,01	0,01	0,01	0,01	0,00	0,01	0,01	0,01
45-64	0,02	0,02	0,00	0,00	0,00	0,01	0,01	0,03
65+	0,11	0,11	0,13	0,11	0,13	0,15	0,03	0,03
ALL	0,01	0,02	0,01	0,01	0,02	0,05	0,01	0,01
NO	30	34	7	7	22	31	23	21

VI

DISEASES OF THE LUNG SYSTEM AND SENSE ORGANS

NO	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,52	0,19	0,50	0,42	2,32	1,56	1,26	1,20
1-4	0,05	0,05	0,02	0,00	0,45	0,26	0,23	0,18
5-24	0,03	0,01	0,05	0,04	0,03	0,06	0,09	0,07
25-44	0,03	0,01	0,04	0,05	0,22	0,09	0,13	0,06
45-64	0,07	0,07	0,22	0,11	0,36	0,13	0,26	0,07
65+	0,18	0,13	0,00	0,15	0,47	0,18	0,44	0,15
ALL	0,06	0,04	0,07	0,06	0,25	0,14	0,17	0,12
NO	128	85	26	23	289	164	366	187

145
151
152
233
F.M. 21/12/79

STEVEDORES
Still wrangling

The dispute between the stevedores and the Cape Town Stevedores Association is not yet wrapped up, despite the latter's agreeing to see a worker-elected committee and the SA Stevedoring Council's resolution to talk to any worker representatives

Last week the stevedores staged a one-day walkout in protest against the association's refusal over the last seven months to recognise a worker-elected committee. However, the day after the stoppage, Ron Field of the association agreed to meet worker representatives, who were elected under the auspices of the unregistered Western Province General Workers' Union

On Saturday the WPGWU called a meeting, which was attended by more than 350 of the 600 stevedores. A state-

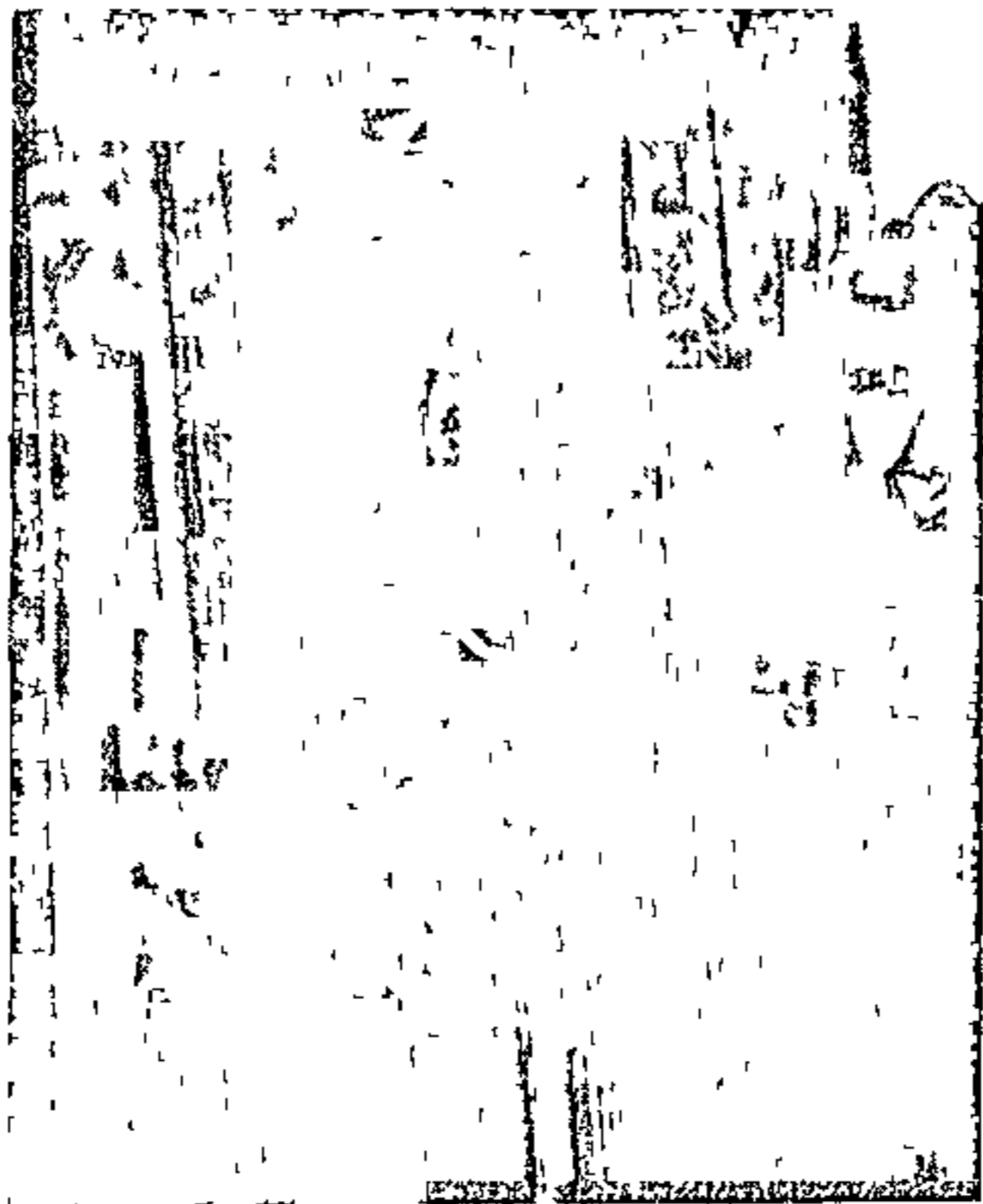
negotiations only with registered representative trade unions "

At the Saturday meeting the stevedores also adopted "a unanimous decision that all stevedores join and support the union, despite the refusal of the national Stevedoring Council to negotiate with an unregistered trade union " And they reject "an attempt by Louis Petersen of Tucsa, to establish a registered dockworkers' union hand in glove with the Stevedores Association "

Petersen called a meeting at the same time as WPGWU's meeting on Saturday. One worker turned up. Asserts Lewis: "This clearly illustrates the stevedores' opposition to Petersen's attempts "

Lewis says that he has received reports that Field suggested to workers that they join Petersen's union, and that management has been dishing out pamphlets telling workers of his union. Both the council and the association flatly deny this. According to Captain Brian Greenwood, chairman of the council, "Tucsa did approach the association about organising the stevedores. And the association said they could do as they wished. It is up to the workers to get organised. The association is not involved at all "

Greenwood also pointed to a further principle adopted by the council, namely that they "will at all times act impartially" towards worker representatives



Stevedores opting for WPGWU

ALL CAUSES

	W		A		C		
	M	F	M	F	M	F	
0-1	21,76	16,18	40,44	27,11	133,70	1	18,06
1-4	1,17	0,94	2,42	2,39	17,22		53,38
5-24	1,05	0,46	1,31	0,74	2,26		8,77
25-44	3,02	1,47	4,33	2,48	8,80		15,57
45-64	17,46	9,49	26,27	18,72	24,27		71,79
65+	73,62	54,55	92,20	82,93	96,90		11,00
ALL	9,44	7,40	8,03	5,51	14,62		18348
NO.	19600	15374	2828	1967	16632		12847

THOZAMILE BOTHA

FM 21/12/79

340

752

140A

176

'A little help from friends'

This week the FM quizzed Thozamile Botha on Ford and the PE Black Civic Organisation, which was initiated three months ago and has a membership of over 3 000

Some six weeks ago Ford workers at the Cortina plant went on strike in protest against what they believed to be the forced resignation of Botha, who leads Pebco. The saga lingers on, with more than 500 workers refusing to return to Ford, and calls for international support for the workers

FM: What is Pebco trying to achieve?

Botha: Pebco is aiming for one municipality for the whole of Port Elizabeth. We reject community councils and do not want separate municipalities for the black townships and white area. And we shall pressurise government by refusing to have anything to do with bodies like the community councils. We are also fighting against any discriminatory laws, and we want direct representation for blacks in SA.

How do you propose to attack government on broader political issues?

Partly by articulating aspirations of blacks, and constantly not letting whites forget what the government is doing to blacks. In addition, Pebco realises that some people are not aware of their rights or what should be their rights. So Pebco is trying to educate blacks and raise their awareness of their rights. After that is done Pebco shall move forward to work as a team towards the liberation of the people.

What do you think of the spate of



detentions in Port Elizabeth?

All those detained (around 20) are dismissed Ford workers, who are also members of Pebco. I suppose the Security Police is doing this to get information about me and to pin me down, as well as trying to intimidate workers who retaliate against management.

You have been accused of trying to rival the unregistered black United Auto Workers' Union and of bringing political issues into the factory.

I did not try to take the position of the union. The union only negotiated with management during the first strike. After that I called the union to the scene but it wouldn't come. It felt that it couldn't become involved in the walkouts. But at one stage it wanted to negotiate only for union members.

However, they refused to be set apart from the other workers.

The union doesn't want to involve itself in politics. I don't agree with that. The position of blacks in factories is political. So the problem is also a political one, which the union cannot afford to divorce itself from.

Before the Ford workers lost their jobs, they would not channel their grievances through the union. Why did you call in the union to negotiate for them afterwards?

I felt that we should resolve this problem. And management said it would negotiate the grievances through the union. After stalling a while, the union came in to negotiate for all workers at my request.

So far the union has not managed to bring about a settlement. What do you think of this?

The negotiations are deadlocked because the workers are sticking strictly to unconditional reinstatement, while management says it will only rehire the workers. Hence we are now trying to internationalise the strike by involving people like Andrew Young, Jessie Jackson and the international union body. We have invited Young, Jackson and their colleagues to PE. We do not accept Ford's statement that the workers resigned, and so feel that all interested parties should put pressure on Ford for reinstatement.

How are the workers that have not returned to Ford managing to live?

Nobody is getting any money — not even union members. We are living on a little help from friends.

Ford unrest: Former workers may be charged

RD 111 2/12/79

① 1409 ② 152 ③ 197 ④ 329 ⑤ 331

By STEVEN FRIEDMAN
Labour Reporter

POLICE in Port Elizabeth are preparing dockets which could lead to charges being brought against about 20 former Ford workers detained after the recent unrest at the company, a police spokesman said yesterday.

Colonel Leon Mellet, of the SAP Directorate of Public Relations, was reacting to a Press report yesterday which said that some of the Ford workers would be charged "soon"

Colonel Mellet said the police were preparing dockets which

would then be submitted to the Attorney-General. It would be up to him to decide whether to bring charges against the detainees.

He added that reports that the men would be charged soon were "speculation" as it was not possible to say when the Attorney-General would make his decision.

Press reports have quoted Lt-Col Gerrit Erasmus, of the Port Elizabeth Security Police, as saying that police are "wrapping up" their investigations.

Twenty-one ex-Ford workers

were detained under Section 22 of the General Law Amendment Act — which allows the police to detain people for 14 days without a warrant — shortly after all 700 Ford workers walked out of the plant last month.

Subsequently, nine of these men were released and a further eight detained.

Mr Thozamile Botha, leader of the Port Elizabeth Black Civic Organisation, has said that "about 90%" of those detained are members of his organisation.

Union ^{KDm 22/12/77}
'without
members
registers

By STEVEN FRIEDMAN
Labour Reporter

A CONTROVERSY has been sparked off in trade union circles by a registration application submitted to the Department of Manpower Utilisation by a "parallel" black trade union.

The application has been submitted by the Transvaal Radio, Television, Electronic and Allied Workers' Union, whose general secretary is a veteran of the Trade Union Council of South Africa (Tucsa), Mr Steve Scheepers.

It is the third black trade union to make public its application for registration. The other two are also "parallel" unions with close links with Tucsa-affiliated unions.

The application is certain to evoke an official objection from Mr Ben Nicholson, general secretary of the SA Electrical Workers' Association, who is organising a parallel union for electrical workers which will shortly apply for registration.

Mr Nicholson said yesterday: "This application is a lot of hogwash. This union has no members as far as I am aware and major employers also say they have not heard of it. I don't even understand how the application got as far as being published in the Government Gazette."

The electronics union was also mentioned recently in a document prepared by the Federation of SA Trade Unions (Fosatu). The document complained that the union was attempting to organise workers in a factory in which a Fosatu-affiliated union was already active. It claimed management at the firm had allowed parallel union officials to address workers.

Black unions were allowed to register for the first time on October 1, but many unions have been reluctant to register.

Mr Scheepers was not available for comment yesterday as he is ill.

Black power is Labour threat

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

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

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

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

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

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

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

Mr Grobbelaar used two recent labour disputes to make his point

The Fattis and Monis

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

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

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

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

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

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

Mr Arthur Grobbelaar

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

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

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

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

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

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

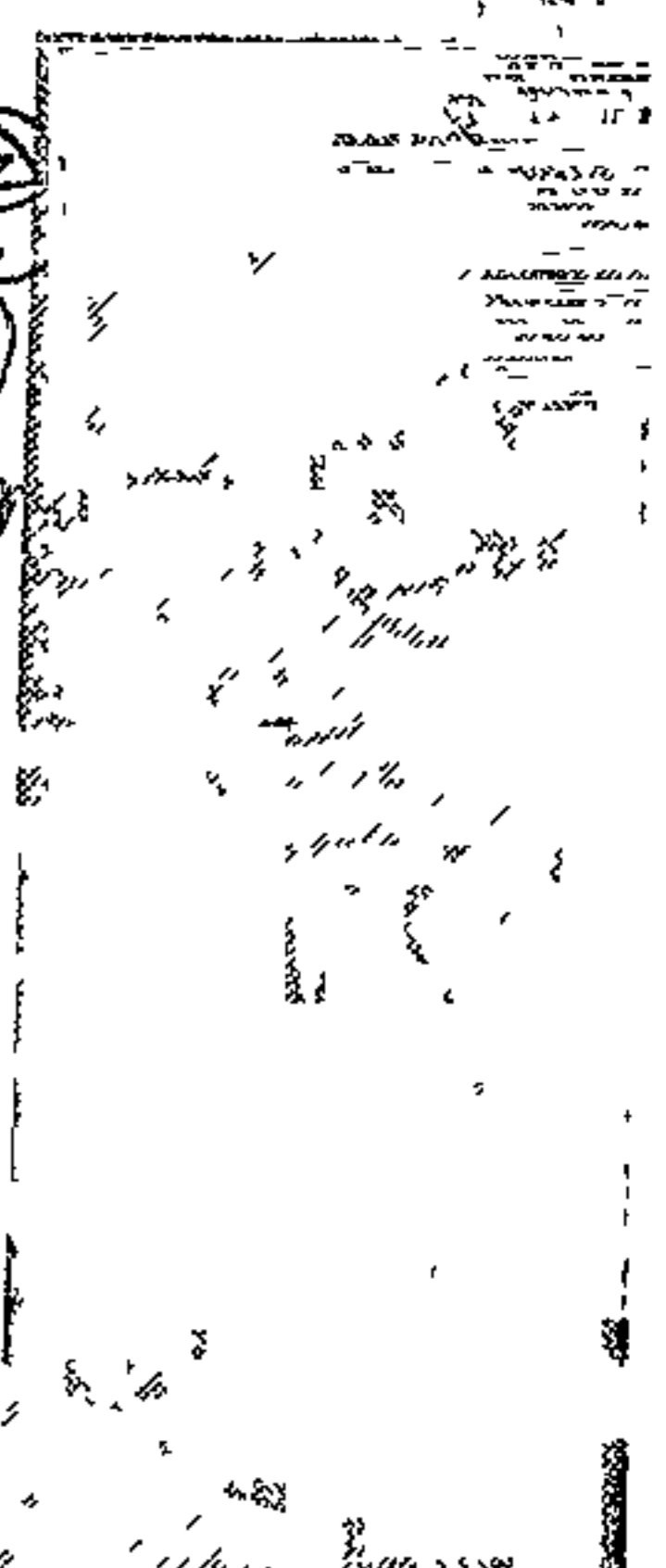
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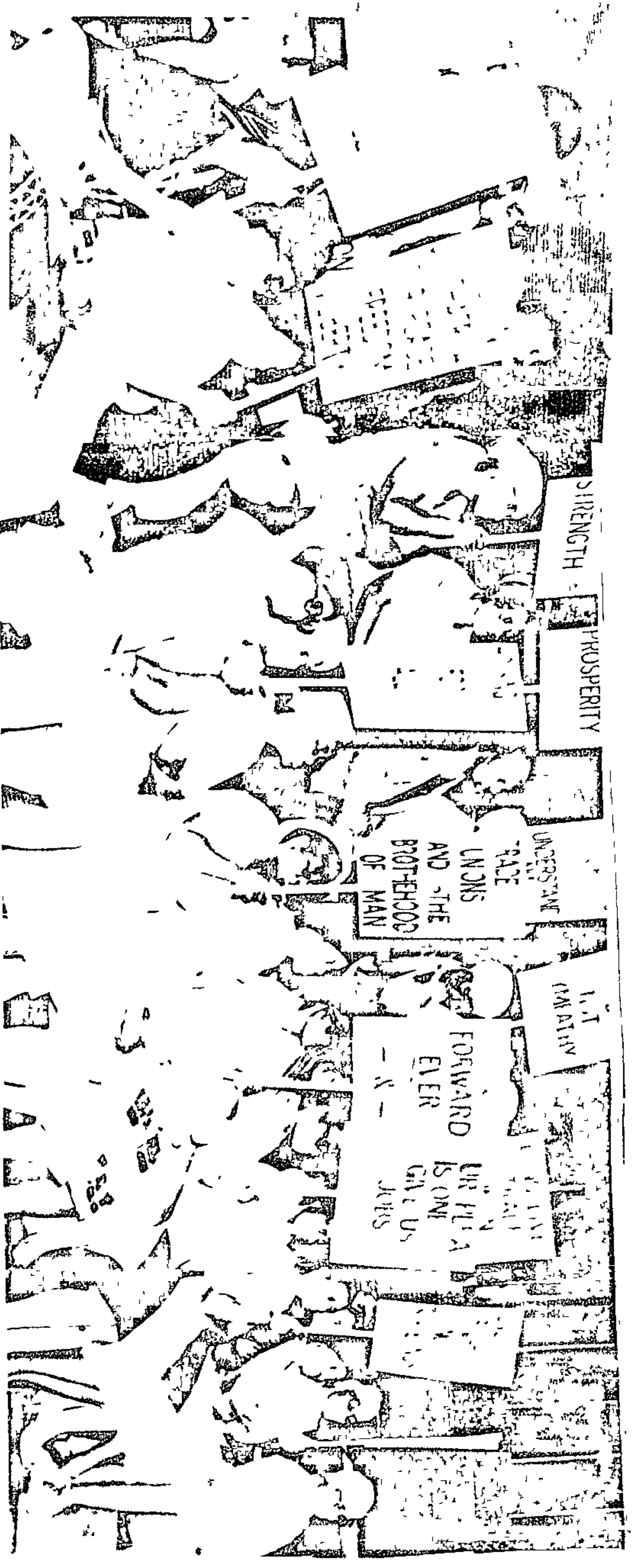


1979 - Year

27/12/79

ILCA

of dramatic developments in the labour field



trial councils. They did not stop to think of the implications of the new law nor of the recommendations of the Wehahn Commission

Mrs Lucy Myvubelo, general secretary of the 21,000-strong National Union of Clothing Workers, described the exemption as "a wonderful gesture."

Her union promptly decided to apply for registration.

At the beginning of this month five unions had applied for registration — one provisional and four final — according to the Industrial Registrar, Mr J N Hitchcock.

Most of the unions that have applied are "broadly" unions — Af-

rican unions that were fathered by the registered unions in the Trade Union Council of South Africa (Tuca).

Reaction from the other end of the scale has been uneven. The seven unions in the Consultative Committee of Black Trade Unions (CCOBTU) at first appeared to reject registration, but now there are strong indications that these unions will apply for registration.

The nine unregistered unions in the Federation of South African Trade Unions say they will apply for registration, possibly early in the New Year, on their own conditions — that they retain their non-racial constitutions, that they

by-pass provisional registration and that they remain unfragmented

At least two Cape-based unions, the African Food and Canning Workers' and Western Province General Workers', have come out strongly against registration.

In a document they circulated among unregistered unions, the Western Province General Workers' Union called on the unregistered unions to stand together and unanimously reject registration "until such time as the State agrees to accept our principles of freedom of association and worker control of the unions."

The union pointed out that the thrust of the

criticism against the Industrial Conciliation Amendment Act had been wrong. The criticism should not have stressed the question of migrants and commuters, but the greater Government control over unions.

The Western Province argument appears to be true. The Wehahn Commission has recommended criteria for registration and among these is "whether or not the organisation is a bona fide union which in composition and objectives is relevant to the legitimate needs of the employer-employee relationship in the undertaking..."

On eligibility for elec-

tion to offices in the unions the commission stated "... of the opinion that the matter is not of immediate urgency and that for the foreseeable future it would suffice if the constitution of the trade unions and employers' organisations were regarded as the most appropriate means for the regulation of this matter. The State should intervene only in the last resort in the event of problems arising, and it is the commission's view that the proposed National Manpower Commission should keep the matter under surveillance with a view to making appropriate recommendations when necessary."

But all said and done, more unregistered unions will be applying for registration in the new year, thanks to rivalry among themselves and the belief that whoever gets in first will be able to keep rivals out.

The battle for the African worker is on in earnest...

It is a three-pronged battle: the parallel unions, the unions in the Consultative Committee and the unions in Fosatu. When Fosatu was born...

Onl.

1979 WAS a dramatic year for the workers — both black and white. This was the year the Wiehahn Commission into labour legislation gave its first report.

It was the year there was some tinkering with one of the cornerstones of apartheid, the Industrial Conciliation Act. It was the year the black worker in Port Elizabeth flexed his muscle and reminded one of the 1973 Durban strikes when 60 000 workers downed tools.

It was also the year when the divisions among trade unions for Africans widened

There was a whoop of joy when the Wiehahn Commission's first report was published in the first week of May because it recommended the extension of recognition to African trade unions

Although African unions could exist, the law did not recognise them and they did not participate in Industrial Councils — the negotiation machinery — since the Industrial Conciliation Act was passed in 1924)

The Government's reaction to the commission's report was the Industrial Conciliation

JOE THOLOLO takes a look at the state of the unions at the end of 1979.



Amendment Act, which extended union rights to Africans who were "permanent" in the white areas"

This new law excluded so-called commuters — people who travel daily between the homelands and their work in "white South Africa" — and "migrants" — people who work on annual contracts

The labour movement attacked the new law to the point where the Minister of Manpower Utilisation granted a blanket exemption — migrants and commuters could belong to registered unions

For some this was the end of the battle. These had been fighting to join whites, coloureds and Indians in indus-

in April, with four registered unions and eight unregistered, it had been thought that it will bring all the unregistered unions under one umbrella.

Now the consultative committee unions are getting ready to launch their own federation — the South African Association of Black Trade Unions — early in the new year.

1979 ended with strikes at Ford, General Tire and other companies in Port Elizabeth.

Ford is one of the companies that appear to be sticking religiously to the Sullivan Principles, a code that aims to better the conditions of the black worker.

Mr. Thozamile Botha, the Port Elizabeth leader, has said the problems are "political."

The strikers are now drumming up international support.

National support for 88 workers who went on strike at Fatis and Mornis in Bellville, Cape, in April, helped them back to their jobs on their terms. It was one small victory for black workers.

Is Ford heading the same way, national and international support workers?

There were numerous other, smaller strikes.

They show that the black worker is becoming more and more conscious of his power. Ford may just be a mirror for what is in store for the country. Liberalisation may be too little to late.

Luy Nyubelo...

described the exemption as 'a wonderful gesture.' Her union promptly decided to apply for registration

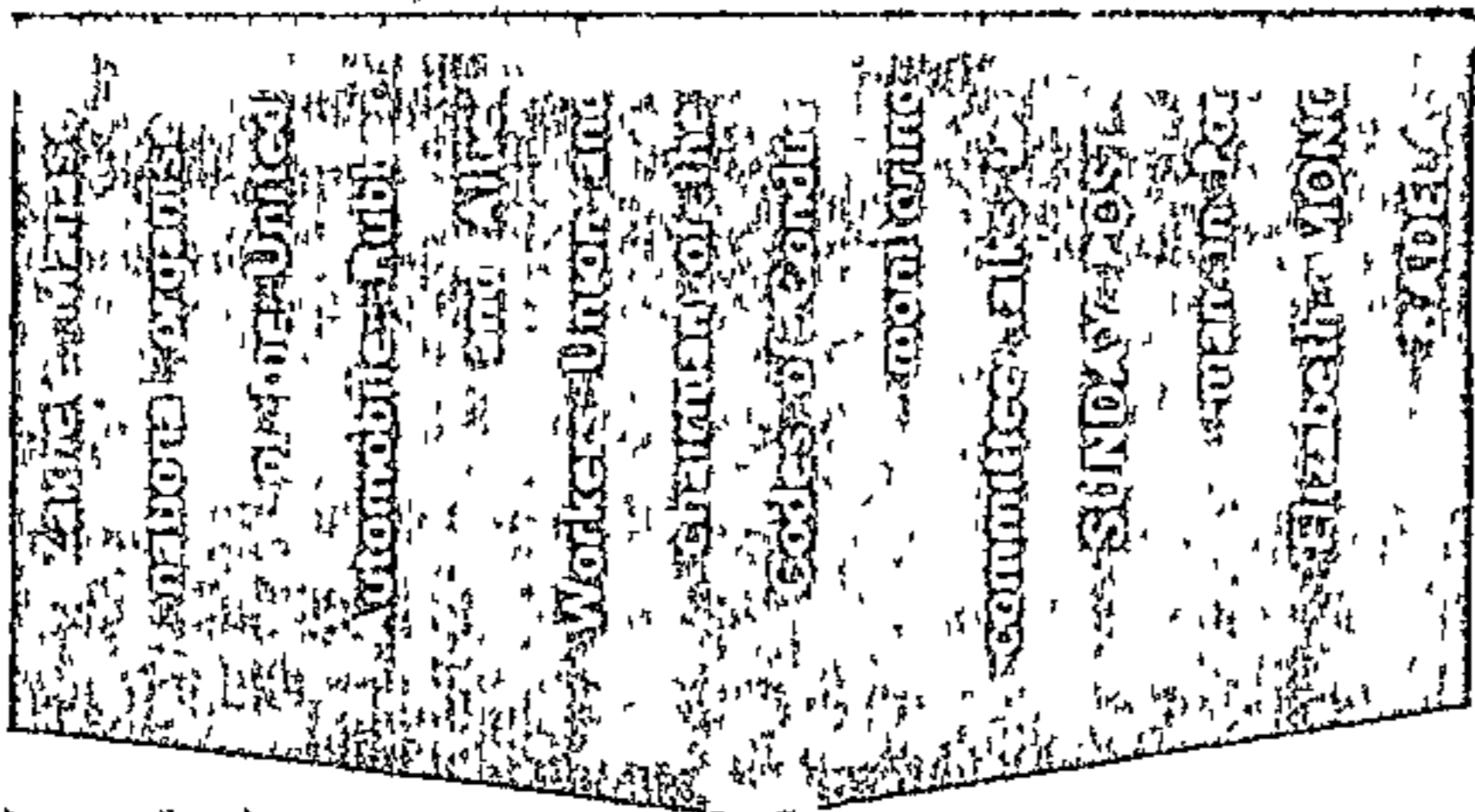
AWFULS FOR THE WORKERS

BLACK WORKERS employed by various multinational companies operating in South Africa are getting a raw deal, and very little is being done towards implementing the Sullivan code and other codes of employment practice.

This is the view of Mr Zakhele George Manase, national organiser of the United Automobile, Rubber and Allied Workers of South Africa. He is also the national secretary of the Codes of Conduct Monitoring Committee. Mr Manase, whose union is currently involved in the negotiations between the Ford management and the more than 500 strikers in Port Elizabeth, received training in trade union work in the United Kingdom and from the headquarters of the powerful International Metal Workers Federation and International Labour Organisation in Geneva.

He foresees a bitter struggle between the black workers and managements. In an exclusive interview with SUNDAY DST Mr Manase warned that as long as the multinational companies were not adhering strictly to the codes of conduct, the Sullivan deal at the European Economic Community

George Manase... the strikes are bound to happen again.



MULTINATIONALS GIVE A

RAW DEAL, SAYS UNIONIST

workers all became members of trade unions and if the trade unions were fairly strong and powerful, the maximum could be achieved from the Sullivan code and the EEC. It therefore vital that every black worker employed at these plants registered as a member of the UAW.

He said if black workers were not registered as members of the UAW, they would be at a lower rate compared to his white counterpart. Blacks were getting a raw deal in so far as promotion was concerned. Although the companies stated that they were doing away with discrimination, this was not seen to be happening by black workers. This applied to all American companies in the Port Elizabeth and Uitenhage area.

Mr Manase said there was no such thing as equal pay for equal work in all these companies — Ford Motor Company included. He said even though the workers were undergoing the same training, the black worker always started at a lower rate compared to his white counterpart.

Blacks were getting a raw deal in so far as promotion was concerned. Although the companies stated that they were doing away with discrimination, this was not seen to be happening by black workers. This applied to all American companies in the Port Elizabeth and Uitenhage area.

Mr Manase said the Sullivan code was only one black foreman at General Motors. "Volkswagen is as guilty as Ford. Even the so-called black

foreman at General Motors. "Volkswagen is as guilty as Ford. Even the so-called black

foremen, to me, are like bossboys because they have to take instructions from their white counterparts," said Mr Manase. "Black foremen have no white work-ers under them. White supervisors are always rude towards blacks."

Mr Manase's union, which was established in 1973 has its main objects:

- To fight for increased pay and benefits and safeguard the living standards of the workers.
- To see that the working conditions are at least reasonably healthy and safe.
- To protect the human dignity and rights of the workers.
- To fight against unjust discrimination and firing of workers.
- To assist members in obtaining employment.

Mr Manase said the plant at Ford Cortina executive committee was too weak while on the other hand the workers themselves were very politicised. He hoped the union would work hand in glove with organisations like the Port Elizabeth Black Civic Organisation.

There was a lot of potential in the Transvaal, where places like Matiel, Datsun, Signa, Bocal, Alfa Romeo, Firestone and BMW were being organised to strengthen the union.

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To fight for job advancement, job enrichment and promotional opportunities for its members.

The union also assists its members with information, advice and assistance on various matters.

Mr Manase however said that the union's progress at General Motors was being hampered by the personnel department of the plant.

He said blacks were being discouraged from joining the union there.

There were hardly 200 members of the union at General Motors.

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CT 9/1/80
Petrol
bomb
attacks

Own Correspondent

PORT ELIZABETH — Petrol bombs were thrown at the homes of two Ford Cortina plant workers early yesterday

Brigadier E S J van Rensburg, Divisional Commissioner of Police for the Eastern Cape, said both attacks were aimed at Ford workers who returned to work on Monday. The first was on a house in Kwazakele where a petrol bomb set curtains alight. The second petrol bomb did not explode.

○ Numbers are creeping up at the Cortina plant where another 20 former workers were back on the job yesterday

Star
9/11/80
VIA

Ford officials meet workers to seek settlement

PORT ELIZABETH — Senior Ford officials and representatives of the firm's dismissed Cortina plant workers met face-to-face today for the first time since the workers were dismissed after a walkout two months ago.

Attending the meeting was Mr Alan Lukens, United States Consul-General in Cape Town. Members of the Black United Automobile Workers' Union were also understood to be attending the talks.

Today's snap meeting follows a two-day visit by Mr Lukens to Port Elizabeth, during which he had talks with the trade unions, Ford and the dismissed workers.

At today's meeting the workers were represented by Mr Thozamile Botha, leader of the Port Elizabeth Black Civic Organisation, whose dismissal from Ford late last year sparked a mass walk-out until his reinstatement. Mr Botha himself then resigned in sympathy with workers after the mass dismissal.

Mr Botha was accompanied by four members of his workers' committee

while Ford were represented by Mr Fred Ferreira, Industrial Relations Director, and Mr Dirk Pieterse, Industrial Relations Manager.

Mr Botha said before the meeting that he regarded the new initiative as extremely hopeful.

He said the major stumbling block at this point was Ford's refusal to reinstate all the dismissed workers with their benefits.

Ford has consistently maintained that the dismissed workers must re-apply individually for jobs at the plant. At the last count 624 of the 700 dismissed Cortina plant workers had re-applied for jobs.

Meanwhile, the Divisional Commissioner of Police in the Eastern Cape, Brigadier E van Rensburg, today warned that police would act against intimidators who tried to prevent people from going to work.

WARNING

His warning follows yesterday's fire bomb attacks on the homes of two Ford Motor Company workers in Kwazakele and new Brighton.

Brig van Rensburg said the police had received several complaints of intimidation of black workers following a recent Pebco meeting at which it was decided to initiate a series of work stayaways next week.

The Pebco meeting also decided to hold a peaceful demonstration at the Walmer Township on Monday and black school pupils threatened to delay their return to school this term by a week — Sapa.

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Ford rele

THE eight-week long dispute between Ford Motor company and the more than 500 dismissed workers was resolved yesterday

Following a five-hour meeting the management of Ford agreed to reinstate all dismissed workers of the Ford Cortina plant still out on strike

Senior Ford officials and representatives of the dismissed Cortina Plant workers met face-to-face yesterday for the first time since the workers were dismissed after a walk-out two months ago.

Also at the meeting was Mr Allen Wood Lukens, United States Consul General in Cape Town, and members of the Black United Automobile Workers Union

In a statement issued by Ford management and workers representatives after the meeting, it was stated that it was agreed that all parties concerned should meet and seek a solution

"The social situation in Port Elizabeth calls for full employment and maximum production. It is in the interest of all parties to reduce human sufferings and to contribute to the prosperity and well being of the area

"Furthermore Ford had been a leader in upholding the Sullivan Principles which encountered fair employment practices"

The statement goes on to say a meeting was held yesterday between representatives of management and labour It was agreed that the company will reinstate former employees who wished to return to work

Workers will be taken back at the same rate of pay they received before they left

Pension, Medical aid, sick pay eligibility will remain as before.

Holiday pay will be calculated as before and Bonus accrual rate will be at the same percentage rate as applied before

The company will endeavour to complete its reinstatement problem during this month subject only to availability of suitable position.

Assumed that Ford Cortina plant workers return to work immediately.

No persons other than former Ford em-

Dismissed

workers

to be

reinstated

Post d/1/50

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By MONO BADELA

employees will be hired into this plant during this month.

The agreement has been welcomed by Mr Thozamile Botha, leader of Pebeo, who headed a delegation of workers representatives. He told POST that bargaining has been hard and that assurance was made that all workers would be reinstated.

The management of Ford could not be con-

contacted for comment.

Mr Lukens, who initiated the talks, left after the meeting He said he was happy that this has come to an end and said the long drawn out dispute had been a source of concern for his Government.

A spokesman for Ford Motor Company said 12 more former Ford Cortina plant workers applied for re-employment yesterday. This brought to 276 of the 700 dis-

missed workers who had re-applied for jobs.

The Trade Union Movement was represented by Mr George Manase, national organising secretary and Mr Johnny Mke, the Union's president The parties shook hands after the meeting

Mr Botha said that a meeting of the dismissed workers would be held today at the Holy Spirit Church in Kwazakhele at 10 am.

Mr E

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1-4	1,17	0,94	2,42	2,39	17,22	
5-24	1,05	0,46	1,31	5,74	2,26	
25-44	3,02	1,47	4,33	2,43	8,80	
45-64	17,46	9,42	26,27	27,72	24,27	
65+	72,52	54,55	92,20	32,23	96,90	
ALL	9,44	7,40	8,03	5,51	14,62	
NO	19600	15374	2828	1957	16632	

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Ford,^{CT} workers settle dispute

PORT ELIZABETH — Agreement had been reached between the management of the Ford Cortina plant here and the company's dismissed workers, and all former employees who wished to return to work would be reinstated, a statement by the company and workers said yesterday.

The statement was issued after a meeting between senior company officials and representatives of the dismissed

workers they received before they left. A company statement said the company would try to complete its reinstatement programme during this month but this would be subject to availability of suitable positions.

Assuming that former Cortina plant workers returned to work immediately, nobody other than former Ford employees would be hired this month.

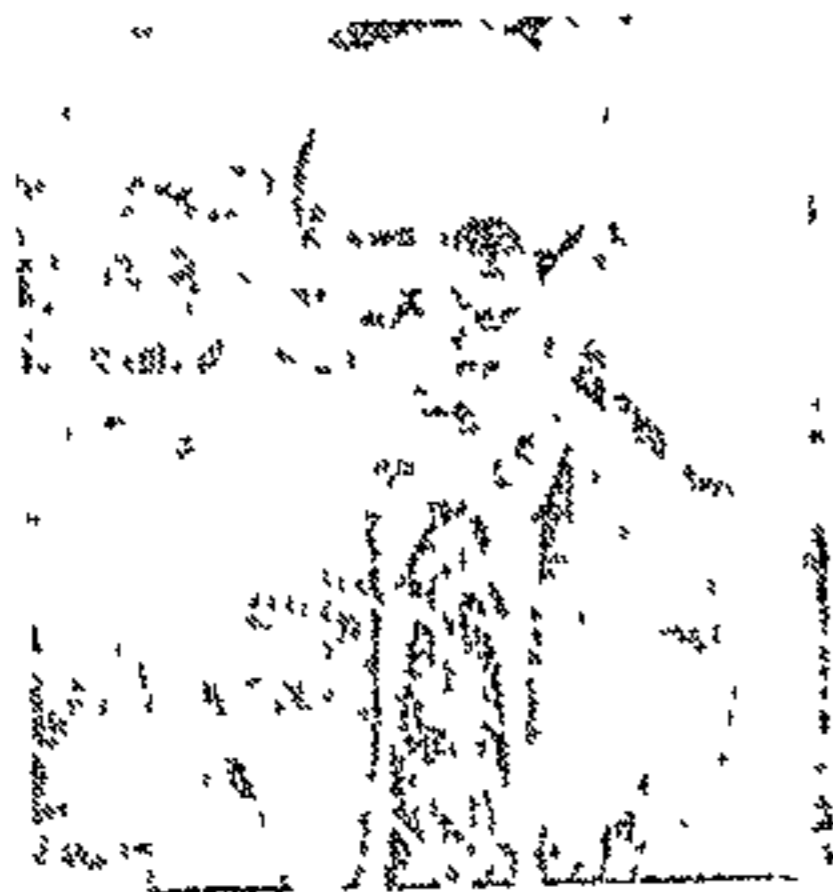
The workers were dismissed after a walk out two months ago.

The meeting followed a two-day visit by Mr Lukens to Port Elizabeth during which he had talks with the trade unions, Ford and the dismissed workers.

The workers were represented by Mr Thozamile Botha, leader of the Port Elizabeth Black Civic Organization, whose dismissal from Ford late last year sparked a mass walk-out till he was re-employed. Mr Botha then resigned in sympathy with workers after the mass dismissal.

Mr Botha was accompanied by four members of his workers' committee. Ford was represented by Mr Fred Ferreira, industrial relations director, and Mr Dirk Pieterse, industrial relations manager.

Meanwhile, the Divisional Commissioner of Police in the Eastern Cape, Brigadier E. S. J. van Rensburg, yesterday warned that police would act against intimidators who tried to prevent people from going to work.



Mr Allan W Lukens attended Ford meeting

workers. The United States consul-general in Cape Town, Mr Alan Lukens, was also at the meeting.

The statement said the social situation in the city called for full employment and maximum production. It was in the interest of all parties concerned to reduce human suffering and to contribute to the prosperity and well-being of the area.

At the meeting it was agreed that workers would be taken back at the same rate of pay

RDM 10/1/80 (1408) 192

Workers reinstated as Ford strike ends

By STEVEN FRIEDMAN
Labour Reporter

THE strike which began in November at Ford's Port Elizabeth Cortina plant has ended

At a meeting yesterday, Ford management and worker representatives agreed on a formula to end the deadlock

Ford has met the major demand of the striking workers by agreeing to "reinstatement of all former employees who wish to return to work"

The meeting was attended by representatives of Ford, the Port Elizabeth Black Civic Organisation (Pebco), the United Auto Workers Union and the United States Consul General

Ford had insisted it would only re-employ the strikers

This would have meant these workers would have lost all accumulated benefits

About 500 of the 700 Cortina plant workers refused to return to work unless they were reinstated and Ford has now agreed to this demand

However, one major worker demand has not been met — the strikers will not be paid the end of year bonuses which they lost when the strike began

The strike has been regarded as the most significant for some years because it demonstrated a new political militancy among black workers

According to a joint statement after the meeting reinstatement will mean

○ Former workers will be taken back at the same rate of pay as the rate earned before they left the company,

○ Their eligibility for medical aid, pension and sick pay will

remain as it was before the strike,

○ Their holiday pay will be calculated as before, and

○ Bonuses will be accrued at the same percentage as before

Ford also agreed to reinstate all former Cortina plant workers by the end of this month "subject only to the availability of suitable positions"

The settlement has taken many observers by surprise. It was widely believed that the high rate of unemployment in the area would enable Ford to simply bypass workers who refused to return

Sources close to yesterday's meeting said that "both sides gave some ground", although observers point out the strikers have had their major demand met

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Umbutho ovi South African Council of Sport

FATTIS & MONIS STRIKE

inyanda ngoku sele izakuphele abasebenzi abangama - 88 bakwa Fattis & Monis efektri ebeli e South benogwayimbo. Into ebangele ukuba bagwayimbe kukugxothwa kwaba sebenzi ebeli abasebenza nabo. Bathi unobangele wokugxothwa kwaba basebenzi bathi ukuba bebenzama ngamalingu etrades Unions le union, be izama kwenza uphando nomthetho kwethwano lokuba kunyuswe imali ibeyi - 846 ngevaki yaye - kusetyenzwe iyure - 8 ngemini. Umphathi wefektri leyo uthi ezizinto bazifunayo zingaphela kwenza yaye ziya kwenza uphushululu efemini.

Abasemagqeni kubutho weUnion onamalingu ayi 10 000 (amawaka aishuni) obizwa ngokuba yi Food and Canning Workers Union bathi abo bagxothweyo bebesayini le amaph... -Union igunya lokuba benze uthethathethwano ngemeko ezibetele ekunc... kusetyenzwe phantsi kwazo. Ifektri leyo ilali o uthethathethwano ne... efektri ibalula into yokuba omatshini ekusetyenzwa ngabo bathethe indawo yabantu leyo lento kunyanzeleke ukuba kuphungulwe abasebenzi.

Nangona ova bagxothweyo ingabantu bebala uninzi lwabo bagwayimbe leyo ngamagoduka abantu abamnyama. Nangona bathi bagrogriswa ngokugxothwe babuyele emphandleni ababazibuzi bamnyama bame bem i kwicala lababala ababathatha ngokuba bangabantakwabo. Ngokuba lokugala loqwayimbo indoda emele icala lomsebenzi izame ukubohula abe-bathakwabo abamnyama xa bebemngaphandle kwefektri. Abasebenzi bali ukwahlulwa, omnye wabo uthi "Silapha sonke yaye injongo zethu zinye."

Ayanda amanani abantu abazibanakanyileyo nabasebenzi abagwayimbe leyo. Kwenye yeentlobo zinye zokuxhasa abasebenzi kwivele ephelileyo kubekho abantundl base University nakwano kolegi ababafundi kwe - 500. Ababafundi bavela kwezi ziko ezintlobo zinye zokuxhasa abasebenzi kwivele ephelileyo kubekho abantundl base U.C.T. Hwata, Bellville Technical College, Peninsula Training College. Ababafundi bathi abasebenzi mabaphinde beqeshwe kungenjalo yonke imveliso yakwe Fattis & Monis ingathenjwe.

Umbutho ovi Western Province Traders Association uthi uza kuxelela onke amalungu avo ukuba angayithengile imveliso yalefektri de bavume uthethathethwano.

Ford strike reveals new black

worker power

By STEVEN FRIEDMAN
Labour Reporter

THE settlement of the strike at the Ford Motor Company's Coruna plant in Port Elizabeth earlier this week has opened a new chapter in South African labour relations, most observers agreed yesterday.

They said the strike and other developments recently highlighted a new militancy and solidarity among black workers. That the workers' chief demand — for reinstatement — was met indicated that management were being forced to come to terms as never before with black worker aspirations.

A major reason for the change was that black workers had more skilled jobs, making it more difficult for them to be replaced.

Black workers have shown that they are determined to stand together to demand a better deal — and they are doing it more successfully than at any time in the past, said one observer. If the Government and employers don't get to grips with this, the conflict will simply grow.

The settlement ended a confrontation which began in November when all 700 workers at Ford's Coruna plant lost their jobs after strikes.

Despite high unemployment in the Eastern Cape about 500 of the workers refused to go back until they were all reinstated. Ford insisted they could return to work but would lose all their accumulated benefits.

The workers rejected this and held out for much longer than most observers believed likely. That in itself was unusual — few strikes by black workers in recent years have lasted longer than a few days. What made this strike even more unusual was that Ford finally agreed to reinstate the men.

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The settlement ended a confrontation which began in November when all 700 workers at Ford's Coruna plant lost their jobs after strikes.

Despite high unemployment in the Eastern Cape about 500 of the workers refused to go back until they were all reinstated. Ford insisted they could return to work but would lose all their accumulated benefits.

The workers rejected this and held out for much longer than most observers believed likely. That in itself was unusual — few strikes by black workers in recent years have lasted longer than a few days. What made this strike even more unusual was that Ford finally agreed to reinstate the men.

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The production possibility boundary (PP) shows the different possible combinations of two goods, x and y, that might be produced in a hypothetical two-product economy where all resources were fully and efficiently utilised. The society may choose to be at A or B (or anywhere else on the boundary) utilising the various combinations of x and y as shown. Suppose x was guns and y was health services, if the society were at B, consuming OF guns and OD health services, then if it wished to have more, say OC, health services it would have to reduce its consumption of guns by EF. Alternatively, one might let x and y be food and health services respectively, and then ask what combination of these two the society should be producing. It is not inconceivable that a move from A to B, implying a reduction of health services, might improve the state of health.

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What then can economists contribute? Economics is basically a training in how to think. The theory of economics, wrote Maynard Keynes, 'does not furnish a body of settled conclusions immediately applicable to policy. It is a method rather than a doctrine, an apparatus of mind, a technique of thinking, which helps its possessor to draw correct conclusions'. Economists try to learn how to think, and to teach their students how to think, in all kinds of areas. And clearly health is one such area where economists should be trying to tease out the issues in order to gain greater clarity and understanding. Economics maintains a continual tension between macro and micro. That tension is certainly important in this field. It is only when one has gone into a village or into a factory at the micro level that one really gets to a lot of problems. At the same time, it is important to stand back periodically and see how individual bits fit in, not only to the wider health service situation but into the wider society.

factory floor dispute Most of the workers were members of the Port Elizabeth Black Civic Organisation (PEBCO) and eventually won reinstatement. And only this week workers at the Sea Harvest factory at Saldanha Bay were reinstated after a strike — and won a wage increase. The Ford dispute was unusual because it saw black workers rallying behind a common political organisation in a case. Last year, workers at Fattis and Morns stayed out for more than six months and eventually won reinstatement. And only this week workers at the Sea Harvest factory at Saldanha Bay were reinstated after a strike — and won a wage increase. The Ford dispute was unusual because it saw black workers rallying behind a common political organisation in a case. Last year, workers at Fattis and Morns stayed out for more than six months and eventually won reinstatement. And only this week workers at the Sea Harvest factory at Saldanha Bay were reinstated after a strike — and won a wage increase.

as Sea Harvest and Fattis have also settled with striking workers. Part of the reason for that may lie in the growing influence of the black consumer. Fattis and Morns faced a consumer boycott, and PEBCO threatened to broaden the Ford issue by launching a boycott of white businesses. Also the rise of codes of labour conduct, and because many employers are anxious to be regarded as enlightened by black workers, has made many managements think twice about taking a hard line. But the key reason, observers believe lies in the growing skills black workers are acquiring as job reservation begins to decline. Replacing striking labourers is a fairly easy matter — replacing skilled workers is not. It takes training, time and money to replace skilled workers. Nowhere is this more evident than at Ford where workers are doing complicated jobs," a labour expert said. This trend has implications for official labour policy. Black workers may have been admitted to official bargaining channels for the first time but they have been included in a system that many believe is workable. The present bargaining system is extremely legalistic and channels trade union activity through a large amount of red tape. Controls on union activity are numerous, and it is particularly difficult for unions to operate effectively on the factory floor where strikes begin. While the Government and employers insist that this system has ensured industrial peace, critics believe it will not be able to do so for much longer. The system worked marvelously when it catered for unions who represented relatively privileged non-black workers. But it can't cope with real conflict, one said. Already, sources in Port Elizabeth report employers are approaching trade unions and asking them to handle problems outside the official industrial council system. Observers also believe that employers will have to reassess their attitude to black unions. Many employers are now trying to deal with unions which enjoy little worker support and are inactive on the factory floor. The Ford case indicates that this simply won't work. "A tame union may tell the boss what he wants to hear — but it won't be able to persuade workers to handle problems through negotiation — or to raise the problems before the source. And at the same time officials of the black union at Ford have conceded that they will have to improve communication with their own members to ensure that problems are channelled through the union and don't lead to wildcat action. But most labour experts agreed on at least one point yesterday. South Africa's ability to avoid massive conflict in the 1980s depends entirely on the willingness of both the Government and employers to accept the reality of strong black trade unions, and agree to deal with them.

11/11/80

12/1/30
Police search for fourth Pebco man

Own Correspondent

PORT ELIZABETH — Three top Port Elizabeth Black Civic Organization (Pebco) officials detained here on Thursday night were being held under the General Law Amendment Act the Divisional Commissioner of Police in the Eastern Cape Brigadier R. S. J. van Rensburg, said yesterday.

Brigadier Van Rensburg said last night that Mr Thozamile Botha chairman of Pebco, Mr Mono Badela a Port Elizabeth journalist, and Mr Phalo Tshume Pebco's secretary were being held under Section 22 of the act, which allows for detention for questioning of up to 14 days. He said police were looking for a fourth member.

Brigadier Van Rensburg said Mr Botha, Mr A Hole and the vice-president of Pebco, Mr V Conywa, were arrested by security police at 6.45 pm on Thursday before a Pebco meeting in Walmer township. Mr Hole and Mr Conywa were released the same night after questioning. Mr Tshume and Mr Badela were picked up in the township the same night.

Police vehicles were stoned and police used tear-gas to stop the disturbance in the township on Thursday night. Brigadier Van Rensburg added.

At 8.30 pm a bus from Port Elizabeth Tramways was stoned and six windows were broken, injuring a Mr Matthew Msizi. Between 200 and 300 people surged around the bus and stoned it.

Police used tear-gas and fired shots from shotguns to disperse the crowd. Brigadier Van Rensburg said he said police would not tolerate violence and people flocking together in unlawful gatherings.

Monday, 19th February (Course Intensive ruins at Kumbi-Saleh in south-site of the Muslim town at the capital. Librarians have revealed the remains of a mosque. Religious Speech and French/Italian. Right of one dinar of gold on each donkey-try, and two dinars on each load of salt carries a duty of five mitqals and a load of the best gold in the country comes from. Journey from the capital in a by narrow roads and covered with villages. All the empire belong to the public have the gold dust that everybody would become so abundant as

the empire belong to the public have the gold dust that everybody would become so abundant as

the empire belong to the public have the gold dust that everybody would become so abundant as

The dinar was a gold coin equivalent to one mitqal. Ghiraru possibly lay in the country later known as Bambak between the rivers Senegal and Faleme.

- | Venue | Lecture | Time |
|--------------------|----------------------|-----------|
| Room B. 114 | African Languages | 9.50 p.m. |
| Beatrice Theatre | Religious Studies | 8.50 p.m. |
| Beatrice Theatre | Sociology | 5.50 p.m. |
| Beatrice Theatre | <u>KANEM</u> History | 4.50 p.m. |
| B. 106 | Cart | 3.50 p.m. |
| 1. Division B. 106 | Librarianship | 2.50 p.m. |
| Beatrice Theatre | Political Science | 2.50 p.m. |
| Beatrice Theatre | Instead of God | 1.50 p.m. |
| Beatrice Theatre | Carry | 1.50 p.m. |
| Beatrice Theatre | They | 1.50 p.m. |
| Beatrice Theatre | the region | 1.50 p.m. |
| Beatrice Theatre | life and | 1.50 p.m. |
| Beatrice Theatre | the | 1.50 p.m. |
| Beatrice Theatre | and health | 1.50 p.m. |
| Beatrice Theatre | at Anthropology | 1.50 p.m. |
| Beatrice Theatre | Muhallabi, 985 A.D. | 1.50 p.m. |

2. Saturday 17th February (Lecture on the Fezzan)

Then come the people of Kanem, a very large population among whom Islam predominates... Their rule extends over the countries of the desert as far as the Fezzan. Since the founding of the Hafsids dynasty, they have enjoyed friendly relations with it. In the year 655 A.H. (A.D.1257) the Sultan al-Mustansir received a rich present from one of the kings of the negroes, the sovereign of Kanem. Among the gifts which this negro delegation presented to him was a giraffe, an animal whose external characteristics are most diverse. The inhabitants of Tunis ran in a crowd to see it.

From the Khady (p. 222) History of the Berbers to the Dean, Faculty of Arts, University of Cape Town, Private (Tel. 7100) and the Residence Fee (R13.00) if applicable. Note... Fezzan lies in the Central Sahara between Tripoli and Lake Chad. The Hafsids came to power in Tunis in the thirteenth century. payable to the University of Cape Town, for the registration together with a crossed cheque or postal order made

Please complete and return the enclosed Registration Form together with a crossed cheque or postal order made

~~132~~ ~~14A~~ 140A

Angry crowd calls for release of Pebco leader

CT 14/1/80
Own Correspondent

PORT ELIZABETH — A crowd of about 6 000, who attended a mass meeting of the Port Elizabeth Black Civic Organization (Pebco) in New Brighton, yesterday called for the release of detained Pebco leader, Mr Thozamile Botha

Mr Botha and two other Pebco officials Mr Mono Badela and Mr Phalo Tshume were detained last Thursday

The chairman of the meeting, Mr Mbuzeli Ngani, made several appeals for silence as cries of "Release Botha He did not commit a crime and Why were our leaders detained" rose from the angry crowd that packed the Rio cinema

Police patrolled the area around the cinema, but there were no incidents

Demonstration, stay-away cancelled

Mr Ngani told the crowd the Pebco executive had decided that

- The demonstration planned for today as a protest against the removal of Walmer residents to Zwide, had been called off because the East Cape Administration Board tour of Walmer and other townships had been cancelled

- The proposed stay-away from work today had also been cancelled

Mr Ian Sogoni Pebco's treasurer told the crowd that a meeting would be called within 14 days to decide what should be done about the detained Pebco leaders

He said the three men were detained under Section 22 of the General Law Amendment Act, which allowed for detention of up to 14 days

A spokesman for the Ford workers reported back on a meeting between their representatives and Ford management where it was agreed to reinstate the workers. He said workers would like to see those who had been dismissed being reinstated first

Most people who attended the meeting wore tribal dress

CT 15/1/80

Ford not happy over re-hiring

Own Correspondent

PORT ELIZABETH — The number of former Ford Cortina plant workers, who yesterday applied for their jobs back on the first working day since last week's reinstatement agreement, was not satisfactory, the company said

The company was able to process 45 hirings daily, the director of Industrial Relations, Mr Fred Ferreira, said yesterday

He said the agreement between Ford and worker representatives provided for priority to be given to specific skills required to step up production in the shortest possible time. The reinstatement process was being guided by this

The employment of the 25 former employees, who turned up yesterday, was being processed on the agreed basis. The turnout yesterday was not, therefore, entirely satisfactory from the company's viewpoint

Official comment was declined on possible reasons for yesterday's low number of former workers applying for reinstatement

Speculation was that the cancellation of the call by the Port Elizabeth Black Civic Organization for a work stoppage, had not filtered through to all workers

Ford's public relations officer, Mr Johan Theron, said the Cortina plant had a labour force of 383 of whom 264 were former workers. The full complement was about 650. He said yesterday's absenteeism at all the plants was extremely low

The director of the Midland Chamber of Industries, Mr Brian Matthew, said he had no reports from any of the chamber's members of unusually high absenteeism

Fourth Pebco man detained

PORT ELIZABETH — The detention of Mr Din Qeque at his business in New Brighton yesterday brings to four the number of Port Elizabeth Black Civic Organization (Pebco) members being held by the security police.

The head of the security police in the Eastern Cape, Colonel Gerrit Erasmus, said Mr Qeque was arrested yesterday morning under Section 22 of the General Law Amendment Act.

He said a member of the Walmer branch of Pebco, Mr S Mele, who was picked up on Friday, had since been released.

The other Pebco men still in detention are the chairman, Mr Thozami Botha, the secretary, Mr Phalo Tshume, and Post journalist Mr Mono Badela.

The section of the Act under which the four men are being held allows for detention for questioning of up to 14 days.

Mr Botha, Mr Tshume and Mr Badela were arrested last Thursday, the same night on which Mr Qeque did not return to his home adjoining his service station in Ferguson Road.

His wife, Rose, yesterday said he had gone to attend to the stock on his farm outside Alice. He returned home at

10 pm on Monday and was arrested at the gauging at 8:20 am yesterday.

In October 1977, during the Port Elizabeth school troubles, Mr Qeque, 50, treasurer of the non-racial Kwaru rugby union and a Sactoc cricket administrator, was detained. He was held in custody for 59 days.

His son, Mpumelo, then 19, and his nephew, Mr Mackenzie Sloti, a high school teacher, were also detained.

All is not well when the head of the house is not here, Mrs Qeque said yesterday. It's one of those things. We have to learn to live with them.

The Qeques, married for almost 24 years, are parents of five and foster parents to seven nieces and nephews.

• Talks will be held today between the United States Consul-General in Cape Town, Mr Alan Lukens, Ford workers and the black trade union.

The talks will be informal, the secretary of the United Automobile Rubber and Allied Workers Union, Mr George Minase, said yesterday.

Mr Lukens was at last week's five-hour meeting at which senior Ford officials, representatives of the dismissed Fordina plant workers and the trade union thrashed out the reinstatement agreement.

NO SKILLED LABOUR SHORTAGE

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

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

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

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

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

"There are black workers already trained in artisan work, but they are in jobs classified as unskilled"

"The present grading system prevents the upward mobility of blacks in South Africa. It is part of management's attempts to disguise the deskilling of jobs, and destroy artisan jobs," said Mr Irwin

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

Mr Van der Watt said his union intended to fight the proposals

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

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

the new immigration proposals as long as immigrants had a guaranteed job before they arrived

He felt that training in South Africa was not meeting the country's need for skilled workers and that foreign workers could

help with this training

Many black organisations saw the importation of white workers as a ploy by the Government to increase the number of whites in the country and as an attempt to achieve a return to the pre-June 1978 immigration figures of approximately 6000 a month

"The larger mentality is being extended," said the senior vice-president of the National Industrial Corporation, Mr M J Naidoo. Ratha Mokgoatheng of the Black Lawyers' Association said "It is scandalous and racist to import skilled white labour when millions of black people are unemployed"

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

Labour experts say in the past private enterprise has been reluctant to carry out

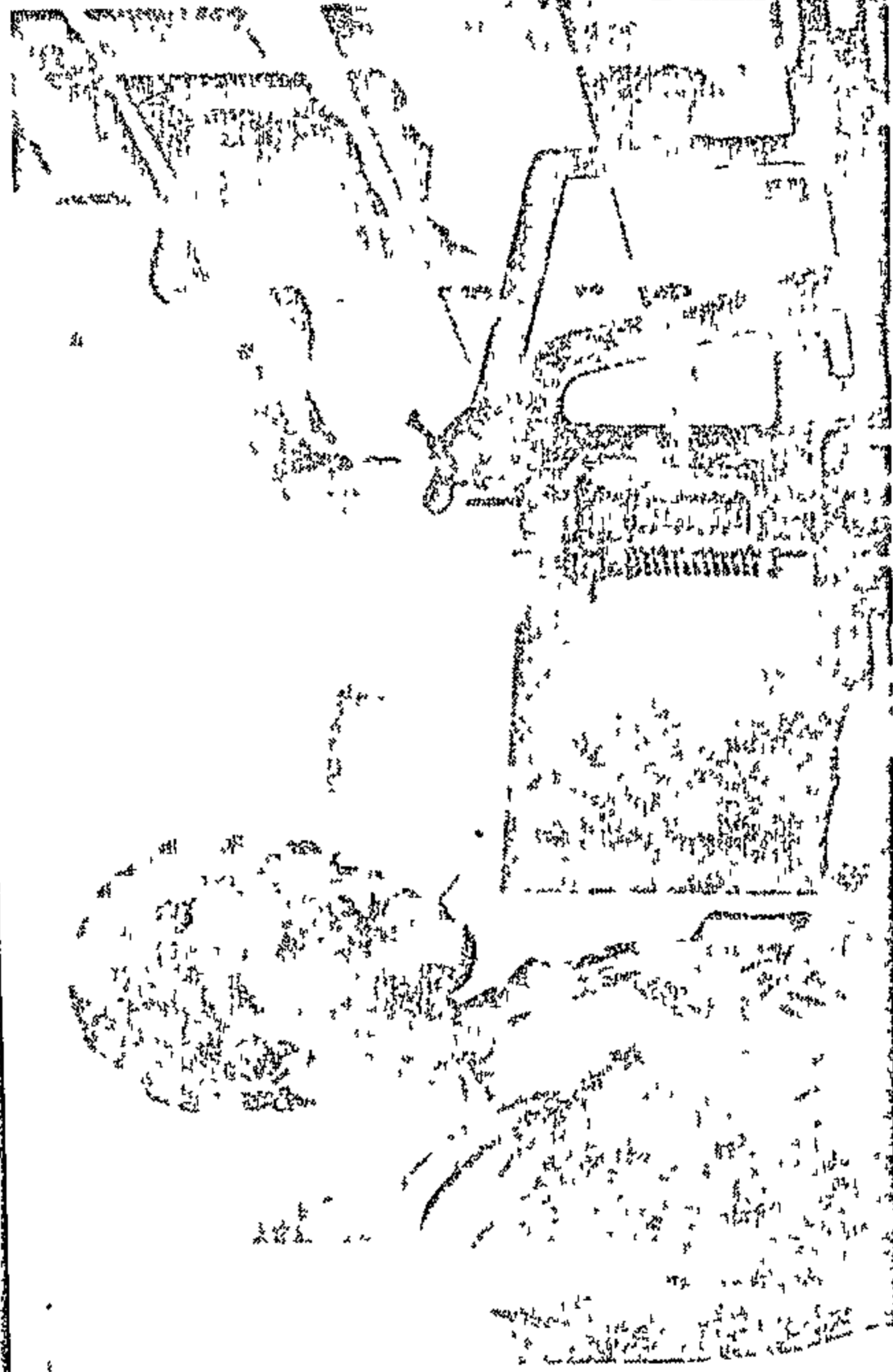
training programmes because of expense.

With the newly-announced Government financed aid to immigrants it would be cheaper for companies to employ skilled immigrants than to train black workers

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

Experts say that the new proposals make a farce of the Riekert and Wiehahn commissions, which recommend increased training programmes for black people

They point out that it was only last year that the Minister of Manpower Utilisation Mr Fanie Botha, stated that work would have to be found for millions of blacks in order to stave off a "revolutionary" situation in South Africa. See Pages 12 and 13



IMMIGRATION ANGERS UNIONS

SAVE SKILLS

Ford workers third court appearance

TWENTY former and reinstated Ford Motor Company employees made their third brief appearance in the Port Elizabeth Magistrate's Court on Tuesday on charges under the Riotous Assemblies Act.

They are alleged to have intimidated other Ford workers during the recent labour disputes at the

company's Struandale plants

They were not asked to plead and no evidence was led. The case was postponed until February 1 (tomorrow).

The magistrate, Mr P P J van der Merwe, issued a warrant of arrest for one of

the men, Mr Bmakele Kulati (30), but withdrew it when he entered the courtroom late

The conditions of the R50 bail — that they did not enter the premises of Ford and do not contact or interfere with State witnesses —

were relaxed to enable them to seek re-employment at Ford

Some of these appearing in court have been reinstated since the alleged incident during the strike.

Miss V Byleveld appeared for the State Mr P J de Bruyn instructed by H Fischat and Mr I Sogoni, appeared for the men

MEMORANDUM FOR THE SECRETARY OF THE UNION OF SOUTH AFRICAN TRADE UNIONS (Fosatu) yesterday urged the Government "to use the gold price boom and the improvement in the economy to redress the serious plight of the unemployed and of the lower-paid workers".

In a statement issued after a meeting of the federation's executive committee at the weekend, Fosatu argues that in the financial year that ends in March, the Government's tax revenue from gold will be R1 600 m more than double budget

Fosatu: 'Use gold boom to help the poor'

estimates and that the South African economy has moved into the early stages of an upswing.

Fosatu is a grouping of 14 mainly unregistered unions with an estimated membership of 45 000.

- The federation urges the Government to
- Abolish General Sales Tax on all basic foods, clothing and essential household items
- Increase transport sub-

sidies to prevent increased bus and train fares, especially for commuters from black townships,

- Improve unemployment and pension benefits, and
- increase expenditure

on basic social services in housing, health, education and transport. The federation argues

that R500 m a year would build 100 000 houses at a cost of R5 000 each

Fosatu also urges private businesses to

- Increase the amount spent on training.
- Increase employment rather than overtime and shift work "as the order books begin to fill", and
- accept that wage rates must be consistent with an acceptable standard of living, which "in present circumstances requires a minimum wage of R1 an hour"

GOLD PRICE

Fosatu says that the R1 600 m is based on an average gold price of 300 dollars an ounce, while the present price is firm at the levels of 600 dollars and above

"The economy has moved into the early stages of an upswing," the statement says

"By September 1979, the manufacturing production was six percent higher than the year before. The steel and engineering industries have shown most improvement, with steel production up by 12 percent and iron by 23 percent"

IMMIGRATION MOVE A 'RACIALLY LOADED POLICY'

11/2/60

Post

1601A
11/2/60

THE Federation of South African Trade Unions (Fosatu) has condemned the recent Government decision to encourage white immigration into the country as "a short term and racially loaded policy."

In a statement issued by secretary Alec Erwin yesterday, Fosatu says the country is capable of training all but a very small proportion of its skilled manpower requirements.

"The skills shortage that does exist is more complex than the general claims that form the basis for the announcement

"The impression must arise, there-

fore, that there may be an undue concern with white immigration rather than meeting complex and specific skill requirements"

Fosatu says that the Government should have looked at the reasons for the shortage of skilled workers.

"The Government, the private sector and racial discrimination are responsible for this shortage," Fosatu says.

Federation

condemns immigration

immigration

57M 1280 (1280) 174

By Elizabeth Wilson

The Federation of South African Trade Unions (Fosatu) has condemned the Government's decision on the immigration of unskilled workers as "unacceptable".

In a statement issued by its executive committee Fosatu deplored the "imbalance" between "a skill shortage of tens of thousands, at most, and 'educated unemployed' numbering hundreds of thousands".

It views this as "an irresponsible squandering of South Africa's social wealth and calls for a rapid correction of this im-

balance" and the removal of all discriminatory practices.

The statement says that South Africa is "capable of training all but a very small proportion of its skilled manpower requirements".

"If it is not doing this something is seriously wrong".

The statement points to the number of artisans employed in South Africa in 1977 and says that 75 percent of these were whites.

It calls for the Government to focus attention on the reason for any skills shortage.

The statement claims

that in 1977 the total reported shortage of artisans in the country was 9 667 of these 7 457 are claimed to have been in nine major sectors and 6 929 in basic metals, government and provincial administration and the SAR.

"The shortages were not serious and virtually negligible in the private sector.

"However, by 1980 an apparently serious shortage caused a change in immigration policy.

"This lack of preparedness for change between 1977 and this year illustrates a shortsightedness and a clear reluctance,

particularly in the private sector, to bear the costs of training.

"Worse still is the fact that there are no doubt sufficient people available with the necessary education

"The Human Sciences Research Council has predicted that by 1981 there will be an excess supply of available jobs of males of Std 6 to Std 10 education in the order of 519 000.

"Of this total some 417 000 will be blacks whose access to skills continues to be hampered by racially restrictive practices."

Eight more unions to apply for registration

lot 12/80 *142* *140A*

EIGHT unions in the Federation of South African Trade Unions will apply for registration under the Industrial Conciliation Act "on their own terms" within the next two weeks.

The Federation's secretary, Mr Alec Erwin, yesterday said the unions had now solved the problems that stopped them from registering earlier.

The federation has nine unregistered unions and five registered.

The ninth unregistered union — the United Automobile, Rubber and Allied Workers' — has decided to merge with the registered National Union of Motor Assembly and Rubber Workers' Union.

The Fosatu unions insist that when they are registered they should retain their non-racial constitutions, that they bypass provisional registration, and that they remain unfragmented.

A union affiliated to the rival Consultative Committee of Black Trade Unions (CCOBTU), the South African Chemical Workers Union, has also applied for registration.

Mr Dan Tau, the union's secretary, who is also sec-

retary of the CCOBTU, yesterday said they had applied for registration although their application had not been gazetted yet.

His is the first union in the committee to apply.

Last week the African Transport Workers' Union, a member of the Trade Union Council of South Africa, became the first African trade union to be registered under the Industrial Conciliation Act.

140a

Unions
NATAL MERCURY 1/2/80
call for
wealth
sharing

140 A

Mercury Reporter

THE Federation of South African Trade Unions (Fosatu) has called on the Government to use the gold price boom and the improvement in the economy to help unemployed and lower-paid workers

Fosatu said in the fiscal year to March, 1980, Government tax revenue from gold would total about R1 600 million

Referring to Government moves to import foreign skilled workers, Fosatu said, in 1977, about 75 per cent of the 286 000 artisans employed in South Africa were white. This racial imbalance had to be corrected rapidly and all discriminatory practices removed

The Trade Union Council of South Africa (Tucsa) has already commented that large-scale immigration in the absence of serious efforts to train the unskilled and unemployed would sabotage the country's labour reforms

CAPE TOWN 13/2/80
All Ford

workers back

197 1400

Own Correspondent

140A

PORT ELIZABETH - The last 17 of the 700 Ford workers who walked out of the Coim plant on November 21 last year start work today

This ends a troubled chapter in the Ford labour dispute which started with a mass walkout that brought the plant to a virtual standstill

A company official said last night the last 17 were offered positions yesterday

US GOVT

CAPE TIMES 15/2/80

men to meet car workers

492
2
140A

By GORDON KLING

TOP United States Government officials will be present when Ford Motor Company management and worker representatives meet in Port Elizabeth today in an attempt to bridge new rifts in the shaky industrial peace at the firm.

The long-standing dispute now threatens to develop into a major political storm with far-reaching implications for businesses in South Africa.

On the eve of the crucial meeting Ford executives and the compilers of a secret report on its labour problems were meeting to discuss its contents, which are highly critical of key aspects of the company's implementation of the Sullivan Code of Conduct. The code standardizes employment conditions for American firms operating outside the United States.

Although the report will be released only some time next week, the Cape Times is aware of the findings after pre-publication of some material and extensive interviews and re-

search in Port Elizabeth over the past two days.

The report was written and researched by Rhodes University staff — the head of the Anthropology Department, Professor Mike Whisson, a senior lecturer in sociology, Dr M Roux, and a research officer for the Institute of Social and Economic Research, Mr C W Manona.

Black labour leaders believe that the survey, conducted at Ford's request by the South African Institute of Race Relations, accurately reflects key problems at the company.

However, some of the recommendations come as a shock

intend any organized stay-in action.

Mr Skosama said Pebco was essentially a pressure group with civic affairs objectives, but it took a stronger line on the labour dispute at Ford than did the workers' trade union — the United Automobile and Allied Workers' Union.

The continued detention of the Pebco chairman, Mr Thozamile Botha, had left the organization in a dangerous holding operation. If the situation remained calm it was possible that the authorities would think the detention of Mr Botha was justified, but if violence erupted Pebco would have failed in its role.

'Worker discontent'

The head of the dismissed workers' committee and a Pebco member, Mr Government Zini, said worker discontent was continuing at Ford.

He saw today's meeting with Ford as an 'intent to put a seal on an agreement which we hope will work'.

Among those at the meeting will be the US Deputy Assistant Secretary of African Affairs, Mr Robert Keeley, the US Consul General in Cape Town, Mr Alan Lukens, and a counsellor at the US Embassy in Pretoria, Mr Howard Walker.

The director of industrial relations at Ford, Mr Fred Ferreira, denied yesterday that the company was being pressured by the US Government and said American officials were participating as "individuals".

It was reported late last night that the full text of the report monitoring Ford's performance in the light of the Sullivan Code would be released next week.

He believed the dispute had erupted because Ford, which was accepted internationally as a leader in employment practices, had created worker aspirations which had exceeded the company's ability to meet them.

Mr Ferreira said 25 workers had been reinstated in lower grades than they had held previously but were being paid the same salaries, and it was the company's aim to return them to their previous grades as soon as positions became available.

Tomorrow
Tomorrow the Cape Times will publish an in-depth look at Port Elizabeth's labour troubles and the implications for South Africa.

which go to the core of white South African business practice and values. They would have the company terminate associations with recognized authorities, including the Eastern Cape Council, through which the company channels funds for employee housing.

Although the company has reinstated all workers involved in the series of wildcat stoppages and lock-outs which began last November, interviews with principal figures indicate that the dispute is far from settled. Many workers maintain that they are being forced to accept lower grades of work and are being victimized.

The shadow chairman of the Port Elizabeth Black Civic Organization (Pebco), Mr Wilson Skosama, said there were indications that reinstated workers were being victimized and that the situation at Ford could deteriorate.

Pebco did not at this stage

192 152

Ford walks a tight-rope with no safety-net

140A 348

DOMINATING the dark wood panelled reception area at the Ford head office is a disconcerting picture 'Cape Point' by Gabriel de Jongh is an inspiring painting of an East Indian galleon rounding the majestic cliffs at the end of the peninsula but the vessel is set on a keel which must cause it to founder

The company's industrial relations director, Mr Fred Ferreira likes the painting and smiles wryly at what could be taken as an allusion to the company's prospects in a battle against odds which are nothing short of a microcosm of all the forces at work in South Africa today

All the workers involved in the series of disputes which began with the resignation of the Port Elizabeth Black Civic Organisation (Pebco) chairman and current security police detainee Mr Thozamile Botha, have been reinstated but the atmosphere on the shop-floor is an uneasy peace. It features

- Black distrust of white management
- Deep divisions among black employees themselves which has already erupted in violence on the job as a struggle for control of the black United Auto and Allied Workers Union gets under way
- A latent rift between white and black workers
- The paradox of management being required to help employees through government bodies which are not popular among the employees
- High worker aspirations engendered by Ford's high reputation as an employer

In many ways it amounts to attempting to reconcile the irreconcilable, but Mr Ferreira believes it can be done and on balance he is succeeding

He also believes the situation has the seeds of disaster and accepts that the consequences of failure are frightening. As a sign of the company's determination to solve its labour problems rather than postpone or circumvent them, he refers to the 1978/79 slump in the industry which on purely economic grounds would have permitted mass layoffs when the walk out occurred

The contradictions are everywhere and perhaps the ultimate contradiction of them all is the indication that Ford is going through its present phase simply because it has been relatively successful in accommodating its labour problems and in gaining a reputation for this

We are considered number one in terms of the implementation of the Sullivan principles (governing employment practices of American firms) around the world, he says

Ironically it's a problem. Certainly we had created aspirations which we did not fill - not deliber-

ately but it happened - in this whole sea in South Africa of stifled opportunities we have created almost a siphon. People have been cooped up for their entire life time. Their expectations exceeded our ability to satisfy them

He nods when asked if it is possible that the Prime Minister Mr P W Botha may be doing the same thing

Mr Ferreira is well aware that the company's housing fund donations to the Eastern Cape Administration Board risk identifying it with an unpopular government authority. We spend more than R1 million through the administration board. If we don't utilize them, we have no housing. Where do we turn?

It is apparent that the Auto Workers Union is not representative of the majority of the company's black labour force but neither is the Pebco associated dismissed workers committee. A battle for control of

THE complex and delicately-balanced relationship between management and workers at the Ford Motor Company in Port Elizabeth is developing into a paradigm of industrial relations likely to signpost developments in the workplace throughout the country, writes GORDON KLING, who this week interviewed key figures in the fragile entente which now governs the company's operations

the union is likely with the head of the workers committee Mr Government Zini confirming that he is urging Pebco sympathizers to join the union in a move which could leave Pebco in a decisive position

Pebco itself is trying to keep a low profile in the Ford context says the shadow chairman Mr Wilson Skosana

The thing at Ford has an ugly face on it. Our people suffer financially and otherwise, he says and referring to management. Of course it's bid in the business world for your staff to turn against you

He feels his post is a hot seat. My wish now is just to make a success of it to work with the committee, keep the peaceful image of Pebco and see it grow. We are not thinking of positive action at this stage. We are in a holding operation. You can well imagine that things will flare up if we make one false move. The release of Tho-

zamile will help, he will then show us what to do

Mr Skosana says he is optimistic about the outlook, "but with the young we have to be very careful. They make demands today and want results tomorrow. We have to pacify them, teach them to exercise more care and patience. It's an explosive situation if we fail. We'll in a way be defeated in our own game"

Mr Zini is more bitter over the situation at Ford and the labour situation in general. You can imagine reading a newspaper and working at Ford, he says with reference to reports that the dispute there was settled

The black man is not being paid like the white man. It can't be that Ford is leading in the motor industry

No follow up

Mr Zini accuses Ford management of making reassuring sounds on black grievances, but not seeing that white supervisors follow up in a practical manner. Some employees saw Ford as an extension of the government. The company allowed employees to devote time to state bodies, but it acted against Thozamile Botha when he was forced to take time off work at the request of the security police

"The supervisor should have told the security police to make an appointment for after hours

Lack of support at Ford had forced Botha to resign under duress, said Mr Zini. He's detained now by the police - they have the right - but Ford had no right

The crux of the problem now will probably revolve around the reinstated workers. Many feel the company did not want them back, that it has placed them in menial positions and will find an excuse to dismiss them. One worker maintains that company conduct cards of the strikers contain the words 'walked off job - never return' circled in red

What happens next time I have a problem and that card comes out? I've lost already

Mr Ferreira concedes that 25 of the workers have been given lower posts than they held previously but says their pay has been maintained at previous levels and it is the intention of the company to advance them as positions become available

It will all depend on how workers gauge Ford's sincerity, says Mr Zini

Responds Mr Ferreira: 'We have a written agreement with them giving their jobs back under company conditions and we are implementing it in letter and spirit'

FORD

1804

Business Peace

D. Disc 16/2/80

PORT ELIZABETH — Dominering the dark wood panelled reception area at the Ford head office is a disconcerting picture "Cape Point" by Gabriel de Jongh is an inspiring painting of an East Indian man rounding the majestic cliffs at the end of the peninsula, but the vessel is set on a course which must cause it to founder

The company's industrial relations director, Mr Fred Ferreira, likes the painting and smiles wryly at what could be taken as an allusion to the company's prospects in a battle against odds which are nothing short of a microcosm of all the forces at work in South Africa today

All the workers involved in the series of disputes which began with the resignation of the Port Elizabeth Black Civic Organisation and current chairman and current Security Police detainee, Mr Thozamile Botha, have been reinstated, but the atmosphere on the shopfloor is an uneasy peace. It largely features

- o Black distrust of white management
- o Deep divisions among black employees themselves which have already erupted in violence on the job as a struggle for control of the black United Auto and Allied Workers Union gets

under way

- o A latent rift between white and black workers
- o The paradox of management being required to help employees through government bodies which are not popular among the employees
- o High worker aspirations engendered by Ford's high reputation as an employer

In many ways it amounts to attempting to reconcile the irreconcilable, but Mr Ferreira believes it can be done, and on balance he is succeeding. He also believes "the situation has the seeds of complete disaster", and accepts the consequences of failure are frightening

As a sign of the company's determination to solve its labour problems rather than postpone or circumvent them, he refers to the 1978/79 slump in the industry, which on purely economic grounds would have permitted mass lay-offs when the walk out occurred

The contradictions are everywhere and perhaps the ultimate contradiction of them all is the indication that Ford is going through its present phase simply because it has been relatively successful in accommodating its labour problems, and in gaining a reputation for it

The complex and delicately balanced relationship between management and workers at the Ford Motor Company in Port Elizabeth is developing into a paradigm of industrial relations likely to signpost developments in the workplace throughout the country, writes GORDON KLING, who this week interviewed key figures in the fragile entente which now governs the company's operations, and filed this report

"We are considered number one in terms of the implementation of the Sullivan principles (governing employment practices of American firms) around the world," he says. "Ironically, it's a problem. 'Certainly we had created aspirations which we did not fulfil — not deliberately, but it happened. In this whole sea in South Africa of staffed opportunities, we have created almost a siphon. People have been cooped up for their entire life time. Their expectations exceeded our ability to satisfy them."

He nods when asked if it is possible that the Prime Minister, Mr P. W. Botha, may be doing the same thing

Mr Ferreira is well aware that the company's housing fund donations to the Eastern Cape Administration Board risk identifying it with an unpopular government authority. "We spend

more than R1 million through the administration board. If we don't utilise them we have no housing. Where do we turn?"

It is apparent the Auto Workers Union is not representative of the majority of the company's black labour force, but neither is the Pecco associated dismissed workers committee. Mr Government Zini, Pecco firming he is urging Pecco sympathisers to join

Pecco itself is trying to keep a low profile in the Ford context, says the shadow chairman, Mr Wilson Skosama. "The thing at Ford has an ugly face on it. Our people suffer financially and otherwise," he says

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It will all depend on how workers gauge Ford's sincerity, says Mr Zini

Responds Mr Ferreira. "We have a written agreement with them, giving them jobs back under company conditions and we are implementing it in letter and spirit." — DDC

UK firms mislead say black unions

140A

By RIAAN DE VILLIERS
Labour Correspondent

SEVERAL British subsidiaries in South Africa have come under heavy fire over their reports submitted to the British Government in terms of the European Economic Community's (EEC) code of employment practice in South Africa.

According to a black trade union, workers at one subsidiary have rejected its report as "false and misleading" and another union has accused a company of "serious inaccuracies" in its report.

The accusations appear in a document on foreign companies and codes of conduct released by the predominantly black 50 000-strong Federation of South African Trade Unions

(Fosatu) at the weekend. The document contains reports submitted by British firms on their employment practices to the Department of Trade.

Several cases of companies refusing to recognise black trade unions are outlined and Fosatu has also charged that the code has failed to promote the recognition of black unions.

Companies named are Cadbury Schweppes, Eveready, Crabtree (Springs), Glacier Bearings, Henkel SA, Forbo-Krommenie, Revertex (SA), South African Fabrics, Sarmcol and Raleigh Cycles SA.

Smith and Nephew, Kellogg and Leyland are singled out for having concluded agreements

with Fosatu unions. In an accompanying statement, Fosatu said it believed all codes had to be measured against whether they promoted union recognition.

The EEC code stated that companies should accept decisions by black workers to be represented by trade unions.

The codes could only be successful if there were sanctions against companies which did not abide by them.

After comparing the report submitted by Eveready to conditions at its subsidiary, Crabtree, in Springs, the Engineering and Allied Workers' Union said: "Workers at Crabtree were shocked by this report and rejected it on the grounds that it is false and misleading."

"If EEC governments are

not going to take serious action to prevent companies from not complying with the code, the existence of the code is not going to be helpful to the people the code is designed to relieve from the grips of labour exploitation."

Rather than helping SA workers, the reports were providing a facade behind which companies could hide their unfair labour practices, added the union.

Company spokesmen were not available for comment on the document, which was released at the weekend.

The British Consul in Johannesburg, Mr A H Titchener, said last night he could not comment on the criticisms until he had studied the report.

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(4.3.1) Obstetric Care

Before 1973, deliveries were carried out in five provincial hospitals in the UCT ambit -- (south of Settlers Way plus Langa to Simonstown) -- Groote Schuur Hospital, Mowbray Maternity Home, Peninsula Maternity Home, Somerset Hospital, and St. Monica's Maternity Home. Deliveries were also performed by private midwives in the homes of patients.

Home deliveries by midwives are not satisfactory for the following reasons:

- 1) in the case of an emergency, there is often no nearby telephone to summon medical help,
- 2) housing in many low socio-economic areas is overcrowded, allowing little privacy for a woman in labour;
- 3) in many cases there is no electricity, thus no hot water or adequate lighting and in some cases, there is even an absence of taps on the premises;
- 4) safety of the midwives -- they are often reluctant to go into the townships, particularly at night;
- 5) wasteful of staff as the midwife has to remain with one woman throughout her labour which may take some time, but does not require constant attention, but for reasons of distance, the midwife has to remain there until labour is over.

Under these circumstances and also as a result of population increase, there was pressure on the facilities and staff at hospital maternity departments. Due to the demanding working conditions, many staff were leaving these departments as they could not cope with the demand. A solution was needed and the answer did not lie in providing more hospital facilities for inpatients due to the high cost involved and the lack of doctors to staff these facilities.

The first Midwife Obstetric Unit (MOU) was established by the Day Hospital Organisation at Lotus River in 1973, along the lines of the Rhodesian concept of decentralised obstetric care. It was staffed by CPA midwives who had previously practised independently, with a superintendent and a doctor who visited daily.

FOSATU, TRANSVAAL ^{Post}

HOLDS FIRST AGM

20.2.80
140A

By JOE THOLOE

THE Transvaal region of the Federation of South African Trade Unions (Fosatu) holds its annual general meeting in Benoni on Saturday.

The session is open to the public and starts at 4.30 p.m. with the chairman's and the treasurer's reports.

Six black unions with a membership of 6 000 in the Transvaal formed the provincial region last October and Mr Mcebisi Mqhayi was elected first chairman.

Mr Mqhayi is also president of the Engineering and Allied Workers' Union.

The other unions in the region are the Sweet,

Food and Allied, the Metal and Allied Workers Glass and Allied Workers, the Paper and Allied and the United Automobile, Rubber and Allied Workers.

The region is to review progress in Fosatu since its formation last April, discuss an education programme for the unions, and to get reports from the unions on registration under the Industrial Conciliation Act.

The meeting will be at the Roman Catholic Church, Actonville, Benoni.

(Continued on next page)

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The Natal Mercury, Thursday, February 21, 1980

Foreign-owned companies accused of evasion over black trade unions

Mercury Reporter

THE Federation of South African Trade Unions (Fosatu) says overseas codes of conduct for some foreign-owned companies in Natal have failed to bring about recognition of black trade unions.

In a report on foreign companies and codes of conduct, Fosatu says the general story is one of evasion and delay.

The organisation says all the codes should be measured against the yardstick of whether or not they have promoted black trade union recognition

The report, however, cites evidence of obstructionist tactics on the part of most of the foreign-owned companies concerned. Half the companies involved are based in Natal.

Mr Alec Irwin, general secretary of Fosatu, said yesterday that there had been some progress for black trade union recognition at Henkel, S A Fabrics and also Smith and Nephew, where an agreement between management and the National Union of Textile Workers was in force.

Mr W Mets, managing director of Forbo-Krommie, one of the companies mentioned in the report, said he recognised that black trade unions were a fait accompli. They could register themselves if they wished to.

'If they register themselves and have sufficient strength, we will talk to them,' he added. Mr Mets said the Transport and General Workers Union had not met these requirements.

rural areas or cause of deaths' acco (Personal Communication). At least registered. These occur mainly in about 10% of the deaths in the main Africans.

METHODS

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2. Standardised Mortality Rates England and Wales representing a for a developing one.
- 3 Age and Cause Specific Death Rat groups for the seventeen major d International Classification of
4. Proportions of Causes of Death.
- 5 Infant Mortality Rates.
- 6 Expectation of Life. Calculated
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EFC EMPLOYMENT CODE

140A

Fosatu charges

A number of foreign companies has come under attack from the Federation of South African Trade Unions (Fosatu) for allegedly contravening the EFC employment code. Fosatu also claims the companies have painted a distorted picture of what they have done for African labour.

Some still refuse to recognise unregistered black trade unions, says Fosatu. Others, it is alleged, try to block them by setting up alternative bodies. In addition, reports to the British Department of Trade by a number of British companies on their SA subsidiaries are riddled with misleading and untrue statements.

Union recognition features prominently in Fosatu criticism. 'All codes must be measured against the yardstick of whether they have promoted union recognition

The EFC code clearly states companies should recognise African trade unions. But assert Fosatu if it's failed to help in the achievement of union recognition.

Unions affiliated to Fosatu asked workers to comment on the reports on Cadbury Schweppes (SA), Crabtree & Berke Group (the holding company), Revertex and Raleigh Cycles & Tube Investments (UK).

Education bursaries and scholarships are singled out. Cadbury claims to offer scholarships, but the Sweet Food and Allied Workers Union says members are not aware of any scholarships. Reports Cadbury MD Neville Bain. The official union (Cadbury's in-company union) is aware of it.

In the case of Revertex, the Chemical Workers Industrial Union (CWIU) says the education bursary mentioned is only for university studies. Workers have asked for it to cover school education. The

company has refused the request.

Claims of no discrimination or equal facilities despite segregation are also disputed. Raleigh Cycles states that within the local constraints there is no segregation of facilities. But the Engineering and Allied Workers Union disputes this with the company denying some allegations.

A report made by Eveready to the UK Department of Trade on black worker benefits, fails to say that these do not all exist at its small subsidiary Crabtree.

Evidence on wages below those claimed in the companies' reports, criticisms of training claims and intimidation also feature prominently in Fosatu's report.

Documentation on Eveready, Henkel (German), Tube Krommeme (Swiss), Glacier Bearings (Britain), South African Lubricants (Britain) and Sarmcol (Britain) is devoted mainly to unions not being recognised.

(140A)
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CAPE
MCCALD
23/2/80 (68)

Ford did to break worker unity claimed

MORE than 700 of the 723 Ford workers fired after the company gave them an ultimatum to return to work or else, have been re-employed. But the committee which represented the dismissed workers has warned that any more trouble at Ford would be of the company's own doing.

The chairman of the committee, Mr Government Zini, claims that the company is 'victimising' the re-employed workers — the last batch of 17 restarted last Wednesday — by dispersing them throughout the various company plants to scatter their leadership, instead of giving them their old jobs back.

Mr Zini said the workers had been 'dispersed' throughout the various Ford plants so that the leadership among them could be scattered, creating a slackening of unity and discipline, especially at the Cortina plant.

'Any resultant trouble at this particular plant will be directly attributable to Ford management,' Mr Zini said in an interview.

He said that Ford spent R18-million of its 'affirmative action budget' on pro-apartheid organisations, including certain sports bodies — a matter his committee intended raising with high ranking United States diplomats when they visit the Port Elizabeth plants this week.

Another allegation against the company made by Mr ZINI was that Ford's assisted housing programme in the townships was aimed at higher-income workers rather than the poorer

FORD'S TROUBLES — WHAT THE INVESTIGATORS FOUND

By JOHN KANE-BERMAN

IF "FORD" wasn't already a household name, the company's recent labour troubles would have made it one. This was no run-of-the-mill industrial dispute but a broader clash that throws two central issues into sharp focus: How risky it is to awaken expectations of change but fall short in fulfilling them and how dangerous it is for South Africa to liberalise in the economic field but fail to liberalise in the political field

There is a danger that the factories could become the surrogate political battleground of the 1980s. Neither problem is entirely new to South Africa. Violence which claimed 200 Black lives in mining compounds in the mid-1970s has been partly attributed to heightened Black expectations following the end of Portuguese colonial rule in Mozambique and frustration among migrant Basotho miners at political repression back home.

The spark that set off Ford's troubles last November is now common cause. A trainee draughtsman, Thozamile Botha, alleged that he had been compelled to resign after refusing to curb his political activities outside the factory, which had invited the attention of the Security Police.

Seven hundred Black workers at the company's Port Elizabeth plant downed tools in protest. Events quickly escalated, not only to a point where they were beyond Ford's control but also beyond the control of the workers' union.

A settlement was eventually reached with the help of the American Consul-General in Cape Town and all the strikers are now back on the job — except Mr Botha, who is sitting in detention. A number of the workers are facing charges under the Riotous Assemblies Act.

But why Ford, of all companies? Some of the answers emerge from an "external audit" of the company's labour practices, which is to be published this week by the South African Institute of Race Relations.

The audit was conducted by three academics at Rhodes University, Professor M G Whisson, Dr M Roux and Mr C W Manona, and the president of the United Auto Workers' union at Ford, Mr J W Mke.

The purpose was to get an objective assessment of how Ford is measuring up in implementing the Sullivan principles for subsidiaries in South Africa of American companies.

"We were looking for criticism, not praise," Ford's managing director, Brian Pitt, and industrial relations director, Fred Ferreira, said this week.

The auditors found deep alienation in the factory, which got steadily worse as last year's economic recession bit into jobs. Not only was there distrust of some of the changes management was trying to make in the factory, but, says the audit, "management was equated with the status quo within a much wider context than the factory milieu".

Some Black workers even ac-

No longer docile

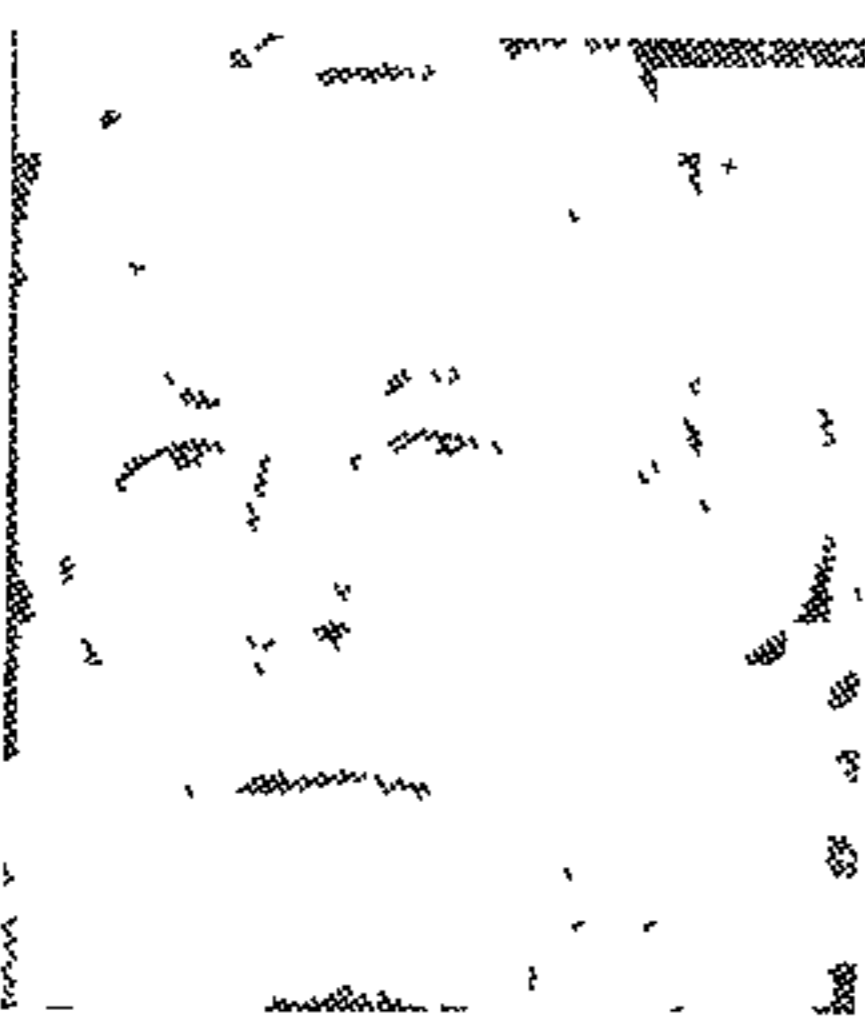
THERE is still a formidable problem arising from continuing resistance by White unions to Blacks being indentured as apprentices. And the situation is not being helped by the Government's apparent total lack of direction.

To the extent that there were elements of politics in the Ford strike, the company was in a sense the fall guy, particularly in that the Government has itself raised Black expectations.

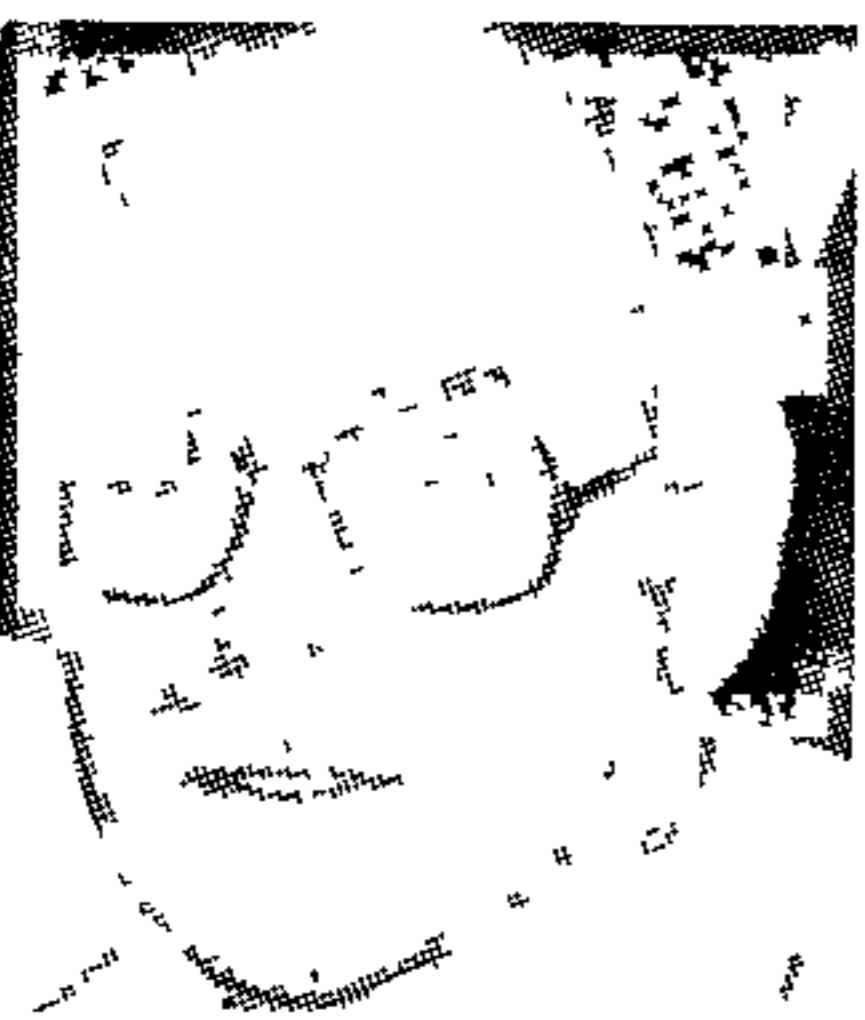
'Fight will be on the factory floor'

SUN EXPRESS
24/2/80

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● Brian Pitt
'we don't want praise'



● Fred Ferreira
'they expected too much'

cused Ford of being part of an unholy alliance between White employers and the Security Police and the Administration Boards.

Yet the audit also highlights some important plus points. One is that Black union officials assess Ford as the best employer in the Port Elizabeth-Uitenhage region, another that "eating and comfort facilities" have been desegregated and a

third that Black unionists appreciate Ford's attitude to the UAWU.

Supply bottlenecks and the depressed state of most of South Africa's motor industry forced Ford to lay off 300 workers last June and work short-time. The result, says the audit, was that the Black union was in no position to press effectively for what it saw as the right of each worker to take home a wage above the poverty datum line.

Black workers believe that management and the White union jointly blocked an attempt by the Black union at an industrial council meeting to push the minimum wage up from R1 to R1,50 an hour. Although Ford says the unions were fully informed of the reasons for the lay-offs and the drop from a 45-hour to a 28-hour week, this does not alter the fact that more than three-quarters of Black and Coloured hourly-paid workers — and some Whites — found their earnings below the PDL.

The situation led to great scepticism of the sincerity of the company's stated commitment to the Sullivan principles. Other grievances compounded this scepticism, among them, according to Professor Whisson and his colleagues:

- That many (though not all) of Ford's labour relations officers apply stricter rules to Blacks than to Whites and are suspected of having close connections with the Security Police.
- That Ford has formed an unholy alliance with the local Administration Board in its ef-

orts to alleviate the city's housing shortage.

- That Blacks have to be better qualified than Whites before they get promoted.

- That although the company's wage-scales are colour-blind on paper, racial discrimination operates in practice because Whites are paid above the minimum rate in a particular grade

whereas Blacks are paid closer to the minimum.

- That even before the shorter

working week, Black wages failed to keep abreast of the rising cost of living.

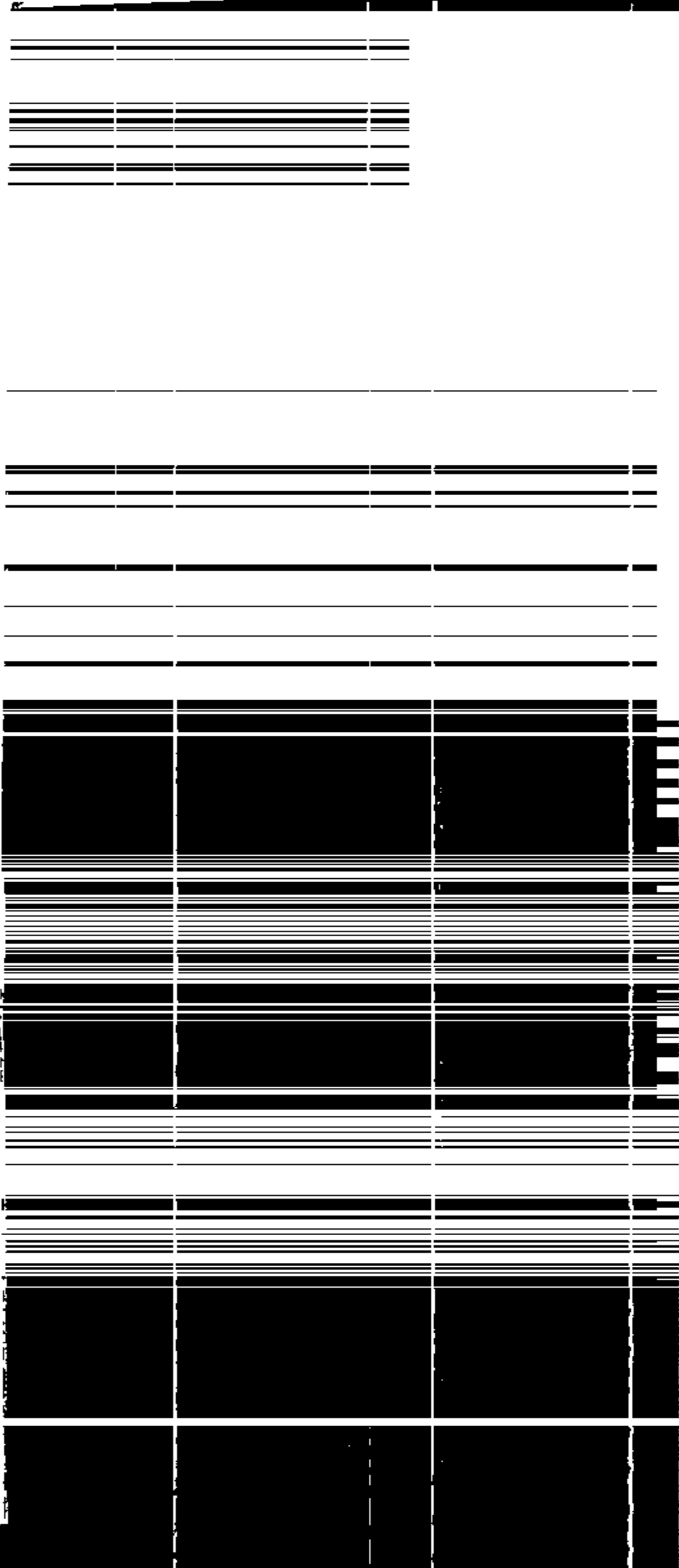
The auditors also say that the policy of promoting equal and fair employment conditions at Ford is being implemented with a notable lack of enthusiasm, particularly outside Fred Ferreira's industrial relations directorate.

Pitt and Ferreira admit that they would not be surprised if there was a lack of enthusiasm

down the line for policies devised in head office. They claim that while various government departments — including the Security Police — may contact Ford management from time to time, there is no relationship between the company and the Security Police.

Ferreira says that one of the problems during the strike was that a large body of Black workers rejected the union because it was unable to meet their expectations.

"Consciously or unconsciously we raised expectations beyond what we could meet. It is true that some of our people are over-educated for the jobs they are doing. We look them on in the hopes we would be able to put them into the right jobs, but because of the lack of growth last year — we are still operating at about 75% of our plant capacity — we could not absorb them. But as the economy picks up this year and next, those difficulties may be partly overcome," he says.



Says Ford labour director Fred Ferreira. "Ten years ago, labour was docile, preoccupied with its basic needs. But now people are starting to look beyond these to the social and political environment. Labour organisations could become vehicles for some form of political expression, to get Blacks a place in the sun. Disenfranchised people are increasingly looking at their employers as having a role to play in recognising their problems and exerting influence on their behalf."

SOME FOREIGN companies operating in South Africa are giving out misleading reports of what they are doing for their black workers, according to the Federation of South African Trade Unions (Fosatu)

In a lengthy report Fosatu claims that the companies, which have their headquarters in Britain, Germany and Switzerland, are contravening the European Economic Community's employment code

Fosatu has accused four of the British companies of issuing misleading and untrue information in reports to the British Department of Trade on their implementation of the EEC code in their South African operations

Fosatu's chief complaint is based on a clause in the code stating that companies should recognise African trade unions if workers want to be represented by them

"This has failed to help in the achievement of union recognition," says Fosatu "The general story is one of evasion and delay."

Fosatu says some of the companies — Forbo Krommenie (Swiss) and Glacier Bearings, Reveret, Sarmcol and Raleigh Cycles (all British) — have refused to deal with unregistered trade unions

Cadbury and Eveready (British) have refused even to recognise coloured unions, and Cadbury's management has set up its own union

Fosatu says these firms are going against the spirit of the EEC code, which stresses that the firms are free to recognise unregistered unions since they are not illegal

"Employment codes are pointless unless there are sanctions against those companies that do not abide by the code," says Fosatu

Unions affiliated to Fosatu asked workers to comment on the reports submitted by British companies to the Department of Trade

Prominent among workers' criticism were claims that companies paid wages be-

SUNDA'S POSTS REVEAL LABOUR CORRUPTION

low those mentioned in the reports, that training programmes weren't what they were said to be, and that workers pushing for the establishment of a union were intimidated

The companies' claims about education bursaries and scholarships were misleading the workers said

Cadbury's claimed to offer scholarships, but the Sweet, Food and Allied Workers Union said that members were not aware of any scholarships for employees' children

The firms Managing Director, Neville Bain, said in reply to this that the "official union" — Cadbury's own union — was aware of the scholarships

The Chemical Workers' Industrial Union said of Reveret "The education bursary mentioned is only for university studies and, to the best of our knowledge, only one worker has benefited from it Workers have asked for the bursary to cover school education because this is where it is most needed The company has refused the request

Companies' claims of no discrimination, or at least equal facilities, have also come under fire.

Raleigh Cycles stat-

Foreign firms lying about blacks' workings Conditions - Fosatu

S. Post, 24/2/80

140a

57

67

ed that as far as the law permits there is no segregation of facilities

But the Engineering and Allied Workers Union claims that there are segregated factory gates for blacks and whites

(where only blacks are searched on leaving the premises) and segregated canteen and pay booths

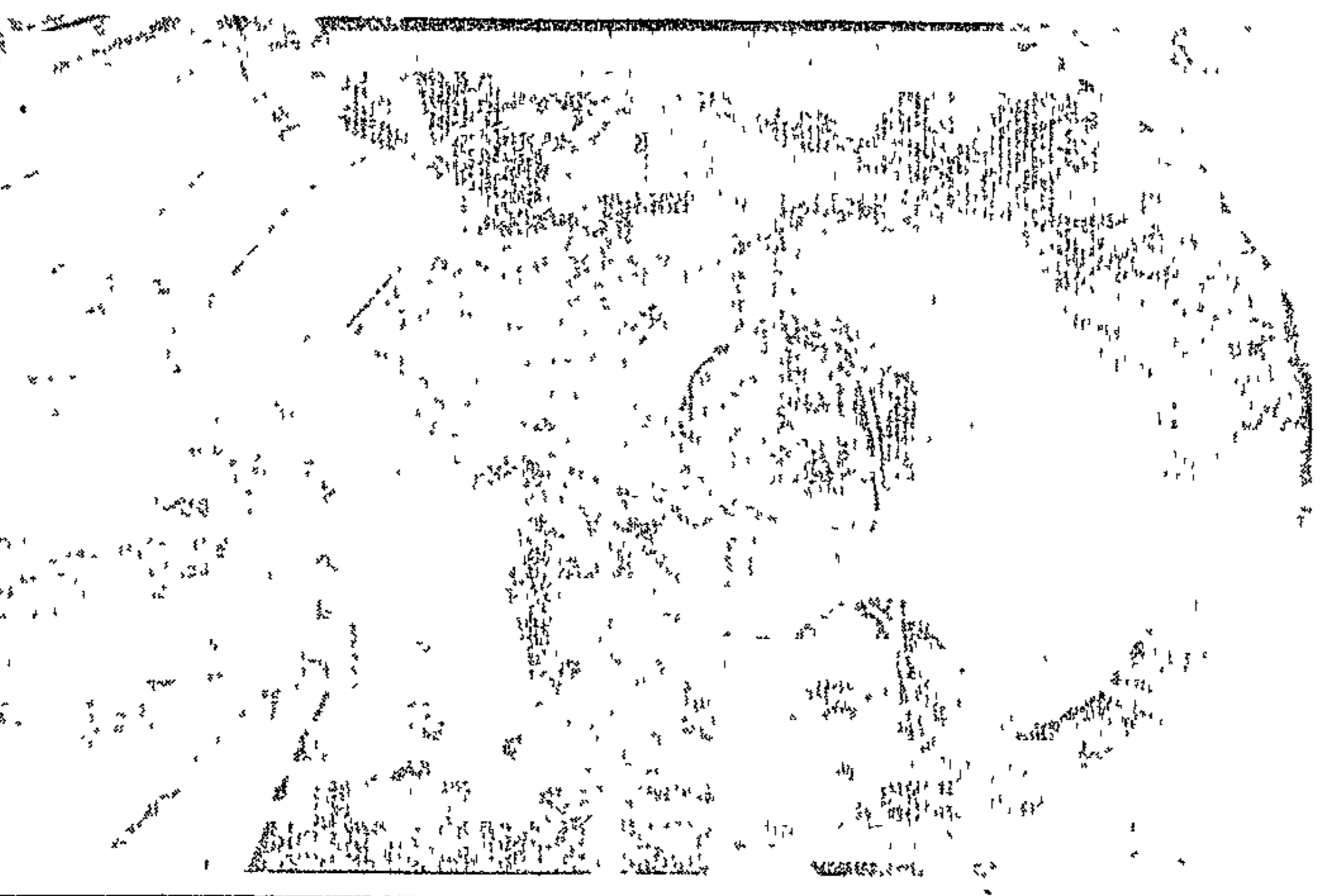
Stan Jenkins, personnel director of Raleigh's parent company was reported this week as having said

that he could not deny this, but that "we were reporting on the group as a whole although something in the report may not apply to Raleigh, it is the group"

In Springs Mr M J Pinker, general manager of Crabtree, admitted that some of Fosatu's claims against his company were correct

The factory had no canteen, nor were there equal toilet facilities for black and white workers as the report submitted to

the British Government had claimed. Fosatu said that some of the Crabtree workers had been shocked by the report, which also claimed falsely that workers and their dependants were given free med-



Cadbury's MD, Neville Bain . . . keeping it in the family.

Ford's labour policies come under heavy fire

By RIAAN DE VILLIERS
Labour Correspondent

THE employment practices of the Ford motor company in Port Elizabeth have come under heavy fire in a report released at the weekend.

While Ford is generally seen as one of the most enlightened employers in South Africa many of its labour policies are criticised sharply and the report recommends far-reaching changes to bring Ford in line with the Sullivan Principles for United States subsidiaries operating in South Africa.

According to the report commissioned by Ford itself the company has a "very long way still to go" before it can be seen as implementing the principles in the manner and spirit intended by the Rev Leon Sullivan, their author.

Among its more startling findings are, that because of short time worked, most of the

coloured and black workers have been earning wages well below the Household Subsistence Level — formerly the Poverty Datum Line — and that real earnings of most of them have declined since 1971.

The report also focuses close attention on the association between Ford and institutions "dedicated to the maintenance of apartheid".

These include alleged links between personnel managers and the Security Police and co-operator between the company and the Eastern Cape Administration Board.

It strongly urges the company to terminate these links if it is to achieve credibility as an institution contributing to

peaceful change away from apartheid.

The report, released with Ford's agreement, was commissioned by the company from the Institute of Race Relations last year as an independent audit of its implementation of the Sullivan Principles.

It was completed in September, shortly before Ford was hit by a massive wave of labour unrest.

The report was compiled by three academics at Rhodes University — Prof Michael Whisson head of the Anthropology Department, Dr Marianne Roux, senior lecturer in sociology, and Mr Cecil Manona, a research officer of the Institute of Social and Economic Re-

search. In a statement released yesterday Ford said it had agreed to the release of the report to promote a better understanding of recent events.

The part of the report dealing with wages found that because of short-time worked, the average wages of more than 80% of black and coloured workers varied between R110 and R155 in various job grades. There was serious poverty among workers, who complained that they were starving.

Only a revision of wage scales could meet the Sullivan Principles on this issue, the report said, and also warned that this was a major grievance which had profoundly influenced worker attitudes towards management.

It said it had found widespread lack of commitment to the principle of equal and fair terms and conditions of employment, which could be seen as the central element of the entire code.

Analysing employment figures the report said they appeared to confirm the belief among black and coloured workers that they had to be better qualified than whites if they were to be promoted. The figures also lent credibility to the belief of many black workers that while there was no institutionalised discrimination, the scales and differences

enabled a substantial amount of "scrutiny" to take place. The authors agreed with the management view, that the formal pay structure was colour blind. But they concluded the facts on wages and differentials as presented by the company make a mockery of the aspirations of the Sullivan Principles, and gave more than adequate ammunition to critics of Ford management.

Dealing with links between Ford and apartheid institutions, the report said black and coloured unionists believed there was close liaison between some personnel managers and the Security Police and they believed their activities were

watched closely and reported to the SP.

These beliefs engendered an atmosphere of distrust which appeared to cancel out much of the affirmative actions management might take in implementing the principles.

The company had co-operated extensively with the Eastern Cape Administration Board, seen by the mass of blacks as the principal executor of the policy of apartheid.

Good relations between the company and the board, expressed in substantial housing loans lent credence to the belief that the Ford management was part of an unholy alliance between white employers and the two most hated

arms of the State. Key executives in the Industrial Relations Directorate were listed as members of the Broederbond which had a history of Afrikaner domination.

If these links were not severed the report argued Ford's affirmative action programme would be seen as essentially an attempt to modernise racial domination rather than to do away with it.

Dealing with housing programmes the report found the company had been able to do "virtually nothing" for the mass of its black and coloured workers and called for a complete re-evaluation of its housing policies.

On recreation and sport, the report found the distribution of the company's black budget was unsystematic and potentially wasteful.

Commenting on the distribution of the company's black budget generally the report said: "At present the projects of the company can be seen far more easily as efforts to stabilise the status quo than they can be seen as promoting fundamental changes."

The report credited Ford with good performances in several areas including integration of facilities, pressing for the elimination of discriminatory industrial laws, establishing training programmes for blacks, recognition of black

unions and health care. Complimenting Ford management on its "full and honest co-operation", the report said it was made clear from the outset that the directors wanted the truth as the investigators saw it, and the report should be viewed in the light of that basic integrity.

It concluded by quoting black union organisers as saying Ford was probably the best employer in the region.

Mr Fred Ferreira, Ford's industrial relations director, said in a statement yesterday that a number of recommendations were already being considered, but the company was planning a round-table discussion with the authors before taking action.

He also announced that the company would commission the Institute of Race Relations to repeat its audit later this year to assess its progress in terms of the Sullivan Principles.

Fosatu agm is stillborn

Post 25.2.80

140A

By KINGDOM LOLWANE

THE annual meeting of the Transvaal region of the Federation of South African Trade Unions (Fosatu) was cancelled in Benoni on Saturday.

The meeting, which was to review progress in Fosatu since its formation in April last year, was cancelled because only two unions turned up. The two are Metal and Allied Workers and the United Automobile, Rubber and Allied Workers'.

Other unions which were expected to have been represented at the meeting were the Sweet, Food and Allied Workers, the Glass and Allied Workers, the Paper and Allied Workers and the Engineering and Allied Workers.

Fosatu's Transvaal vice-chairman, Mr Thomas Seritti, said yesterday that the agenda had reached the unions late.

Mr Seritti, also vice-president of UAW, said another meeting would be organised on a date still to be set.

Smear campaign against Fosatu

Post 29/2/80

140a

A PAMPHLET attacking the "white leadership" of the Federation of South African Trade Unions is circulating in the Transvaal.

The unsigned pamphlet alleges:

- Several hundred members lost their jobs during the last few months as a result of disputes initiated by an uninvolved white leadership;

- White liberal leadership is using black workers for its own ends;

- The leadership is manipulated by white overseas organisations that fund Fosatu;

- The workers' money is used to pay the salaries of some officials.

In a statement last night Fosatu said the smear pamphlet was found under the door of the Fosatu office in Springs, the offices of the Urban Training Project in Johannesburg, the railway station in Dunswart, the railway siding near factories in Springs and was distributed to factory workers in Springs, Benoni and Johannesburg.

Fosatu said that on Wednesday, the day the pamphlet was distributed, a white man who claimed to be from the Department of National Security (Dons) interviewed the secretary of the Engineering and Allied Workers' Union, Mr Calvin Nkabinde.

The man introduced himself as Burnett and warned Mr Nkabinde of the dangers of working in an organisation which had white officials who did not have the interests of black workers at heart.

"Mr Nkabinde was told that he was a genuine trade unionist, but most of the whites working in the organisation were not," the statement says.

The Engineering and Allied Workers Union is affiliated to Fosatu.

"It is clear that the reason for these attacks lies in the fact that since its inception last year, Fosatu has become the major spokesman for black workers in South Africa," the statement says.

"It enjoys both national and international support as the genuine voice of black workers

"Constitutionally Fosatu committees are dominated by worker majorities, and those committees have elected their officials irrespective of race. The Fosatu constitution does not recognise race as a factor, and is open to all workers in the interests of a strong and united worker movement.

"In addition, Fosatu finances are open to the inspection of all members, and Fosatu is aware only of funds which have been solicited from well-established and internationally recognised trade union bodies overseas.

"Fosatu deplores the crude attempt to split it by racist smears and veiled allegations about its source of finance."

Fosatu also said this is not the first time that smear pamphlets have been used against it and its affiliates. In Port Elizabeth last year there was a pamphlet campaign against officials of the United Automobile, Rubber and Allied Workers Union and against the National Union of Motor Assembly and Rubber Workers.

"In addition, the passport application of Mr Alec Erwin, general secretary of Fosatu, and Miss Jane-Rose Nala, general secretary of the Metal and Allied Workers, have been refused," the statement says.

166 160 4000
EMPLOYMENT CODES

Monitoring problems

In the past two weeks the credibility of employment codes has taken a knock. Two reports — one by the Federation of South African Trade Unions (Fosatu), the other by the SA Institute of Race Relations (SAIRR) on Ford — highlight the need for proper code monitoring and the gap between stated policy and its implementation.

Ford commissioned the SAIRR to conduct an independent study of the company's operations in terms of the Sullivan Principles. Three academics from Rhodes University undertook the probe. They were Prof M G Whisson, head of the anthropology department, Dr M Roux, senior lecturer in sociology, and C W Manona, of the Institute of Social and Economic Research. Fosatu, the largest unregistered union umbrella body, gathered evidence from workers to assess the accuracy of British firms' reports to the British Department of Trade on their implementation of the EEC code. It also reported extensively on firms' alleged attempts at evading and delaying union recognition.

The SAIRR report is all the more significant because of Ford's high rating by Sullivan. Ford is regarded as one of the leaders in industrial relations. It recognises the unregistered United Auto Workers' Union, it has integrated facilities, has implemented training programmes to advance blacks, and claims equal pay for equal work.

Nonetheless, states the academics' report: "The company has a very long way still to go before it can be said that it is implementing the principles in the manner and spirit intended by Sullivan."

The Fosatu document alleges companies are both going against the spirit of the EEC code and misreporting to the British Department of Trade.

It looked at parent companies' reports on Crabtree (an Eveready subsidiary, both of the British Berc Group), Cadbury Schweppes (SA), Revertex, and Raleigh Cycles (the British Tube Investment Group). In each case, Fosatu found "untrue and misleading statements." And Fosatu accuses the majority of firms investigated of contravening the EEC code by



Multi-nationals . . . poor record on employment codes

refusing or delaying union recognition.

What is wrong with the codes? Fosatu reckons they will do little to improve the lot of Africans, unless action is taken against firms not implementing them. And, as a forerunner to that, it advocates a proper check on companies.

The SAIRR report also illustrates the need for effective monitoring. Outstanding in this report is the discrepancy between company policy and its implementation. The report, quoting shop stewards, says: "The top labour representatives are co-operative, but production managers general foreman down to foremen, are opposed and are not implementing anything. They are only after production and do not care about us."

Practice is what is most important. But it is policy that gets the publicity and is recorded in reports. An example is Ford's policy of equal and fair employment practices for all employees. Says the SAIRR report: "Our conversations with staff in managerial positions outside the directorate of industrial relations would tend to confirm that the policy is being implemented with notable lack of enthusiasm."

Fosatu makes numerous allegations of misreporting. Employers do not always refute them. For instance, the Eveready report on facilities and benefits at its

subsidiary, Crabtree, "shocked" Crabtree workers, according to Fosatu. Eveready claimed Crabtree had a subsidised canteen, segregated toilet facilities, but all of identical standard and construction; all workers and immediate dependents were covered by hospitalisation and free medical supplies, and had life insurance and disability cover. Workers say the firm provides none of these.

Crabtree says the industrial council pension fund includes life cover, and adds that Africans are not part of the medical aid scheme because it is cheaper to use the local hospital. Apart from this, Crabtree does not dispute Fosatu's claims.

Ron Allin, Eveready and Crabtree chairman, says all these facilities are provided at Eveready. And his report merely spoke of "similar" but not exact facilities at Crabtree. When quizzed on why he did not briefly mention which are not available at Crabtree, he replied: "These unions are grasping at straws. They are picking out silly items such as toilet facilities. Crabtree employs around 120 people. You can't expect a small company like that to provide the same conditions as a big company."

Both the EEC codes and the Sullivan Principles recommend wages considerably above subsistence levels. Many firms fail here, although, asserts Fosatu, they state otherwise.

At Ford, because of short-time, the majority of African and Coloured workers are earning less than the Household Subsistence Level calculated by Professor J. Potgieter at the University of Port Elizabeth, says the SAIRR report.

On union recognition, Ford scores well. It was among the first multi-nationals to recognise an African union.

But most of the multi-nationals referred to in the Fosatu report have an extremely poor record on this score. Although there is nothing stopping firms from recognising unregistered unions — and the EEC code points this out — Revertex, Raleigh, Glacier Bearings and Sarmcol (parent is British Tyre and Rubber) refuse to do so. And they are not in the minority.

The open question is will anything be done to jack up employment codes? Lack of action will give substance to the criticism that codes exist to take the political pressure off multi-nationals in SA, rather than to help break down apartheid.

DISCUSSION

The crude death rates and the Asians and 'coloureds' and the interpretation of these the underlying structure of the various groups were pict urban Africans, which appear of healthy working males and migratory labour situation.

The standardised mortality r experience of a population w series of age specific death all the age specific mortality corresponding numbers in the deaths so obtained and divid this figure is independent o the choice of the standard p the deaths in the various ag population as a standard will weight to deaths among the e will reverse the position. ranking of the mortality bet answer. As the Duke of Wel and statistics".

Infant mortality rates are s is experienced in obtaining Africans are not published by cal officers of health have their urban areas. These sh A mean figure and the range should be interpreted with ca cities from rural areas. An areas is given by a sample su among Xhosa-speaking Africans observed with decreasing urba areas being of the same magni medical services. Fig. 4 su

Leaflet hits at Fosatu

Post 7/2/50

1600

THE pamphlet campaign against the Federation of South African Trade Unions (Fosatu) in the Transvaal is continuing.

POST received a copy of the pamphlet, which attacks the federation's white leadership, at the weekend

The pamphlet was addressed to me and was postmarked Benoni.

It was first distributed last Wednesday in Springs, Benoni, Boksburg and Johannesburg.

It was found under the door of the Fosatu office in Springs, the offices of the Urban Training Project in Johannesburg, on the railway station in Dunswart, and on a railway siding near the factories in Springs

It was also distributed among factory workers in Springs, Benoni and Johannesburg

Fosatu officials say that on the day the leaflet was first released, the secretary of one of their affiliated unions, Mr Calvin Nkabinde, was interviewed by a man who claimed to be from the

BY JOE
THILOLOE

Department of National Security (Dons)

The man introduced himself to Nkabinde, secretary general of the Engineering and Allied Workers' Union, as a Mr Burnett

'CRUDE'

The man repeated the allegations that appear on the pamphlet

A Fosatu statement said "Mr Nkabinde was told he was a genuine trade unionist, but most of the whites working in the organisation were not"

Fosatu have deplored "the crude attempt to split it by racist smears and veiled allegations about its sources of finance."

Firm's agreement 'a major breakthrough'

CODE TIMES 4/3/80
Own Correspondent

JOHANNESBURG. — A Springs steel company yesterday became only the third employer in the country's labour history to conclude a written recognition agreement with an unregistered black trade union.

The company is Fargesta Steel, a Swedish-owned firm based at Nuffield in Springs, and the union is the Engineering and Allied Workers' Union (EAWU) which is affiliated to the Federation of SA Trade Unions (Fosatu)

The agreement was hailed by worker leaders yesterday as a 'major breakthrough'

Although a number of companies such as Ford have informal recognition agreements

with black unions, only Smith and Nephew of Pinetown and Kellogg SA of Springs have concluded formal written agreements

It is also only the third time a black union has secured recognition without the assistance of a registered (non-black) union

The union says it represents 57 percent of Fargesta's 265 workers

According to an EAWU state-

ment issued yesterday the most important part of the agreement is the recognition of duly-elected union shop stewards who will represent members to the company

This means that union representatives on the factory floor will be able to negotiate with management, a condition which Fosatu-affiliated unions have been demanding for some time

They argue that recognition agreements which exclude the union from negotiating on the factory floor prevent them from representing their members adequately

The agreement also gave the union access to company premises once a week, as well as granting the union office and canteen facilities at other times when required by the union, the statement said

Yesterday's agreement forms the basis of further agreements which will be negotiated between EAWU and Fargesta over grievance, dismissal and negotiation procedures as well as other matters of mutual concern, according to the union

The company has not agreed to negotiate with the union on wages, however

In a statement issued yesterday Fosatu said that "by negotiating an agreement recognizing shop stewards as representatives of workers, the union has taken a significant step forward"

It said the Fargesta agreement has "established a proper foundation for future agreements which will be negotiated directly by workers"

EAWU's general secretary, Mr Calvin Nkabinde, said yesterday that the agreement 'will guide our members to the kind of relationship which all managements should enter into with workers in their plants

The spokesman for Fargesta's shop stewards, Mr Mandla Mtshali, hailed the agreement as a major breakthrough for Fargesta workers and all black workers at national level

Fargesta spokesman were not available for comment yesterday

140a
154

By JOE THOLOE

THE unregistered Engineering and Allied Workers' Union yesterday signed an agreement with a Springs company, Fargesta Steels — the first agreement since the union was formed in 1963

This brings the number of agreements between managements and unregistered unions affiliated to the Federation of South African Trade Unions (Fosatu) to four

Yesterday's agreement was a preliminary one and will be the basis of further agreements to be negotiated over grievances dismissals, negotiating procedures and other matters

The agreement, according to a statement from Engineering and Allied Workers' Union provides for access to company premises once a week as well as office and canteen facilities at other times when required by the union for union purposes

Workers sign agreement

The agreement also recognises the union's responsibilities to work for improved conditions of employment," the union says

"The most important part of the agreement is the recognition of shop stewards who will represent the members to the company"

The union membership is more than 60 percent of the 235 black work force

The president of the Engineering and Allied Workers Union Mr Mcebisi Mqhayi said "We heartily salute the Far

gesta workers for their history-making achievement because it was hard work to make this agreement a reality

"More hard work is now demanded from the union as a whole to give meaning to the giant step. Here is hope for similar agreements with in the engineering industry and from other industries as well"

The managing director of Fargesta Mr T E Lundberg, and the personnel manager Mr G During, were yesterday not available for comment

By JOE THLOLOE

THE unregistered Metal and Allied Workers Union yesterday asked the Wage Board to increase the minimum wage in the rubber industry from R35 to R47 a week by December this year.

The Wage Board determines minimum wages in industries where there are no industrial councils. After collecting written and oral evidence it makes

recommendations to the Minister of Manpower Utilisation

The chairman of the board, Mr I J Klaasens, was sitting with three other members

Mawu, which has a membership of 10 000 with about 500 in the rubber industry, asked for a minimum increase of R6 a week

for each grade in July and another R6 a week in December to bring the minimum wage to R47 a week by December 1980

Mawu also proposed these workers already getting more than the minimum wages should get an increase of 20 percent

The union argued "Recent" published data indicate that a minimum required wage a month for an average household is about R211 a month at June 1980

It has been argued that these figures cannot be applied to individual wages, as the

RUBBER WAGE LIKE

140A

Post

6/2/80

37 LIKE

Johannesburg Chamber of Commerce in its study

Mawu said that for at least five years the largest employers in the industry have reported increases in profits

"The tremendous rise in the gold price has further fuelled the growth of manufacturing production," Mawu said

The wage determination does not cover Dunlop in Durban and the Ivre industry in the Eastern Cape. The two areas have industrial councils

reflected total household incomes

"We argue that such a wage should not be paid to employees and in our experience a majority of workers in the industry are in the lowest income bracket. The survey used

Amrad

RUBBER WAGES LIKE PLOD

12/30

Post

140A

347

146

hannenburg Chamber of Commerce in its study

By JOE THOLOE
THE unregistered Metal and Allied Workers Union yesterday asked the Wage Board to increase the minimum wage in the rubber industry from R35 to R47 a week by December this year.

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BY JOE THOLOE

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Mawu also proposed those workers already getting more than the minimum wages should get an increase of 20 percent

The union argued Recently published data indicate that a minimum required wage a month for an average household is about R211 a month at June 1980

"We argue that sole breadwinners of households should not be prejudged because some employees support only themselves and in our experience a majority of workers in the industry are sole breadwinners of households of at least the size used by the

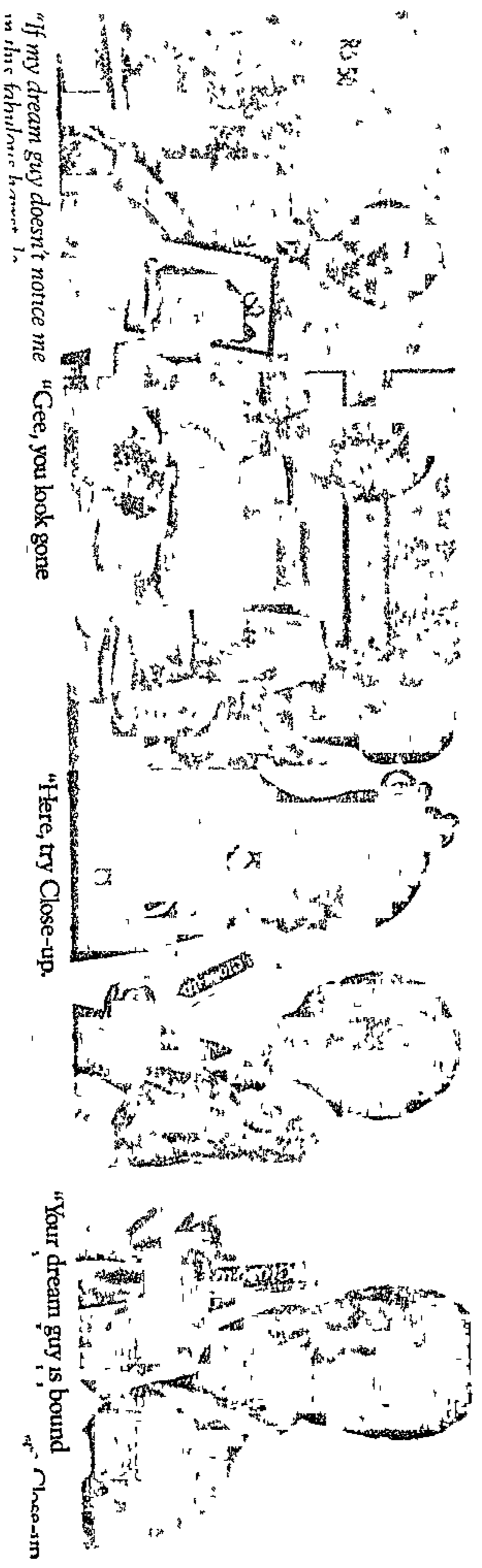
"The tremendous rise in the gold price has further fuelled the growth of manufacturing production," Mawu said
The wage determination does not cover Dunlop in Durban and the Tyre industry in the Eastern Cape. The two areas have industrial councils

Bustings!

Burial

Saturday

MOURNERS from as far as the Eastern Cape and the Transkei are expected to



"If my dream guy doesn't notice me in this fabric house heaven!"

"Here, try Close-up."

"Your dream guy is bound to be a dream."

WORKER AGREEMENTS

Negotiation road

M 7/13/80
This week, two employers agreed to negotiate — not just consult — with African worker representative bodies. One is an unregistered trade union, the other a shop steward committee. This is a rare achievement. The majority of employers refuse to have any dealings with unregistered unions, let alone agree to negotiate with them.

The Engineering & Allied Workers Union of SA (EAWU) entered into a written agreement with Fagersta, a Swedish subsidiary in Springs. And the Cape Town Stevedoring Association (CTSA) agreed to negotiate with a worker-elected committee. Members of the committee are shop stewards of the unregistered Western Province General Workers' Union (WPGWU), which says it represents about

75% of the stevedores.

In December, the stevedores staged a one-day walkout in protest against the Association's refusal to recognise a worker-elected committee. They had been asking for recognition for seven months.

After this, it was agreed to talk and listen to any worker representation. However, negotiations with anyone but a registered union, were ruled out. But now the CTSA has accepted the committee's constitution which stipulates:

- The committee has full rights of negotiation over wages and working conditions.
- The committee has the right to invite its union officials to any meeting with management. They will have observer status.
- The workers' union has exclusive control over all committee training programmes and facilities.
- And committee members can carry out their functions during working hours, after

informing their supervisors.

This week the committee submitted wage demands, and started negotiations. They will continue next week.

Says David Lewis, an organiser for the WPGWU, "we are really pleased about this. It is the first industry-wide agreement involving employee representation and an unregistered union since the Wiehahn recommendations." And, he adds "We are happy with just observer status. The union is not looking for full negotiation status. It is the workers' struggle, and they are the ones who are fully aware of their working conditions and so on."

The agreement between Fagersta and EAWU is the third in the Fosatu group of unions, which are often shunned by employers, who believe they are too militant. The other two are with Smith & Nephew and Kelloggs. The agreement with Fagersta is basically a recognition agreement, acknowledging the right of the union and

Financial Mail March 7 1980

shop stewards to negotiate matters such as grievance and dismissal procedures. It also allows the EAWU access to the company premises once a week, as well as office and canteen facilities when needed by the union.

Says Calvin Nkabinde, EAWU's general secretary "This is the first time the union has achieved such a major breakthrough since its establishment in 1963. The agreement will give encouragement to all our members, and will guide them to the kind of relationship that all managements should enter into with workers in their plants."

The EAWU has been organising at Fagersta for a year, with access to the plant. Tore Lunberg, Fagersta's MD, points out that no pressure has come from the Swedish government. But, he says "The trade union operating in the parent company is interested in blacks in SA being organised. It is also in our interest for workers to be organised." The company employs about 250 Africans.

The EAWU agreement is similar to that between Kelloggs and the Sweet, Food & Allied Workers Union. A full agreement with Kelloggs is expected within the next few months. The Smith & Nephew agreement is complete, but is due for review in September. Although Ford has recognised an unregistered union, the agreement is verbal, not written.

NP pamphlet: unregistered is unpatriotic

RDM 11/3/80

By RIAAN DE VILLIERS
Labour Correspondent

THE National Party has launched a remarkable pamphlet campaign aimed at allaying white workers' fears about granting registration to black trade unions

The pamphlet, issued by the NP's Parliamentary manpower study group, is backed by private funds

Entitled "We are worried about black trade unions", the pamphlet argues that the registration of black unions is necessary to enable the Government to exercise control over their activities

The pamphlet describes the activities of unregistered black unions as a "danger to the white worker and the country"

Among its claims are that black unions "send their leaders in certain ways behind the Iron Curtain"

Others are that unregistered unions are free to engage in politics and that they join "strange international bodies"

Arguing that this state of affairs could not be allowed to continue, it concludes "The National Party has acted. The black trade unions must now come under the law where we can see them and know what they do"

"The National Party protects

Kyk net —

- ★ in 1978 het Swart vakbonde R700 000 op aller gekry
 - ★ hulle kan buitelanders in hul besture aanstel
 - ★ hulle hoef nie 'n konstitusie in te dien nie
 - ★ hulle hoef nie jaarverslae voor te lê nie
 - ★ hulle hoef nie ledelyste te laat nasien nie
 - ★ hulle hoef nie finansies te laat oudit nie
 - ★ hulle kan politiek en ander sake bedryf nes hull
 - ★ groot maatskappye hou amptelike vergaderings
- Wat vind ons? Ons vind daar is 27 ongeregistreerd in 'n dosyn belangrike bedrywe Hulle het 'n ledeta vreemde internasionale liggame Hulle stuur hu Vstergordyn in

An extract from the pamphlet

its people and its country"

The pamphlet was sharply criticised yesterday by Mr Alec Erwin, secretary of the predominantly black Federation of South African Trade Unions, who said "The ignorance displayed, and the absurd allegations made, does not bode well for sound labour relations in the future"

Mr Hans Ungerer, MP and secretary of the study group in whose name the pamphlet was issued, said yesterday it would be distributed to as many white workers as possible

"There is a degree of unrest among white workers and the pamphlet is aimed at allaying their fears," he said

Mr Ungerer said the pam-

phlet was funded by private funds channeled through the study group

But he would not give details

Mr Erwin said it was views such as those expressed in the pamphlet which caused suspicions among unregistered unions over the intention of new labour legislation

"If decisions about unregistered unions are going to be taken on the basis of these kinds of facts, then I foresee danger for the long-term future of labour relations

"I sincerely hope the Minister of Manpower Utilisation is better informed and considers our registration applications on a more rational basis," he said

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	PAGE
101834P	HACK	RYAN GECIL	602101	PUBLIC INTERNATIONAL LAW	ABS	4
1154740	HANPER	GREGORY MARK	502101	PUBLIC INTERNATIONAL LAW	2-	5
114338E	LEVIN	DEWISE ELLEN	604201	ROMAN PUBLIC LAW I	1	4
103069G	LEVIN	DIANE	603202	ROMAN LAW & JURISPRUDENCE I	13	4
100344V	LOPE					5

EXAMINATION RESULTS IN FACULTY ARTS

YEAR : 3

AS AT 29 02 80

PAGE 1

15036

100344V	LOPE					5
103069G	LEVIN	DIANE	603202	ROMAN LAW & JURISPRUDENCE I	13	4
114338E	LEVIN	DEWISE ELLEN	604201	ROMAN PUBLIC LAW I	1	4
1154740	HANPER	GREGORY MARK	502101	PUBLIC INTERNATIONAL LAW	2-	5
101834P	HACK	RYAN GECIL	602101	PUBLIC INTERNATIONAL LAW	ABS	4

REGISTRAR (ACADEMIC)

UJCT

Black unions pamphlet is called 'a bid to smear'

A pamphlet warning of the "danger" of unregistered black trade unions, found today by a white householder in Honeydew, has brought a sharp reaction from the general secretary of the Federation of South African Trade Unions, Mr Alec

Erwin

The pamphlet, which bears the name "Hans Ungerer, MP, secretary of the National Manpower Study Group," condemns unregistered unions as a "danger for the white worker and the country."

Among allegations made in the pamphlet are:

- 27 unregistered black unions are active in a dozen important business concerns.

- They have a membership of 75 000.

- They join foreign international bodies.

- They send their leaders behind the Iron Curtain.

The pamphlet says black unions exist legally "and everybody acknowledges them but the Government has not acknowledged them" It says the black trade unions are compelled to register and act like all other unions.

Speaking from Durban, Mr Erwin said "If this is the kind of ignorance that a senior member of the National Party is going to display, it is dangerous for industrial relations in South Africa"

UNACCEPTABLE

Mr Erwin said he objected in particular to "the accusation about the alleged political activities of unregistered trade unions and the claim that leaders were sent behind the Iron Curtain"

"If this is the motivation towards the whole process of registration then it is little wonder that unregistered trade unions are treating registration with suspicion and caution," he said

"The whole idea that we are operating in a random and irresponsible way and therefore need to be controlled is unacceptable"

"The companies who deal with us do so because we have shown that we can represent the workers effectively"

"We have at no stage hidden the source of our finances Fosatu unions have always had their books audited."

"The accusation that our members are being sent behind the iron curtain is nonsense and seriously misrepresents our activities It seems a deliberate attempt to smear all unregistered unions"

"If this comes from the secretary of the National Party labour caucus we would be horrified if the Minister shared these views"

Unregistered trade unions can spell danger

STAR
13/3/80

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140A

Political Reporter

CAPE TOWN — Unregistered trade unions with a large membership could be a danger to any country in the world, Mr Hans Ungerer secretary of the National Party Manpower Study Group said today.

He was reacting to criticism of a pamphlet issued by the group to explain National Party manpower policies.

The general secretary of Fosatu Mr Alec Erwin has objected to a claim in the pamphlet that leaders of unregistered unions are

sent behind the Iron Curtain.

He said the whole idea that unregistered unions were irresponsible and therefore had to be controlled, was unacceptable.

Mr Ungerer said today the point that was being made was that trade union leaders could be sent behind the iron curtain if there was no control.

He said there was little doubt that trade unions could become communist oriented. This was the

case in many parts of the world.

It had to be recognised that trade unions could have a great influence in politics — as they did in Britain.

"That is not the case here at the moment, but we want to prevent the same thing from happening."

He said the Government wanted to give the black man bargaining ability but did not want this to move in a dangerous direction. He firmly believed that effective bargaining power could be obtained within the framework of a registered trade union.

Dr Alex Boraine, Opposition spokesman on Manpower said today "The real danger to South Africa does not come from the existence of trade unions black white or mixed registered or unregistered. The danger comes from the unfair discrimination by some of certain workers. This danger is aggravated when Nationalist politicians take up a hostile suspicious attitude towards black workers as this present pamphlet does."

Acid ^(140A) test ^{18/3/80} for new labour set-up

By RIAAN DE VILLIERS
Labour Correspondent

BLACK affiliate unions of the Federation of South African Trade Unions (Fosatu) have begun applying for registration in terms of the new labour laws

Announcing this yesterday, the 50 000-strong predominantly black union co-ordinating body said the applications constituted the first "major test" for the legislation and its intentions

Applications would be for non-racial unions, ie complete exemption from clauses 4(6) and 8(3) of the Industrial Conciliation Act, and all would be for final registration.

Also, registration would be sought for those areas and interests where affiliates had membership and could effectively represent them

According to the statement, the central issue at stake was the non-racial nature of the applications

"Are we to advance towards the elimination of racism from industrial relations or are we to remain with racism as a serious, divisive and polarising force?" a Fosatu statement said

Fosatu affiliates had submitted what they believed to be well founded applications, except that they were non-racial

"We now await the Minister's response on this vital question to the future of industrial relations in South Africa."

The applications are a sequel to a "summit" meeting of trade unions convened by Fosatu in November last year

Eventually, 12 unregistered unions - 10 of whom are affiliated to Fosatu, agreed not to accept registration unless certain conditions were met

They were that unions should be completely non-racial, that provisional registration would not be accepted, that no additional controls over unions would be accepted and that unions should not be fragmented by registration.

Unions then split on strategy. The Fosatu affiliates deciding to apply for registration on the basis of these criteria, while the two others, the Western Province General Workers' Union and the African Food and Canning Workers' Union, decided not to seek registration until the laws were changed to meet the criteria.

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32	150783V	1	(50)	UP	DYNAMICS I	116120	ESTELLE	116120	DYNAMICS I	32
34	157521U	1	(61)	3NX	ENGLISH I (PRE-1980)	107101	MOGAMAT TOYER	107101	ENGLISH I (PRE-1980)	34
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EXAMINATION

Component

Eight trade unions apply for registration

Post 18/3/80
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By JOE THOLOE
 EIGHT unions in the Federation of South African Trade Unions (Fosatu) have started applying for registration under the new labour laws.

By yesterday afternoon it was not possible to say which of the unions have submitted their applications as some are being posted, while others are being delivered by hand in Pretoria.

tions was sent at the end of last week. Fosatu believe that these applications are the first major test for the new labour laws and their intention. The unions are applying as non-racial unions and they want to by-pass provisional registration.

In a statement last night, Fosatu said the central issue at this point was the non-racial nature of the applications.

"Are we to advance towards the elimination of racism from division and polarising forces," Fosatu said.

"Fosatu affiliates have submitted what we believe to be well-founded applications for registration, except that they are non-racial.

"We now await the Minister's response on this vital question of the future of industrial relations in South Africa."

LAW

The law allows for mixed unions if the Minister of Manpower Utilisation grants an exemption. But the union has to have separate branches for each racial group, and the executive of the union has to be white.

The Minister may again grant exemption that the executive be non-racial.

Fosatu unions have applied that they be exempted from both these clauses in the Industrial Conciliation Act.

The eight unions that are applying for registration are the Metal and Allied Workers, the Chemical Workers Industrial, the National Union of Textile Workers, the Transport and General Workers Union, Engineering and Allied Workers, Sweet Food and Allied Workers, Paper and Allied Workers, and the Glass and Allied Workers.

The first of the applica-

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137501H	OLAGIS	JOHN ACHILLES	601303	COMPANY LAW	ABS	137501H	
139271G	REFUMAN	BARRY GEORGE	105104	LATIN I	F	139271G	
		MARY	105301	ENGLISH I	F	052892K	
		HENRIETTA ANNE	110202	HISTORY II	F	121461Y	
						133333C	
						153054C	
						137998Y	
						134302F	
						135678U	
						111532F	
						121723H	
						102168C	

REGISTRAR (ACADEMIC)

POST

DAILY DISPATCH 21/3/50

Trade union talks on Border jobless

(KIC) (127) (355)

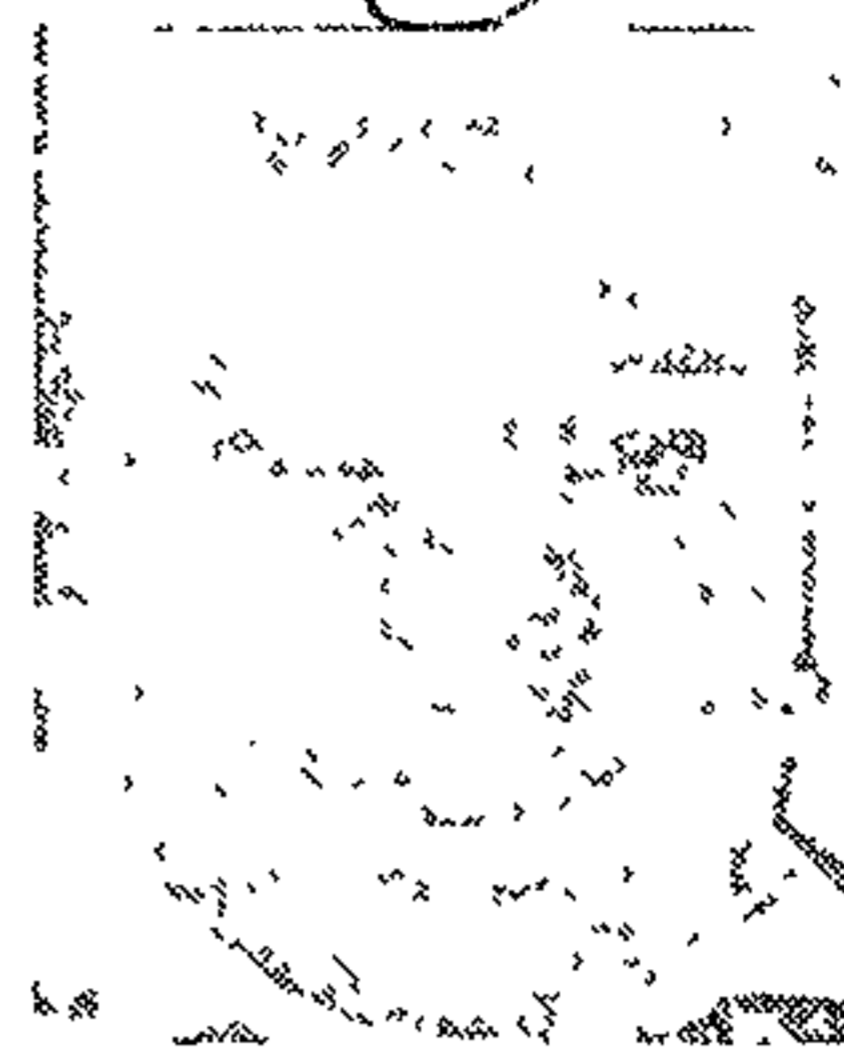
EAST LONDON.— The high rate of unemployment in the Border area is to be raised at the annual congress in Durban this weekend of the newly-formed Food and Canning Workers' Union.

The new union is a merger of the South African Allied Workers Union and the South African Food Canning Workers Union, it was disclosed by the secretary of the SAAWU Mr S K B Kikine of Durban here yesterday.

Mr Kikine said the newly formed union was to launch a nation-wide campaign against rising unemployment.

It would call on the central government to provide with investments in South Africa.

Mr Kikine released a statement by the SAAWU and the FCWU announc-



MR KIKINE

ing the merger and revealing that the head office of the new union would be situated in Cape Town.

At Sunday's congress in Durban the question of membership will be raised and the large number of unemployed workers in the Border area discussed. DDH

Night watch jobs inquiry

1409
RDM
14/4/80
287

By RIAAN DE VILLIERS
Labour Correspondent

THE Federation of South African Trade Unions (Fosatu) has called a series of meetings for nightwatchmen on the Reef to discuss their employment conditions

The meetings, to be held this week, will form part of a Fosatu-sponsored investigation into conditions in the industry in preparation for submissions to the Wage Board, which is currently investigating security services

A memorandum to be submitted on behalf of a number of watchmen has been drawn up by the Legal Resources Centre in co-operation with the Industrial Aid Society, a service organisation for workers linked to Fosatu

Further evidence will also be prepared for a Wage Board hearing to be held in Johannesburg next month

A spokesman for the IAS said yesterday the present determination laid down a minimum wage of R103 per month with a legal maximum of 84 working hours per week

Pointing out that the determination for unskilled workers was R103 for a 46-hour week, she said "For the long hours worked, the wages are exceptionally low"

She claimed the IAS dealt regularly with cases where the "already bad determination" was violated by employers and it had found many workers were on duty for even longer than 84 hours per week

"Watchmen often work for 60 hours continuously over weekends with no time off at all. Also, we have found cases of watchmen who had not had a single day off in a year

"Watchmen are a very exploited class of people who frequently suffer injury on duty and often face immediate dismissal when they do"

She also claimed a "vast number" of watchmen were illegally employed

She said the meetings would also be aimed at making watchmen more aware of regulations protecting them, and appealed to all watchmen to attend

The first meeting is to be held tomorrow in the Fosatu offices in the basement of Imextra House, 1st Ave, Kew, Sandton

The second will be at 306 Sacta House, 277 Bree Street, Johannesburg on Wednesday and the final meeting at 8 Fines Building, 28 Voortrekker Street, Benoni, on Thursday. All meetings start at 9 30am

Metal clash looms over black unions

RDM 16/4/88

140A
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184
151

By STEVEN FRIEDMAN
Labour Reporter

LONGSTANDING tensions between registered and unregistered unions over black unionisation are expected to surface again at a meeting of metal unions today

The assistant general secretary of the Geneva-based International Metalworkers' Federation (IMF), Mr Werner Thonessen, will attend the meeting

Some sources say he is visiting South Africa to attempt to patch up inter-union differences, but local federation sources say his visit is "routine"

The South African council of the International Metalworkers' Federation is meeting in Johannesburg today. A number of registered metal unions belong to the federation, as do

metal unions affiliated to the Federation of SA Trade Unions. About 500 000 workers are employed in the metal industry.

Although Mr Thonessen's visit was described as "routine", it is certain to prompt renewed discussion of the tensions which have plagued the council for some time.

Some of the registered and unregistered IMF unions have been at odds over a number of issues. When members of a federation affiliate struck at the Eveready factory, some registered unions were accused of not backing the strikers.

Attempts by registered unions to organise "parallel" black unions have been a particular bone of contention of late.

The Fosatu unions have claimed that the registered unions are trying to "poach"

members of Fosatu unions in an attempt to channel black workers into "tame" unions.

IMF officials are known to be concerned about the inter-union dispute and have said that they believe it is hampering the unions' work. Mr Thonessen is thus expected to attempt to improve relations.

Earlier reports said that the federation had threatened to cut off aid to local unions if the tensions continued, but union sources say no such threat was issued. The federation is not planning to end its South African involvement, they say.

A federation source said yesterday that the meeting would discuss "ways of making the South African council more effective. At the moment it is achieving little because of the conflicts".

He added that unregistered

unions were likely to appeal for shop floor co-operation between them and registered unions.

Some IMF unionists would like to see the appointment of a South African unionist to run the committee on a full-time basis. But this is impossible while the conflicts continue, they say.

Another source said "all the old hassles are likely to come up".

He said one bone of contention could be the application for membership of the Steel, Engineering and Allied Workers Union, which is affiliated to the Consultative Committee of Black Trade Unions.

The union has been formed after a split in the Engineering and Allied Workers' Union, which is now affiliated to Fosatu. Its application could thus spark off further tension in the council.

CONTENTS:

1.	Introduction	5.	Conclusion
2.	Outline of Lesotho's Economic Structure	4.	Lesotho's potential for economic independence
3.	Economic Ties with South Africa		
	Migrant Labour		
	Trade		
	Customs Union		
	Rand Monetary Area		

"Is it in the interests of Lesotho to attempt to increase significantly her economic independence from South Africa?"

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450 hours work for R60

By Sieg Hannig
 Some watchmen on the Reef work 108 hours a week (about 450 hours a month) but receive a monthly wage of only R60, says a spokesman for the Johannesburg Industrial Aid Society.

In the past animal lovers have exposed horrifying conditions among the starving and mangy dogs of some security firms. Now the "shocking" employment conditions

of some of the men who handle the dogs are about to be exposed.

A pending wage board review of the wages and working conditions in the security industry on the Reef has led to a call for public meetings from the Federation of South African Trade Unions (Fosatu).

The minimum conditions currently prescribed by the wage board allow for a wage of not less than R103 a month and a working

week not exceeding 84 hours.

"Many people would describe these conditions as inhuman," said a spokesman for the Industrial Aid Society.

"We have had cases of workers who are on duty for an uninterrupted 60 hours over weekends and then continue to remain on duty every subsequent night until their next 60-hour stint."

The IAS invite all interested parties to telephone it at 23-5878, Johannesburg.

Public, Communal Property

Scene Three of our saga opens with the public enviously confiscating the boat owner's rights. The boat is declared public property for public welfare rather than some owner's personal profit.

ing enough (or the boon of catching more than enough) fish to pay for the day's rent and have fishermen, he (the employer) bears the risk for the day on which he has guaranteed the fisher- men at least four fish. Why do we emphasize "day"? To see, look again at the rental case: The rent set the following day for use of the boat will be adjusted to match the expected net catch. If the rent is set per day, the fishermen lose only one day's error in estimated catch. But the boat owner will suffer or enjoy the entire future pro- jected changes in catch, as profits or losses in the value of his boat. The boat owner cannot escape projected future change—not even by selling off his ownership, because the new buyer will adjust his offer price to take all that into account. By making short-term rental arrange- ments, the renters who use the boat avoid being stuck with an unexpectedly bad future. As em- ployees, on the other hand, they are always guaranteed four fish, which they could always catch from shore, regardless of the fortunes on the ocean deep. You can probably conjecture that if the boat were for sale it would be bought only by a person who was more optimistic about the potential catch, or who thought he knew bet- ter than anyone else how to use the boat so as to get the largest catch—or maybe the best kind of fish.

used, that is, how many are allowed on board, to the point where the receipts are private- property. The part of these conditions. Pri- vate ownership is dominant in most non- socialist countries, and will be examined in more detail later.

could be described differ- ably. Instead of saying fishermen rent the boat, we can say the boat owner hires the fisher- men. In that case, he must pay them four fish a day for each fish he catches on his boat while he keeps the total catch, minus those wages. If a total catch of 31 fish with five people, each is 4 fish per man, a total wages bill of 20 fish, leav- ing 11 fish left. There is no difference in this ex- ample between fishermen renting the boat or the boat owner hiring fishermen as employees.

is there, then, no difference between Macy's hiring clerks as employees or the clerks renting Macy's building and facilities and paying rent (and inventory-use costs) to the owners out of the total daily sales—leaving the clerks with the same income in either case? No difference, if there is certainty about the output performance. But someone must bear the consequences of mistaken estimates of the catch, and that does make a difference. For the moment, the impor- tant point is the identity between the two payment methods, renting and hiring—assuming certainty about performance.

Uncertainty about the prospective catch intro- duces a major difference. If fishermen rent the boat, renters bear the consequences of not catch-

Unions' bid to heal split fails

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107
Post 17/4/80
ATTEMPTS to heal the split among unions in the engineering industry failed in Johannesburg yesterday when one of the two factions failed to attend the meeting.

135
Unions affiliated to the Federation of South African Trade Union (Fosatu) stayed away from a meeting of the SA Co-ordinating Council of the International Metalworkers Federation, which consists of 11 unions with a membership of 85 000.

The council was formed five years ago.

The unions that are affiliated to the Trade Union Council of South Africa (Tucsa) went ahead with the meeting and decided to call on "the Government, employer organisations and trade union co-ordinating bodies to launch a crash programme to improve the educational facilities available to all popula-

tion groups in South Africa."

The assistant general secretary of the IMF, Dr Werner Thoennessen, who is on a visit to South Africa, will be talking to the Fosatu unions in Port Elizabeth today.

The Fosatu unions are against the creation of "parallel" unions by Tucsa affiliates and they are against the ban on Africans from apprenticeship unless they do military training.

The first signs that the council was crumbling came in 1978 when black delegates walked out of a meeting of the council because it had accepted an explanation of the strike at Eveready in Port Elizabeth without consulting the union that had called the strike.

The explanation had come from the Minister of Labour.

The unions in Fosatu are mainly black.

Black boycott rocks unions

By STEVEN FRIEDMAN
Labour Reporter

IN A move which has major implications for inter-union co-operation across the colour line, predominantly black metal unions yesterday boycotted a meeting of an organisation which has been seen as a forum for inter-race co-operation among unions.

The meeting of the South African Co-ordinating Council of the International Metalworkers' Federation was attended by the federation's Geneva-based general secretary, Dr Werner Thonessen.

It was expected to discuss growing tension in its ranks between registered unions and those affiliated to the Federation of South African Trade Unions.

At a Press conference yesterday Dr Thonessen said the co-ordinating council was in abeyance for the moment.

He added that it will not function again until the two parties are able to sit around the same table again.

He described the rift as "serious and damaging" but added that he was confident that co-operation would be restored and that the council would continue to operate.

He added that he would be meeting Fosatu-affiliated metal unions in Port Elizabeth today and hoped to use the meeting to mediate between the two sides.

The metal council is South Africa's biggest co-ordinating union council in a particular industry and has been seen as a significant forum for inter-race co-operation.

But tensions between Fosatu-affiliated unions and some registered unions have grown lately.

Fosatu unions have been angered by some registered unions which they claim are

organising "parallel" black unions in competition to them.

There has also been tension over a call by registered unions for blacks who wish to become artisans to undergo military training.

A spokesman for the Fosatu metal unions confirmed last night that the unions had stayed away from the meeting.

We feel that attending council meetings is not productive. Some registered unions are using the council simply to build up credibility. They claim to be co-operating by sitting on the council but they refuse to co-operate on the factory floor.

He added that Fosatu unions "are not opposed to co-operation. But we believe co-operation must start on the shop floor and we will concentrate our efforts on building this."

At yesterday's meeting Dr Thonessen said he would use his visit to attempt to encourage a spirit of co-operation among affiliates.

He conceded that his mediating role was just beginning and revealed that the chairman of the council, Mr Ike van der Watt, had agreed to help in the process.

Mr Van der Watt said yesterday: "We have had our crises before and we weathered them. We can do the same this time."

Mr Thonessen also revealed that yesterday's meeting had suggested that a non-Fosatu black union, the Steel Engineering and Allied Workers Union, be admitted to the council.

This is expected to anger Fosatu unions.

He denied suggestions that the IMF would cut off aid to local unions if the rift continued. It believed in "constructive engagement" in South Africa and would continue to help local unions, particularly those organising blacks.

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Race split in metal workers

By Sleg Hannig

South Africa's most widely representative body of trade union opinion, the local Co-ordinating Council of the International Metalworkers' Federation (IMF), has ceased to function

This was confirmed last night by the man who founded it in 1974, Dr Werner Thoennesen, assistant general secretary of the 14-million-strong IMF

Dr Thoennesen described the crisis in the 85 000-strong council as serious, damaging and very painful to the IMF

The council's split, along mainly racial lines, became apparent yesterday when the predominantly black

metal unions of the Fosatu group stayed away without explanation from a council meeting held in Dr Thoennesen's presence

Only the predominantly white and coloured unions belonging to the Confederation of Metal and Building Unions were present

One of the Fosatu unionists, Mr Bernie Fanaroff, attended the meeting as secretary of the council but not as a representative of his union.

At a Press conference after the meeting, Dr Thoennesen said he was meeting the Fosatu faction separately in Port Elizabeth today.

"The council will not function as long as both groups are not sitting

around the same table," he said

But he stressed that yesterday's meeting was unanimous in its attitude that the council should survive.

Co-operation across the colour line was particularly necessary in the present "challenging" situation for South African workers. He would retain his mediating role, but could not "push" the factions together.

Dr Thoennesen described recent labour reforms as an important step forward but said it would be some time before the consequences could be seen in full.

Scene Three of our saga opens with the public enviously confiscating the boat owner's rights. The boat is declared public property for public personal profit.

Public, Communal Property

ing enough (or the boon of catching more than enough) fish to pay for the day's rent and have at least four fish. If the boat owner hires the fishermen, he (the employer) bears the risk for the day on which he has guaranteed the fishermen at least four fish. Why do we emphasize "day"? To see, look again at the rental case. The rent set the following day for use of the boat will be adjusted to match the expected not catch. If the rent is set per day, the fishermen lose only one day's or in estimated catch. But the boat owner will suffer or enjoy the entire future projected changes in catch, as profits or losses in the value of his boat. The boat owner cannot escape projected future change—not even by selling off his ownership, because the new buyer will adjust his offer price to take all that into account. By making short-term rental arrangements, the renters who use the boat avoid being stuck with an unexpectedly bad future. As employees, on the other hand, they are always guaranteed four fish, which they could always catch from shore, regardless of the fortunes on the ocean deep. You can probably conjecture that if the boat were for sale it would be bought only by a person who was more optimistic about the potential catch, or who thought he knew better than anyone else how to use the boat so as to get the largest catch—or maybe the best kind of fish.

Uncertainty about the prospective catch introduces a major element into the renter's decision. The renter must bear the consequences of mistaken estimates of the catch, and that does make a difference. For the moment, the important point is the identity between the two payment methods, renting and hiring—assuming certainly about performance. More is certainly about the output performance. In either case? No difference, if the total daily sales—leaving the clerks with the (and inventory-use costs) to the owners out of hiring clerks as employees or the clerks renting Macy's building and facilities and paying rent is there, then, no difference between Macy's boat owner hiring fishermen as employees! ample between fishermen renting the boat or the renter to fish. There is no difference in this example. If you fish a total wages bill of 20 fish, leaving you with a total of 20 fish, each is paid for the total catch, minus those wages. Of the total catch, you must pay them four fish. In the latter case, you must pay them four fish. We could say the boat owner hires the fishermen. It is not as if you could be assured differently. It is not as if you could be assured differently. It is not as if you could be assured differently.

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Feather in cap of Fosatu union

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By STEVEN FRIEDMAN
Labour Reporter

A FOSATU-affiliated unregistered trade union has won a limited form of recognition from a Port Elizabeth company

The union is the predominantly black National Union of Textile Workers, which says it is the largest textile workers' union in the country

The company is Industex, which is owned by European and local interests. Most companies which have been willing to deal with black unions are foreign-owned

Industex has granted the union stop-order facilities, which means it has undertaken to deduct union members' dues from their pay packets

Unions regard this facility as an important source of financial stability

Without it, union dues have to be collected from each member, a process which creates financial problems. The parlous financial state of some unregistered unions has been attributed to their lacking this facility

The granting of stop orders is also regarded as a step on the way to union recognition

Industex's decision was revealed this week by NUTW's general secretary, Mr Obed Zuma

He also announced that the NUTW had inaugurated a new

branch at the weekend which would represent workers in Port Elizabeth and Uitenhage. The new branch has 1,400 paid-up members, he said

The NUTW, formed in 1973, had been limited to Natal only

The new branch consists of textile workers who were organised by Fosatu's East Cape regional committee. Its formation made NUTW "the largest textile workers union in South Africa," Mr Zuma said

It was also the only non-racial textile union

That the the branch had been formed with Fosatu's help "shows that there is much greater co-operation between unions in Fosatu than in other organisations"

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Blacks quit the council that got unions started

By STEVEN FRIEDMAN
Labour Reporter

IN A move with major implications for inter-race trade union co-operation, predominantly black metal unions yesterday withdrew from a council which formally brought them together with registered metal unions.

The council had been hailed as an example of union co-operation across racial and ideological lines.

But the unions, who are affiliated to Fosatu, have committed themselves to increasing co-operation with the non-black metal unions on the factory floor.

This emerges from a statement released by the five Fosatu-affiliated metal unions yesterday.

The council is the SA Coordinating Council of the International Metalworkers Federation (IMF). It brought together both influential registered unions and some of the biggest black unions in the country.

Tension between registered and unregistered unions has been building up for some time.

Last week, the Fosatu unions boycotted a council meeting and its future has hung in the balance since then.

Yesterday, the Fosatu unions announced they had decided to withdraw, effectively bringing the council to a halt.

"It will be more profitable for us to use the considerable time and energy involved in building up our unions and strengthening the co-operation

linking our five unions," the statement said.

But the Fosatu unions stressed they were not turning their backs on co-operation with other metal unions.

"By ceasing to participate in the council, we do not wish to cease our co-operation with other IMF affiliates in South Africa. On the contrary, we wish to build more satisfactory co-operation by means of more and better contact and co-operation on shop floor problems."

Yesterday's statement also rejected suggestions that the Fosatu unions were seeking "to polarise the situation and create a conflict."

"We did not wish to see the matter aired in the Press at any stage. We considered it a private matter between IMF affiliates."

The chairman of the Council, Mr Ike van der Watt, yesterday acknowledged that it had ceased to function, but said this could have positive results.

"It is far easier to bring people together outside formal meetings. We can now try to find common ground on an informal basis," he said.

POLITICAL comment in this issue by Allister Sparks, John Ryan, Chris Day, newsbills by Peter Bunkell, headlines and sub editing by Paul Holroyd, cartoons by Bob Connolly, all of 171 Main Street, Johannesburg.

LATE CLASSIFICATION

DEATH

DU TOIT

Richard (Rick) DeLoid husband of Sybil and dearest father of Marvin and Shirley. Passed away April 21. Deeply mourned. RIP.

Unions unity crumbles

Post 22/4/80
By JOE THOLOE

189
140A
150
THE FRAGILE unity among the unions in the engineering industry has finally crumbled.

Five unions affiliated to the Federation of South African Trade Unions (Fosatu) have withdrawn from the SA Co-ordinating Council of the International Metalworkers Federation.

The chairman of the council, Mr Ike van der Watt, yesterday said he doubts if the council will function without the five unions. He said the council would now be dormant.

The two vice-chairmen of the council, Mr Johnnie Mke and Ms Rose-June Nala, and the secretary, Mr Bennie Fanoroff, are members of the unions that have pulled out.

The five unions are the Engineering and Allied Workers Union, the Metal and Allied Workers Union, the National Union of Motor Assembly, Rubber and Allied Workers, the United Automobile, Rubber and Allied Workers Union and the Western Province Motor Assembly Workers Union.

STATEMENT

The co-ordinating council, with eleven registered and unregistered unions, was formed in 1975.

In a statement issued yesterday, the five unions said: "It has now been decided that it will be more profitable for us to use the considerable time and energy involved to build up our unions and to strengthen the structures and co-operation linking our five unions."

"We wish to emphasise that by ceasing to participate in the council we do not wish to stop our contract or co-operation with other IMF affiliates in South Africa.

"On the contrary we wish to build more satisfactory co-operation with other IMF affiliates by means of more and better contact and co-operation on shopfloor problems.

"Such co-operation already exists, although to a limited extent, and we sincerely hope that unions involved will not misunderstand our withdrawal from the council."

The Fosatu unions have objected to some registered unions organising "parallel" unions in competition to them, and the decision of some registered unions that blacks be kept out of apprenticeship until they also do military service.

Last week, the assistant general secretary of the IMF, Dr Werner Thoenessen, tried to make peace between the two factions. Fosatu unions boycotted the meeting in Johannesburg and had a separate meeting with him in Port Elizabeth.

The feelings among the members of the metal unions about the question of across the board — and across the colour line — unionisation, run high, Labour Reporter **STEVEN FRIEDMAN** reports on the struggle for a standpoint.

SA metal unions feel the strain

~~139~~
140A
~~136~~

RDM 23/4/80.

DE unions in the metal try are currently at log-eads, locked in a dispute h has far-reaching implica-

hat dispute, you ask? After most people not directly lived in labour are probably ware of who is fighting, let ie what they are fighting ut

ll of which is a pity The fe between metal unions is portant It has far-reaching plications for the union ment, for labour in gener- and, perhaps, even for South rican politics

At issue are decades-old African problems, which e becoming increasingly im- tant

ow committed are whites racial equality? Is co-oper- m across the colour line pose? Can black and white in- sts be reconciled?

ll are questions raised by apparently esoteric dis- , for labour is one area in h white fears and black rations meet head-on

he scene of the dispute is SA Council of the Interna- al Metalworkers' Feder- n, one of a number of trade n "internationals" which c to bring together unions oughout the Western world eel and engineering are, of rse, important industries in ustrial economies and South ica is no exception The in- tries employ about half a llion workers and many of eading unions are active in m

It was thus inevitable that e local IMF council would tract major unions Five un- ns affiliated to the Confeder- ion of Metal Building Unions (CMBU) and five from the ederation of SA Trade Unions (Fosatu) affiliated

The CMBU unions are all ignedered They have tradi- onally represented white and ad workers, and are ac- ve not only in the giant metal ndustry, but on the mines. They are thus among the most portant and representative non-black unions in the country

The Fosatu unions are pre- dominantly black, although they include two registered (coloured) unions They are among the largest and most active black unions and are regarded as "militant" by many employers

Whatever the truth of that view, the council brought to- gether as representative a spectrum of black and non-

black worker opinion as one could hope to find

The very fact that it got off the ground at all was hailed as a victory for co-operation between unions with widely differing interests

If white and black unionists, with their widely differing perceptions and interests, could co-operate, well, then everybody could, said some observers

But the cynics who argued that it couldn't work were soon proved correct

When a Fosatu union struck legally at Eveready, it approached the Council for help. Although an IMF delegation saw the then Minister of Labour about the strike, Fosatu unions claimed that they got little support from CMBU unions

Other tensions were to surface later. Soon after the Wiehahn Commission reported, a number of CMBU unions began organising black workers into "parallel" unions

"Parallels" are separate black unions which are initiated by non-black unions and, the

Fosatu unionists argue, controlled by them

Registered unions who organise "parallels" say they are doing so in order to involve black workers in "responsible" trade unionism, but Fosatu and other predominantly black union bodies see "parallelism" as an attempt to bring blacks into unions which are firmly supervised by non-black unionists

They say a number of the "parallels" receive active support from employers or are invited to recruit workers by them, and add that the "parallels" often recruit at plants where existing black unions have members

Fosatu unions contrast this with the attitude of one CMBU union, the Boulermakers Society, which organised black workers only after it had fully consulted the Fosatu metal unions about the move

In exchange for management help, Fosatu unions say, the "parallels" tend to toe the employers' line by, for example, accepting the liaison commit-

tee system which, unionists believe, has been created to weaken unions

They argue that they are confronted with an attempt to ease out representative black unions and replace them with "tame" rivals

"We don't mind competing with rival unions. But why should we compete with a united union-management front?" a Fosatu unionist says

Another bone of contention is the attitude of some CMBU unions to admitting blacks to apprenticeship

The Fosatu unions were angered by a CMBU suggestion that black workers should agree to undergo military training if they wished to become apprentices. It also suggested that ex-servicemen have preference in skilled training

Mr Tom Neethling, a prominent CMBU unionist, argues "We whites have the skills. If we decide to share them, other races must not dictate to us how that will happen. They are asking something from us and must negotiate"

The Fosatu unionists insist, however, that the CMBU suggestions are discriminatory. Fosatu unionists argue that, as black don't have the vote, they won't join the army. They therefore see this demand as "a blocking move"

These issues came to a head last week, when the Fosatu unions boycotted a meeting of the Council. They have since withdrawn from it

This has inevitably given rise to accusations that these unions aren't prepared to co-operate across the colour line and are seeking "polarisation"

Mr Ben Nicholson, the CMBU's director, argues "If we disagree, let's attempt to persuade each other. We need an exchange of views, not a boycott"

to draw blacks into the kind of unions that won't really represent their views. "Another Urban Bantu Council," as one union puts it

Some claim that "parallel" unionism is simply an attempt by non-black unions to control the pace of black job advancement

The black unionists believe the whites are prepared to deal with them only on their own terms to allow them to become skilled, but only if they take a back seat to military trainees, to allow them unions but only the sort they don't really want

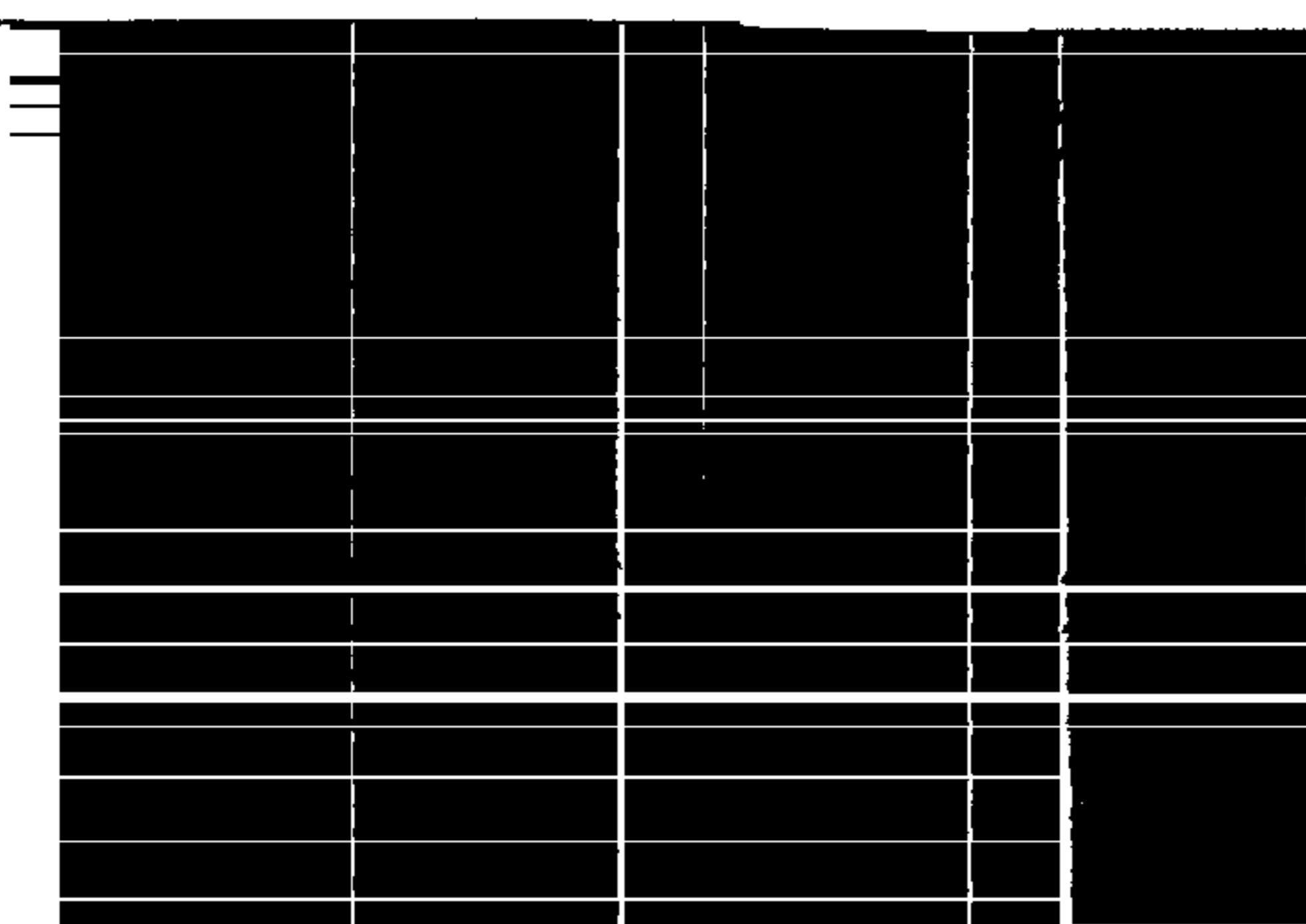
The white unions are equally angry. They believe the Fosatu group is refusing to talk. They are tired of being "rebuffed", they say

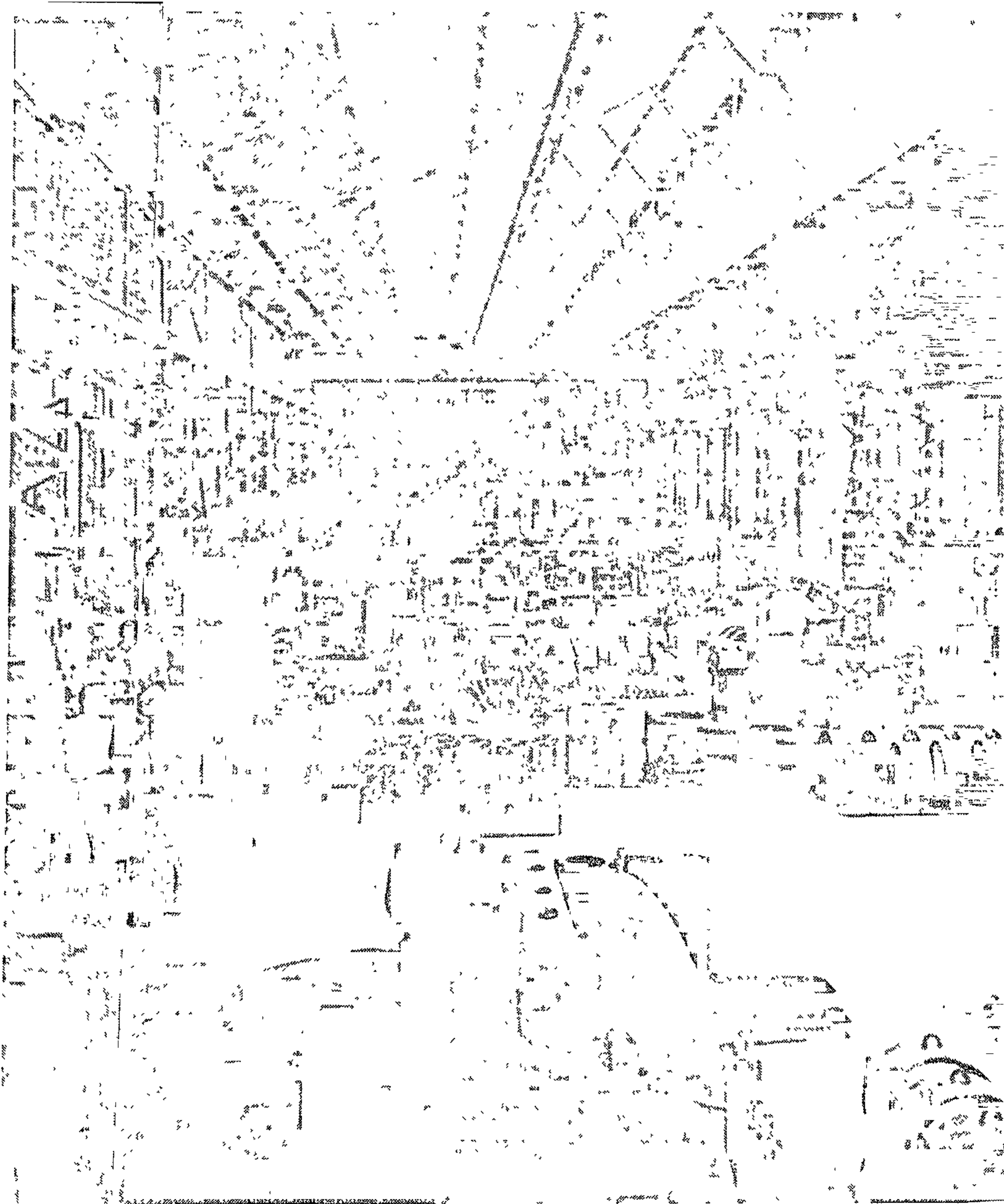
All the old South African conflicts are present. Are real black leaders to be allowed a say, if it is not on white terms? But, more importantly, the dispute reveals totally different conceptions about trade unionism

Most CMBU unions have worked for decades in the Government-approved bargaining system. It is a highly legalistic system, which encourages unions to represent their members through complex red-tape

Unions are tightly controlled and complex and extremely slow procedures must be followed to resolve disputes. It is a system which, as any Government labour man will tell you, has "ensured decades of industrial peace"

It is this system which most CMBU unions have known for decades and want black unions to enter. Because it is a highly complex system, they insist that the black unions must be guided by their knowledge of it. "They must realise we have more experience," says Mr Nicholson





The shopfloor is integrated, but the unions largely are not the dilemma of black members is one causing concern in the metal industries right now

But the predominantly black group insist that their position has been misunderstood. They want more co-operation, not less, they argue.

But what they want, insists a Fosatu metal unionist, is co-operation on the factory floor, at grass roots level.

They want union shop stewards to co-operate on common problems, to support each other in approaches to management, to work together from the bottom up.

This does happen at present, but only with the Boilermakers and, to some extent, Mr Neethling's Amalgamated Engineering Union. The others either refuse co-operation or lay down their own terms, the Fosatu unionists claim.

Essentially, the Fosatu unions claim that most of the CMBU group are prepared to sit around a table with black unions, but not to work together with them. They want practical co-operation, not cosy chats, they say.

"The council was premature. It assumed we were co-operating, but we weren't yet," says a Fosatu man.

And Fosatu unions insist that they will seek greater shop-floor links. If that succeeds, a rejuvenated Council becomes a possibility, they argue.

Some CMBU unionists believe that the Council should continue to operate. "We have the majority of members. Just because they walk out doesn't mean the Council should fall to pieces," says Mr Neethling.

Mr Nicholson adds "We could always draw our own black unions in and continue." But he concedes "there is little point in carrying on without the Fosatu group."

Mr Ike van der Watt, Council chairman and general secretary of the Boilermakers, accepts that it has ceased to function and hopes to mediate.

He is confident that he can reconcile the parties, particularly now that they are not scoring debating points off each other at meetings.

But a reconciliation may not be that easy. The dispute has bared deep conflicts between (largely) black and (largely) non-black union groups.

The Eveready dispute is seen by Fosatu unionists as evidence that "whites" are not prepared to support independent black worker action.

The apprenticeship issue is vital. While non-blacks fear for their future as they see protection eroding, blacks demand full skilled worker status.

The "parallel" union dispute is seen as an attempt by whites

But the system only worked for so many years because blacks were not allowed to participate in it. A small portion of the workforce, earning relatively high wages and doing skilled work, were the main participants.

What's more, the members of registered trade unions were protected by a host of job reservation measures. There was no reason for them to fear unrest from their members — they had more or less what they wanted. Speed in resolving their grievances was not vital.

It is a different matter with the emerging black unions. Their members are close to the breadline, mostly unskilled and lack the relative privileges other workers enjoy. If they operated in the old way, they would lose their members.

Trade unionism is changing radically, because the biggest and most disadvantaged section of the workforce is taking part in it. The metal dispute is one sign of that change.

"It's about control and power. Will unions continue to operate through the old system or demand a new one? Will the whites accept that black workers have different problems?" says a labour observer.

Mr van der Watt is near the middle of the dispute. He says unions have competed for members for decades and sees no reason why the "parallel" union trend should cause a breakdown. But he adds, "We must realise that the black unions have been disadvantaged and cannot compete equally yet."

He argues that the Fosatu reaction to events is "over-emotional" but adds that is opposed to "parallels".

He understands white worker fears about black apprenticeship and argues that "a formula must be worked out. But in the interim, there is no harm in allowing black apprenticeships."

And he adds that "the areas of co-operation are there and they can be built up." One example, he says, is the growing possibility of a dual skilled training system for whites and blacks. "We should fight that together."

And Mr Neethling says his union will continue to co-operate with other metal unions "because our door is always open."

But mediating between the two parties will be no easy matter. If it succeeds, it will be an important step towards a united union movement. And that, of course, will have implications far beyond unionism.

On-site training sought

24/4/80
Post

140A

By Kingdom Lolwane and Phil Mankula
THE Furniture, Bedding and Allied Workers' Union will urge on-the-job training for blacks to prepare them for more senior positions, the national secretary, Mr M Lalaram, said yesterday.

He told more than 1 000 Fawu members at the Johannesburg City Hall, his union would start the training and promotion of more blacks to "facilitate progress in production"

He said it would always be of immense value to a country to have specialist jobs, rather than "buying" immigrants for these jobs

Now that Job Reservation had been scrapped, he said, the Government should channel more money into training blacks

"We need more apprentices, and this will be for the benefit of the country itself," he said

"We have been assured by the Minister of Labour that we will be registered this month Now we can operate freely and legally," he added

He said his union wanted to see all workers being represented on an integrated basis

"We do not want to operate like liaison committees or works committees," he said

A new branch of the National Union of Textile Workers (NUTW) was inaugurated in the Eastern Province on April 13

Mr Obed Zuma, secretary of NUTW, said this was their second branch and it would cover Port Elizabeth and Uitenhage at present

The branch's inauguration showed the success of the Federation of South African Trade Unions (Fosatu) policy close co-operation

"Workers in the textile industry in Port Elizabeth and Uitenhage approached Fosatu and were subsequently organised by the Eastern Province Regional Council of Fosatu," he said
"This co-operation between Fosatu affiliates has led to a branch with about 1 400 paid-up members and close on 2 000 paper members In addition, stop order facilities have been achieved at a Port Elizabeth plant," said Mr Zuma

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Union bid to oust executive

AN action committee of motor workers will meet at the Holy Spirit Church, Kwazakhele, Port Elizabeth, on Sunday to discuss the next move in the workers' efforts to oust the present executives of the United Automobile, Rubber and Allied Workers' Union.

The chairman of the action committee formed by workers at a meeting at the weekend, Mr Dumile Makanda, yesterday said union bosses refused to accept a no-confidence vote in them passed by the workers.

The union officials first agreed to hand union property to the action committee, but later changed their minds.

"They claimed that the union officials were voted out constitutionally" said Mr Makanda.

"However, we are not accepting that. We elected them as office bearers so we cannot see how our demand for them to go could be unconstitutional".

Mr Makanda and workers were dissatisfied with the manner in which union executives handled the recent labour dispute at Ford Motor Co. which led to the dismissal of hundreds of workers.

He said the union failed to function during the dispute and left it to workers under the leadership of Mr Government Zeni to fight for reinstatement.

Workers were also dissatisfied with the union officials because

of the manner in which the terms of office of six of the fifteen members were terminated by the others because of their alleged failure to attend monthly meetings.

"The workers were not satisfied with this because they are aware that the six people in question had not been notified about meetings" said Mr Makanda.

He said the meeting on Sunday would discuss the matter again and would find ways to counter the union officials' refusal to budge.

Mr John Mke, president of the union, was out of town and could not be contacted for comment.

DA 29/4/80
New bid to oust
PE union leaders

PORT ELIZABETH — Workers at the Ford factory here are pressing ahead with attempts to remove their local union leadership from office. They have demanded a general meeting of union members to discuss ousting office-bearers.

The union is the black United Automobile Workers, which is affiliated to Fosatu. One of the targets of the campaign is Mr John Mke, president of Fosatu, which is regarded as a "militant" organisation by employers.

The chief cause of the dissent is the recent strike at Ford Dissenters, most of whom belong to the Port Elizabeth Black Civic Organisation, claim that local union leadership was "pro-management" during the strike.

At a meeting at the weekend, the dissidents decided to send a letter to the union, demanding a general meeting of members to discuss removing the union's Port Elizabeth branch executive.

Earlier this month, workers adopted a no-confidence motion in the executive and demanded its resignation. But the executive refused to resign.

saying its dismissal was unconstitutional.

At the weekend meeting, Mr Dirmile Makhanda, who heads an action committee which is attempting to remove the union leadership, said his committee had decided "to adopt a more constitutional approach".

They had decided to write to the branch executive demanding a general meeting within 30 days. If this was not complied with, workers would elect their own executive.

If the present executive refused to hand over the branch's property to a committee, legal action would be taken, Makhanda said.

The chief reason given for the move was dissatisfaction with the handling of the Ford dispute. But other claims made at the meeting were that six members of the branch committee had been "unconstitutionally" sacked and that workers were dissatisfied with the executive's last financial report.

Dissatisfaction with the running of the union was also expressed.

Union officials were unavailable for comment yesterday — DDC

South African Federation of Trade Unions

Trans 17 Q.C. 884 (1408/82)
Dr A L BORAINÉ asked the
Minister of Health, Welfare and Pensions.

13/6/80
(1) Whether he had any consultation with the Minister of Manpower Utilization before prohibiting the collection of contributions by or for or on behalf of the South African Federation of Trade Unions, if not, why not,

(2) whether the provisions of section 29 of the Fund-raising Act, 1978, have been invoked in respect of any other organizations, if so, which organizations?

†The MINISTER OF NATIONAL EDUCATION (for the Minister of Health, Welfare and Pensions)

(1) No, it is not required that I must consult with the Minister of Manpower Utilization,

(2) No

RDM 1/8/80.

Union leader denies Red aid

(155) (140)
(139)

DURBAN — Claims that black trade union organisations had accepted funds from behind the Iron Curtain were untrue, Mr Alec Erwin, general secretary of the predominantly black Federation of South African Trade Unions (Fosatu), said in Durban yesterday.

Addressing a seminar on the growth of black unions, Mr Erwin said it was true, however, that the movement had accepted between R400 000 and

R500 000 a year from foreign trade unions and churches.

He said the union had been forced to accept foreign funds because of legal restrictions on their arranging stop orders for the subscriptions of black workers.

These legal restrictions meant black unions would not be able to operate without financial help.

Mr Erwin said help had been

accepted from the International Labour Organisation, Scandinavian trade unions and some church groups.

All the aid had been received openly and was reflected in properly audited books.

Mr Erwin, whose organisation embraces 20 000 workers, also criticised the newly-established National Manpower Commission and Labour Court.

He said the commission con-

sisted of 41 people of whom only seven were trade unionists, and only one of those was black.

In addition, the president of the Labour Court could be appointed and dismissed by a Government minister.

Fosatu would therefore continue to use the civil court when needed, as long as this was permitted, he said — Sapa

810 1/5/80

No money from Reds say black unions

140A

DURBAN — Claims that black trade union organisations had accepted funds from behind the iron curtain were untrue, Mr Alec Erwin, General-Secretary of the Federation of South African Trade Unions (Fosatu), said here yesterday

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20 000 workers, also criticised the newly established National Manpower Commission and Labour Court. He said the commission consisted of 41 people of whom only seven were trade unionists. Only one of those was black

In addition, the president of the Labour Court could be appointed and dismissed by a government minister. Fosatu would therefore continue to use the civil court when needed, as long as this was permitted, he said —
SAPA

'Let workers see conduct codes reports'

Own Correspondent

DURBAN — Black workers, it is claimed, do not see the reports foreign companies in South Africa make in terms of various codes of conduct, and cannot check their accuracy

An unnamed black shop steward at a briefing yesterday by the Natal Regional Council of the Federation of South African Trade Unions (Fosatu), said the reports should be seen and approved by the workers

Codes of conduct have been drawn up by the EEC and by an American priest — the Sullivan Code.

British firms operating in South Africa report to the British government issues like trade union recognition, wage rates, facilities and assistance to workers

Some reports, the shop steward said, had been drawn up after interviews with managements, and the workers had not been consulted about their accuracy

Mr Alec Erwin, Fosatu general secretary, said the only way to monitor the codes was on the shop floor and this was yet another reason for strength at grass-roots level

On mixed trade unions, Mr Erwin said there was much legal confusion Fosatu has decided to apply for full registration for mixed unions. It would not accept registration on any other terms.

He was critical of the industrial court which he said was headed by a person who, unlike a judge, could be removed at any time. There was no legislation establishing the procedures of the court and this was needed before it could start

On the National Manpower Commission Mr Erwin said it had undefined rights which meant that it could investigate a trade union without the union having any right to know about, or to reply to, the investigation.

He confirmed that Fosatu and other trade union groups had been receiving funds from abroad

They amounted to about R400 000 to R500 000 and came from the International Metalworkers Federation, the International Confederation of Trade Unions, the TUC, some Scandinavian trade unions and a church group

All could be properly accounted for in union books

The funds had been accepted because efforts to raise cash in South Africa had been fruitless and because of legal barriers it was difficult to get funds from union members by conventional means

Mr Erwin said Fosatu was entirely independent of any political organisation "but we have the right to express views that might be political"

Probe 'uncover's raw security deal'

190A

RD 2/5/88

By RIAAN DE VILLIERS
Labour Correspondent

BLACK security guards employed by a Reef firm get no leave at all, and some of them have worked every night for more than two years.

This is one of a series of serious allegations about employment conditions in the security industry made in a statement released by the Federation of South African Trade Unions (Fosatu) yesterday.

Following a recent investigation, Fosatu also charges that

Workers from some security firms say they regularly work 109 hours a week, including continuous 60-hour stretches over weekends.

In many cases workers are paid less than the amount promised them, some firms often offer to hire migrant workseekers at R110 a month and then pay them R30 or R40 — or sometimes nothing — at the end of the month.

Yesterday's statement follows a Fosatu investigation in preparation for submissions to the Wage Board, which is at

present investigating the security industry, and will sit in Johannesburg later this month.

The statement says Fosatu's complaints service, the Industrial Aid Society (IAS), has received numerous complaints from security guards and has found numerous instances where the existing wage determination is not being enforced.

The existing determination specifies a minimum wage of R100 a month with a legal maximum of 84 working hours a week.

Meetings have also been held with watchmen to discuss the Wage Board hearing and ways of dealing with problems facing them.

Other claims the statement includes

Workers at some firms receive R60 a month or even less, with no record of payment to use as proof.

Workers are often charged for their uniforms — although this is illegal — and when they leave, the money is not refunded, even if the uniform is confiscated.

Managers have complained of

being dismissed without leave pay or notice pay, and often without being paid for the last month worked.

Workers who are injured on duty or who are sick are often dismissed without sick pay or workmen's compensation.

According to the statement these practices are not common to all firms but occur among a 'certain gang of infamous firms'.

Certain of the more reputable firms have contacted the IAS to confirm that such practices do occur in particular firms, which have operated in this manner for years.

'They told us of cases of assaults on firms which regularly don't pay workers and which take workers' thumbprints to forge IOU's to explain why they pay them so little.'

But the statement claims most of the larger, reputable firms start workers at the legal minimum of R2377 a week, which it describes as 'very low' for the hours and working conditions.

It points out that nightwatch-

men are vulnerable to attack, but that the present determination does not specify any instruments of self-defence for them.

Also, no meal intervals are specified, although watchmen can legally work an 8-hour continuous shift.

The statement questions whether any new provisions in the determination will be properly enforced.

'All the evidence we have received indicates that the present determination is not being enforced on a meaningful level.'

Fosatu is planning a series of meetings for watchmen. The next will be held next at 10am on Thursday, next week at 305 Sacta House, 277 Breda Street, Johannesburg.

A spokesman for the IAS said yesterday all known cases of contraventions were to be reported to the Department of Manpower Utilisation to ensure that the new determination was properly enforced.

Stockmen for the industry could not be reached for comment on the allegations yesterday.

Crisis point for SA labour

(Edm) 5/5/30

111 132 140A 151

THE Government's programme of labour reform has bogged down — a year after the Wiehahn Commission's widely-acclaimed first report was tabled in Parliament

Contrary to expectations, no significant changes to labour laws will be made during the current Parliamentary session. And of five outstanding commission reports, only one will be tabled

At this stage, the new dispensation can hardly be said to be off the ground

Now, South Africa will have to wait another year before seeing the commission's work in its final form or further changes to labour law

Until then, the most crucial questions surrounding the new dispensation remain unresolved. And meanwhile, fears are growing that the Government's reform programme may be overtaken by events on the factory floor

Hopes that the Government would at least amend the law to allow unfettered mixed unionism have been proved wrong

Also, the registered union rights belatedly granted to black migrants and commuters in September last year will continue to operate by exemption and will not be entrenched in the law

The only amendments to be tabled this year will be to rectify shortcomings in last year's legislation setting up the industrial court, which according to legal experts have rendered it effectively inoperable

A major reason for the holdup is yet another delay in completion of the outstanding commission reports

In September last year, Mr Botha announced he had instructed the commission to complete its work by December and indicated that large-scale amendments to labour laws would be piloted through this session

However, only one report, dealing with training, has been completed and handed to the Government

Latest instructions to the commission are to complete outstanding reports within 10 months "at the latest"

The four outstanding reports are to deal with social security, employment and safety standards, and most important, the mining industry and industrial relations

Sources close to the commission have suggested it is likely to finish its work before the end of the year

However, it is believed several of the outstanding reports exist in draft form and the commission may finish within a few months

Some observers argue the slowdown can be ascribed to this delay and that change is being backpedalled to preserve party unity and avoid alienation of white labour

However, the delay has given rise to serious concern among trade unionists and other participants in industrial relations, some of whom

With the first report of the Wiehahn commission a year old, what stage has been reached in the Government's programme of labour reform? **JAAN DE VILLIERS**, Labour Correspondent, analyses the position.

argue that, having unleashed radically higher aspirations among black workers, the new dispensation is in danger of being overtaken by events before being implemented

As an influential industrial relations man put it recently: "We have to ask ourselves if the Wiehahn reforms have become, or are becoming, irrelevant"

The first report was tabled a year ago, and what has actually happened? Out of some thirty black unions, only one has been registered and a handful of black apprentices have been indentured.

The industrial court has not got off the ground and it appears unlikely to do so for some time

Also, resistance has built up among black unions against some features of the new dispensation, including Ministerial exemptions for migrants and commuters and mixed unions

"Now there is even talk of compulsory registration"

The momentum generated by the first Wiehahn report is fast disappearing, and in the process tremendous expectations have been generated among blacks

"What I'm scared of is that when we get around next year to things we should have done this year, we will have been overtaken by history"

Mr Ike van der Watt, a leading unionist and the man in the middle of the current friction between registered unions and independent black unions in the metal industry, is especially disappointed about the Government's failure to amend the law on mixed unions which he says is creating "tremendous problems"

Spokesmen for the unregistered unions are also sharply critical

As Mr Alec Erwin, general secretary of the predominantly black Federation of South African Trade Unions, puts it: "The lack of change is reinforcing last year's unsatisfactory legislation"

"Nothing is clear everything is vague and no decisive steps are being taken"

Central to Fosatu's problems are whether its black affiliates are going to be granted registration or not

Following a "summit" meeting held with other independent unions last year where objections to aspects of the new dispensation were outlined, Fosatu has submitted registration applications based on certain conditions, including a demand for completely non-racial status for all unions

With no change to the law, it remains unclear whether the conditions will be met

Fosatu has committed itself to rejecting registration if they aren't. Two other unregistered unions have rejected registration outright

The Government wants all unions in the system, and compulsory registration is being considered as a measure to force all unions to register or close down

The situation obviously contains potential for confrontation, and the registration of black unions remains an important unresolved issue which could have a major bearing on the future of the new dispensation

According to an unregistered union, have been left in a "highly unsatisfactory position"

"Our applications have been in for a long time but we've had no response. The state is either confused or is trying to make things difficult for unregistered unions"

"We've been left in limbo. Meanwhile, managements are using this as an excuse by refusing to deal with unions before they are registered"

Mr Erwin also feels that the new dispensation may be overtaken by events, and adds: "If this is reform then the snail is going to win the race"

The concern is not only about the pace of change but also what shape the reforms will ultimately take

Doubts on this score go back to the first report of the Wiehahn commission itself and the Government's response in its White Paper

The Wiehahn report was a highly ambiguous document. On the one hand, its proposals went a long way towards eliminating discrimination from labour laws

On the other, its modified industrial relations framework contained disturbing elements of increased state intervention in industrial relations, increased control over trade unions and a diminished role for trade unions generally

Many of these elements were further accentuated in the Government's White Paper

They include possible new registration criteria giving the state far wider powers to register unions or not, increased control over industrial relations training and union finances, an extended committee system with negotiating powers which may supplant trade union activity in plants and further limit union power, the outlawing of

closed shop agreements, further restrictions on strike rights and continued intervention in industrial relations by the tripartite National Manpower Commission

Searching questions have also been raised about the possible role of the Industrial Court

This has led to critics characterising the whole Wiehahn plan as a sophisticated strategy of control over labour with a dual advantage to the Government — on the one hand gaining firm control over black unions, and on the other reducing the power of white unions to impede black advancement essential for economic growth

The commission is reconsidering its proposed industrial relations system and probably the most crucial question surrounding the new dispensation is whether these elements will be modified or abandoned or will ultimately be built into the law

The issue goes further than the obvious potential for confrontation with both the white and black labour movements

An industrial relations system can be seen as a framework for structuring industrial conflict, and it stands or falls by its ability to do so

The present system as embodied in the Industrial Conciliation Act is already a restrictive one

If union rights and powers are to be further circumscribed, observers suggest the new system is likely to be bypassed by workers and it will stand little hope of containing the massive latent conflict underlying South Africa's "industrial peace"

Here they continue to point to the Ford strike last year, where militant black workers at one of the most enlightened firms in the country struck over a wide range of issues, in the process pushing aside an independent black union, a Fosatu affiliate, regarded as "militant" by many employers

After the strike, a prominent Port Elizabeth unionist, Mr Fred Sauls, said bluntly: "The past industrial relations system can be shelved, and

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The Minister makes time

ADM 5/5/80 140A

MR Fanie Botha, Minister of Manpower Utilisation is impatient about the latest delays in receiving the final Wiehahn commission reports

At the same time, he is not worried about a possible loss of momentum in implementing labour reforms

This emerged during a recent interview with Mr Botha during which he responded to criticism surrounding the new dispensation

Mr Botha indicated that he had expected the reports sooner, and added 'We can't legislate further before receiving the final reports'

Criticisms of the industrial court stemmed from 'technical issues'

'I have often said we would have to attend to problems as they arise. We know what they are and will rectify them'

Confirming that there would be no change on mixed unions this year, he pointed out that mixed unions existed that new ones could be formed and that exemptions had been granted to numerous unions to include blacks

'There is therefore no embargo on mixed unions. If nec-

essary we will look at this issue again next year'

He would not comment on the Fosatu applications which he said were still under consideration

A final decision on whether to introduce compulsory registration or not would be taken after the final commission reports had been received

Mr Botha denied that the Government was envisaging a diminished role for unions

'Trade unions can play a very important role. They form an essential part of the conciliation machinery and must help maintain order'

On the issue of state control over unions, Mr Botha said 'In liberal circles the view is that unions should be free to do what they want'

'But then you get the chaos of Britain and we don't want that here. They could ultimately break the country'

'Trade unions must not take part in politics. Also we must protect union members against possible financial mismanagement'

'We must have order. We can't have millions of people in

legal organisations if we don't look after them'

He rejected suggestions that the Government intended increasing control over unions. 'I don't want to create some kind of dictatorship over these people. But to have no control is out of the question. I don't intend creating a second Britain here'

'Also we can't have a dual system'

Mr Botha rejected arguments in favour of stronger shop floor involvement of unions as 'invalid'

'These are hypothetical arguments by people who don't deal with these issues in practice. Committees function very well and I intend to build them out for workers of all races'

On the Ford strike, Mr Botha said 'It had nothing to do with labour issues. It was instigated from outside by people with ulterior motives'

'Everything was illegal and had nothing to do with negotiations in terms of the Industrial Reconciliation Act'

He agreed, however, that it could happen elsewhere

Mr Fanie Botha . impatient with delays

Workers win union battle with big firm

KOA (10A) (10P) (10V)
RDM 8/5/80

By STEVEN FRIEDMAN
Labour Reporter

BLACK workers in Natal have won a Supreme Court order instructing a major multinational company to establish a works committee for its black workers.

A recent judgement in the Natal Supreme Court by the Natal Judge President, Mr Justice N James, gave the company 10 days to establish this committee. The deadline expires this week.

The court action is the latest development in one of the longest and most bitter union recognition disputes in recent labour history.

The Metal and Allied Workers Union has been demanding recognition from Glacier Bearings since 1978.

Glacier is a Pinetown-based subsidiary of the British owned multinational Associated Engineering. Mawu is a predominantly black union affiliated to Fosatu.

Mawu sees the court order as 'a breakthrough' which will compel management to deal with elected worker representatives.

The dispute has been deadlocked since Glacier set up a multiracial bargaining committee in its plant. According to Mawu's general secretary, Miss Juncrose Nala, this committee is a device to block the union.

The multiracial committee also superseded a black liaison committee which had operated in the plant and which, the

union says, was dominated by union representatives.

Although Glacier has dealt with the new multiracial committee rather than the union, black worker representatives have boycotted it and it is now defunct as far as black workers are concerned.

Miss Nala said.

In an attempt to break the deadlock black workers at Glacier asked the Natal Supreme Court to order the company to establish a works committee.

These committees are established in terms of present labour law and employers are compelled to establish them if a majority of workers want them and there is no liaison committee in the plant.

Mawu expects most union shop stewards to win election to this committee. It sees it as a means of compelling management to discuss worker grievances with union members at the plant.

In his judgement, Mr Justice James found 'virtually unchallenged evidence that the majority of Glacier's black workers wanted the establishment of a works committee.'

He also found there was no other committee at the plant which carried out the functions of an in-plant bargaining committee as envisaged in labour legislation.

The company was therefore ordered to take the necessary legal steps to arrange for the election of a works committee.

It was also ordered to pay the costs of the action.

UDM 16/5/80

UK-owned firm is new union target

By STEVEN FRIEDMAN
Labour Reporter

ANOTHER foreign company is involved in a dispute with a predominantly black trade union. The union alleges that the Mantzburg-based Incolabs is victimising workers because they are union members.

The union is threatening legal action and says the dispute has been the cause of two short work stoppages at the factory. But management denies this.

The company is a subsidiary of the British cosmetics company Inoxa, and the union is the Fosatu-affiliated Chemical Workers Industrial Union. Inoxa's managing director,

Mr Roly Waller, denies his company has victimised workers.

Earlier this week, another foreign firm, Colgate Palmolive, was accused by the union of offering a wage increase in violation of the South African labour code, which Colgate has signed.

The Colgate and the Inoxa allegations have again focused attention on black union criticism of the labour practices of foreign companies operating in South Africa.

According to the union, Inoxa fired four black workers at the Incolabs plant last week after it learned that the union was recruiting members there.

It claims the workers are known union members and that

one of them had been the chief worker spokesman at a meeting with management earlier in the week.

The union says that management had told it that the workers had been fired because of "poor performance" but the union denies this is the case.

It says the dismissals led to an hour-long work stoppage on Monday and another short stoppage later in the week. Management has refused to take the workers back and we have no alternative but to take legal action, according to a union spokesman.

The spokesman added "We have tried every possible channel to settle this dispute. Man-

agement has left us with no option but to take this action."

Mr Waller denied this week that the workers had been fired for union activities. "We do not even know which workers are union members, although we are trying to find out," he said.

He also denied there had been work stoppages at the plant. "Unless you call me addressing workers during working hours a stoppage."

Mr Waller added that "we have always regarded ourselves as good employers" but would not comment further, arguing that the matter was "sub judice."

A full statement by the company may be issued next week.

FM 16/5/80

COLGATE

Union accusations

The credibility of employment codes once again comes into question This week an unregistered union released information on the refusal by Colgate Palmolive — rated as a top firm in terms of the Sullivan Principles — to deal with the existing union

The unregistered Chemical Workers' Industrial Union, a Fosatu affiliate, accuses Colgate of violating the principles by refusing to deal with it and by "clinging to the racially defined liaison committee system" It has adopted this stand, says the union, despite a petition in support of the union signed by 200 of about 300 weekly paid production and warehouse workers The union claims a membership of 150

In the final reply to the union's request for recognition, Colgate wrote "As a company we are opposed to the unionisation of our workforce because we firmly believe that, as enlightened employers, offering equal opportunity employment practices, no trade union can do more for our employees than we can"

In addition it said "We are not prepared to enter into any discussions with your union representatives unless you comply with our requirements and the law governing the registration of unions"

According to the union, prior to this reply Colgate had asked for confidential information, such as copies of membership forms The union refused this, unless recognised The union applied for registration in March

On Monday a delegation of African workers asked to see management According to union shop stewards, Colgate turned this down, referring them to the liaison committee The shop stewards say the workers don't want a liaison committee

The union reckons Colgate is hiding behind the Sullivan Principles "They say they are a good company, stressing integrated facilities and so on" But the shop stewards say even integration "is not carried out fully"

Even so, this is not what workers are worrying about Says a shop steward "Integration of facilities is not what we are after We want a direct say with management"

● The FM tried to contact Colgate management, but no one was available to comment on the accusations

Colgate Resists Unions Worldwide

By KINGDOM
LOLWANE
COLGATE Palmolive
SA, the Boksburg
based American com-
pany, this week said
it was their policy
worldwide to resist
the establishment of
trade unions

The company was re-
acting to allegations by
the Chemical Workers'
Industrial Union (CWIU)
that it had refused the
unionisation of its wor-
kers. The company, ac-
cording to the CWIU,
said that a committee to
serve the interests of its
workers already existed

The union claimed,
among other things, that
Colgate refuses to deal
with the union of the
workers' choice and that
management was endor-
sing Government policy,
saying it will only deal
with a registered union

A statement released by
the company says "It is
the Colgate-Palmolive po-
licy that we resist the
establishment of trade
unions in our factories
throughout the world.
With respect to unions,
if the employees do or-
ganise in accordance with
the laws of the country,

and a majority of the em-
ployees indicate a desire
to join a union, it has
been our practice to deal
with such a union

"It is strongly emphasi-
sed that our refusal to
meet with the CWIU prior
to the official registration
of that body, and the
steps we took to deter-
mine whether all our em-
ployees knew what they
were signing when they
endorsed the so-called pe-
tition, in no way consti-
tutes any deviation what-
soever from our sincere
and on-going commitment
to the Sullivan Princip'es

PROBLEMS

"Our liaison committee
was elected from among
and by the employees in
a free and open election
in which 86 percent of
our hourly-paid employees
participated. Our company
has been, and continues
to be willing to meet with
the legally-elected repre-
sentatives of the commit-
tee as often as necessary
to resolve questions and
problems relating to rates
of pay, hours of work,
working condition and ex-
tention of fringe benefits

"Without trade union
representation, Colgate
Palmolive pays a mini-

mum wage rate which
must rank among the high-
est in the country. Since
the CWIU has not seen
fit to supply the informa-
tion we have repeatedly
requested, we must there-
fore, again decline their
request for a meeting

Meanwhile, the Sullivan
Principles stress that com-
panies should "support
the elimination of discrim-
ination against the
rights of blacks to form
or belong to Government
registered unions, and
acknowledge generally the
right of black workers to
form their own union or
be represented by trade
unions where unions al-
ready exist"

RDM, 21/5/80
Fosatu's angry reply
to Colgate statement

Labour Reporter

THE Federation of SA Trade Unions (Fosatu) yesterday reacted angrily to a statement by a major American company, Colgate-Palmolive, that its policy was to "resist the establishment of trade unions throughout the world"

The statement was issued by Colgate in response to allegations by the Fosatu-affiliated Chemical Industrial Workers Union that the company had violated the Sullivan Code by refusing to recognise the union

The code, which has been signed by most American firms operating in South Africa, commits companies to removing race discrimination in their plants and recognising the right of black workers to form unions

Colgate has been rated a "model company" among American employers in South

Africa

"If this is the policy of a company which has signed the code, we cannot see how Sullivan can be of any use to black workers" Fosatu's general secretary, Mr Alec Erwin, said yesterday

In its statement Colgate added that it was company practice to deal with a union which was supported by a majority of employees and which operated in accordance with the laws of the country

The company "strongly emphasised" that its refusal to meet the union until it was registered with the Government was not a deviation from "our sincere and on-going commitment to the Sullivan principles"

Colgate said its black liaison committee had been elected by 86% of its workers and added that it would continue to deal

with it. It added that the union had "seen fit not to supply information we have repeatedly requested"

The company added that it was also interested in its workers' welfare "beyond the workplace" and had sponsored black education and sport

The union's general secretary, Miss Nombusa Dlamini, said yesterday "Colgate implies we are not a legal union, but unregistered unions are perfectly legal"

"Colgate workers approached us of their own accord, which shows that they are not happy with their committee"

Colgate had "ignored" allegations that black workers were fired "without good reason" and had been assaulted by white workers when they used the company's "integrated" toilets, she added

TRADE UNIONS FM 23/5/80

Has Seifsa relented?

Changes to the Steel and Engineering Industries Federation (Seifsa) guidelines on union recognition this week proved a Pyrrhic victory for the unions

Although employers have been granted the right to deduct members' dues on behalf of trade unions — a move welcomed by all union spokesmen — there is no change on Seifsa's stand on individual employer-union relationships

This means that if Seifsa members stick to the guidelines the only contact between unions and employees will be at industrial council level. This leaves the industrial council exclusive rights to settle all disputes

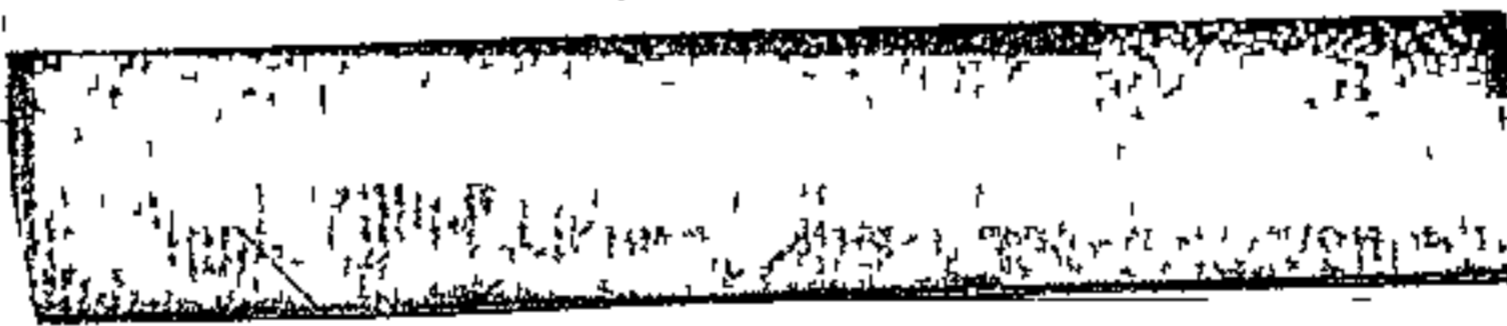
Some trade union spokesmen argue that the concessions do not make the guidelines any less "anti-unionist". Employers are still urged, as in the original guidelines, not to give unions access to their premises and to make use of management-made works and liaison committees

The guideline amendment makes it clear that the stop-order concession does not mean that employers are to engage in bargaining at individual plant level with developing black trade unions

It goes on to say that the negotiating mechanism is through "collective bargaining between respective trade union and employer parties to the National Industrial Council and at that level only"

Although some union spokesmen agree that a centralised body is theoretically a plausible idea, they feel it should only deal with wage-related issues — not problems that arise on the factory floor

But Eriol Drummond, Seifsa director, argues that the answer to domestic issues is the works council system and that the industrial council is the most effective



Thousands in pay walk-out

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198
140A
Post 23/5/80

POLICE stood by as thousands of textile workers staged a walkout at the Fraxtex Mill at New Germany near Durban yesterday.

It was reported later that a security officer's car was stoned by a chanting group at the nearby Feltex factory.

A Pinetown Red Cross ambulance was called to Feltex to

take away an injured black security guard, who was admitted to St Mary's Hospital

Ambulance staff were warned to use the rear entrance to the factory to avoid the mob

There were also reports of buses being stoned but

police were not available for comment on the incidents

It is understood that the wilcat strike took place after demands for wage increases

Management officials at the mill declined to comment.

There was an incident after the walkout when a group of about 100 workers raided a pavement store.

SHIFT

The workers later dispersed. The new shift was to start at 2 p.m.

According to some of the workers, management refused to hear their demands for extra pay.

"They said they could not pay us more. We could stay on and work or leave", one worker said

He said it was planned to stop the afternoon shift from entering the mill.

The last group of workers dispersed after being addressed by senior police officers — Sapa

Help to choose your right varsity line

By WILLIE BOKALA

LECTURES and a symposium aimed at helping prospective students choose suitable courses of study are to be held at the University of the Witwatersrand for two weeks next month.

The events, called "Courses and Careers 1980" are opened to students in Standard 9 and 10, parents and teachers. They start on June 3 and continue until Saturday, June 14.

Deans, heads of departments, and other staff from each of the ten faculties at the university will participate in the series. Mr Ralph Wortley, head of the University's Counselling and Careers unit, will speak on "The Strategy of Choosing a Career".

On the final day of the series, the Faculties of Science and Education will hold open days.

The lectures have been designed to offer students a complete description of what is involved in particular degree and diploma courses — and what careers those courses can lead to.

Price Institute for Palaeontological Research.

● A talk on magnetic trains and all-day displays by the Department of Physics

● Displays by the Bernard Price Institute of Geophysical Research as well as the Departments of Archeology, Microbiology and Geology

The lecture series will be held from June 3 to 14 in Room SH6, in the Senate House on campus. Faculty of Medicine lectures on June 3 will be in the Dorothy Susskind Auditorium in the Architecture Block.

The Faculty of Engineering will present a symposium on June 4

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It is vital that students choose their courses of study correctly," says Ms Miranda Bell, the university's schools liaison officer.

A recent survey in Britain indicated that well over a third of the students who drop out of universities, even though they have passed their examinations, leave because the courses they are taking have not turned out to be what they anticipated.

"We believe that many students choose wrongly because they are not sufficiently well-informed," she says.

Some of the highlights featuring in the two-week events are:

- A talk on "black holes" and all-day demonstrations of the university's computer system and the micro computer laboratory, presented by the Department of Applied Mathematics.
- "Geography for the Eighties" by the Department of Geography and Environmental Studies.
- Glassblowing and other demonstrations at 11 am and 12 noon by the Department of Chemistry.
- A display of fossils collected by the Bernard

Now Natal is hit by strikes

197 186 140 A
By STEVEN FRIEDMAN
Labour Reporter

RDM 23/5/80

LABOUR unrest spread from Cape Town to Durban yesterday as more than 3 000 black textile workers went on strike at two factories in New Germany, outside Durban.

Strikers stoned passing buses and the car of a white security officer outside the factory until they were calmed by officials of the Federation of SA Trade Unions (Fosatu) and the National Union of Textile workers.

In the Cape, the general work stoppage among black workers in the meat industry enters its fifth day today. Yesterday workers called for the formation of a committee to organise a boycott of red meat.

Another Cape Town strike, by 3 000 workers at a clothing factory, Rex Trueform, was settled yesterday.

Just as this week's student unrest is an echo of the 1976 Soweto unrest, yesterday's Durban textile strike was an echo of the strike wave which hit Durban in 1973.

The two factories hit by strikes, Frametex and Nortex, are both owned by the Frame Group, as is a third factory, Seltex, to which Durban union sources believe the strike may spread.

Most of the Frame Group's factories were hit by the 1973 strikes and observers at the time claimed the unrest had been sparked by wages paid by the group.

This week's unrest follows a build-up in strike action over the past few months, particularly in the Western Cape.

The Cape meat industry has been hit by several strikes. Stevedores

at Table Bay docks went on strike earlier in the year and a number of construction and engineering firms have also been hit by strike action.

Three strikes by West Cape farm workers have also occurred in recent months.

Last year, workers at several Port Elizabeth factories struck and there have been brief strikes this year in Durban and on the Reef.

Yesterday's strike follows a protracted wage dispute between workers and management at Frametex. Workers have been demanding an increase since November.

The strike was sparked off when management told its black liaison committee that it would consider a 10% wage increase in June.

Workers rejected this and walked out. They were followed soon after by Nortex workers and the afternoon shifts later joined the strike.

Fosatu's general secretary, Mr Alec Erwin, said last night that "tension has been building up" at the factory for some time. Last week, workers staged a brief stoppage over a dispute about bonuses and last August the factory was hit by a strike in support of wage demands.

He added that the presence of police at the factories yesterday had been "provocative."

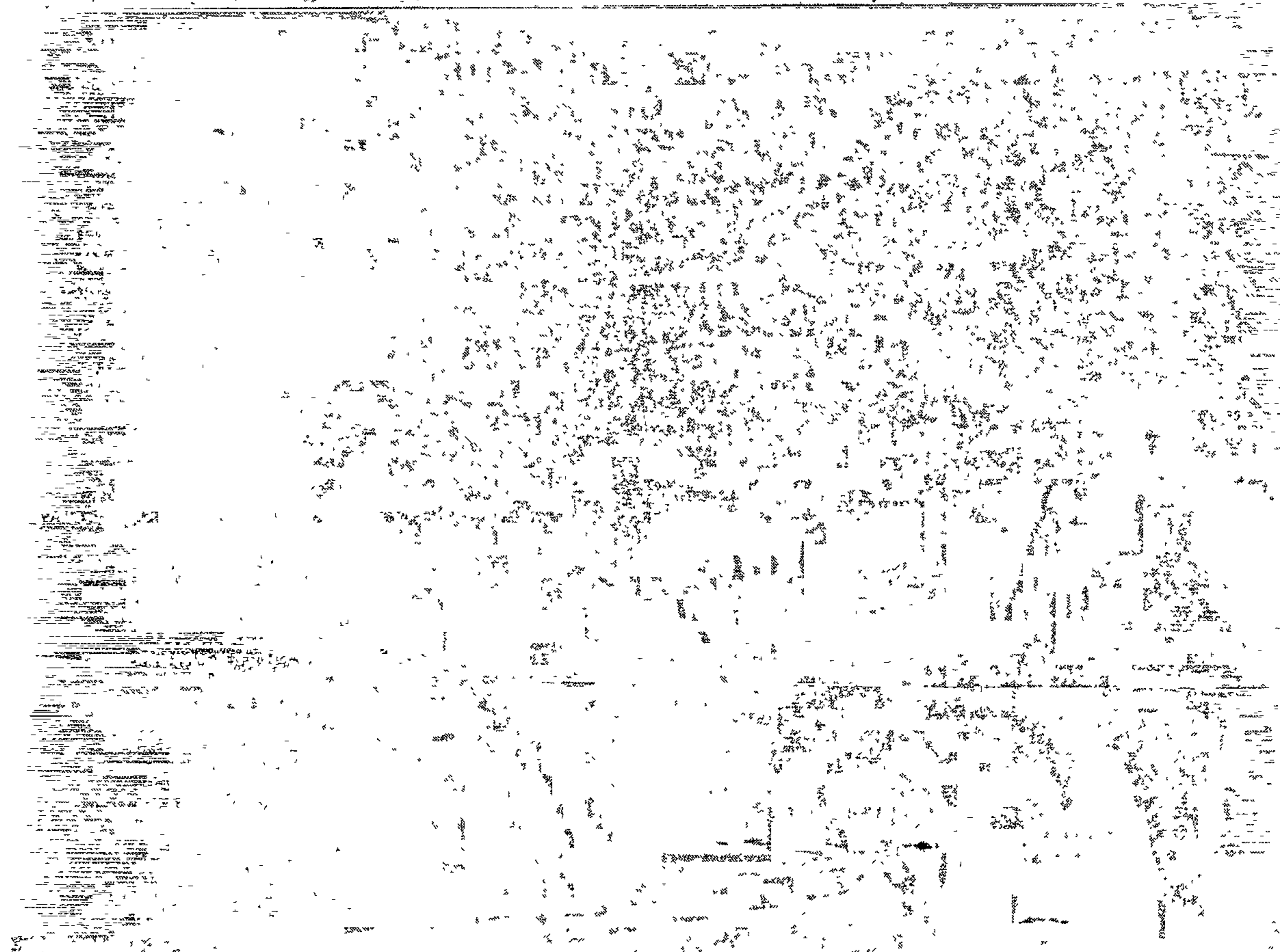
In Cape Town, the worker call for a boycott was reportedly eliciting support in Langa township and Cape sources described the situation in the townships as "tense."

Two Langa butcheries closed on Wednesday in response to community demands, but re-opened yesterday. However, butchers have threatened to join the boycott if talks between them and meat employers fail.

Townships tense as strikes spread

152 (40A) 2/11/80 197

RDM 24/5/80



Riot police stand guard as strikers re-group near New Germany yesterday. The crowd later dispersed and went back to the mill, where they were paid

By STEVEN FRIEDMAN
Labour Reporter

LABOUR unrest continued to escalate in Durban and Cape Town yesterday as tension spread through black townships in both areas.

In Durban the number of striking textile workers rose to an estimated 5 000 and police teargassed a group marching from Clermont township to New Germany. Fears were expressed that the violence could escalate

Clermont township was tense after stone-throwing incidents at Kranskloof hostel, and streets were barricaded on Thursday night

In Cape Town, the Deputy Minister of Co-Operation and Development, Dr George Morrison, met meat employers as black community support for a red meat boycott grew and black townships were reportedly "tense"

Dr Morrison declined to discuss details of the meeting

The Minister of Co-Operation and Development, Dr Piet Koornhof and the Minister of Manpower Utilisation, Mr Fanie Botha, met late yesterday to discuss the situation

In Durban, the general secretary of the Federation of South African Trade Unions (Fosatu), Mr Alec Erwin, said the presence of police was "escalating the tension" and expressed fears that the situation could worsen if police did not keep a low profile

Mr Erwin said union officials "have ensured that worker meetings have been orderly and are doing their utmost to ensure that there are no violent outbreaks"

He said he was attempting to secure a permit for a workers meeting in the Clermont stadium on Monday but had not yet succeeded. He said, "If we are not allowed to hold an

orderly meeting, I am worried that workers will gather in groups and there may be trouble"

Mr Erwin added "The authorities are taking a hard line which is escalating the situation. Is this the new labour dispensation? Is this our new era of recognising black worker representatives?"

All workers at Frametex and the majority at three other Frametex Group textile factories in New Germany, outside Durban — Nortex, Pinetex and Seltex — struck again yesterday in support of long-standing pay demands. The strike began on Thursday

Durban sources feared that the strike could spread — in particular to a neighbouring tool factory where management and workers have been locked in a protracted union recognition dispute

Yesterday, Frametex's black liaison committee attempted to resume wage negotiations with management but were told that the company was not prepared to negotiate while the strike continued

At the same time, workers gathered at the Clermont stadium to await the outcome of negotiations. Sapa reports that officials of the Department of Manpower Utilisation were shouted down at the meeting

In another development yesterday, a group of hostel dwellers from Clermont marched on New Germany. Police reinforcements were rushed to the scene and the group was teargassed before dispersing

Support for the Cape Town boycott of red meat spread through black communities as the general work stoppage by black meat workers continued

Workers who have taken the place of strikers have been prevented from leaving trains at some stations and butchers are under pressure from local communities not to sell red meat

Govt's strikes

warning fuels

unions' fears

152 327 145 139 151 140A 140A

NDM 24/5/80.

By RIAAN DE VILLIERS
Labour Correspondent

MR JAAP Cilliers, director-general of Manpower Utilisation, yesterday warned that if the present wave of "illegal" strikes continues, his department may identify people "inciting" workers and point them out to the Department of Justice and Police

The warning has brought renewed fears of Government action against trade unionists, as labour unrest yesterday spread in Cape Town and Natal

Unionists reacted to Mr Cilliers' warning by rejecting charges of "agitation" and warning that workers had deep-seated grievances

Mr Cilliers said it appeared the strikes were triggered by black unions and union leaders who had asked for registered union rights for many years,

but were still acting outside the system now that these rights had been granted

This pointed to these unions having "questionable motives"

He said the department was compiling reports on the strikes "If these illegal strikes continue, we will have to start identifying people causing the trouble and inciting workers without using the proper channels"

These people would be brought to the attention of the Department of Justice and Police

He added "Employers should put their foot down and refuse to negotiate with unregistered unions"

The Western Province General Workers' Union reacted strongly in a statement issued last night, saying the responsibility for the situation in the Cape lay with the "provocative

unwillingness" of employers to discuss issues at present and before the confrontation escalated

The situation would not be defused by looking for "so-called agitators" Worker leaders took their instructions from workers themselves

Mr Alec Erwin, secretary of the Federation of South African Trade Unions (Fosatu), also rejected any charges of "agitation" by unionists

Far from agitating among workers, the National Union of Textile Workers had done all it could to try to control workers, he said

The liaison committee at Frametex, containing union members, had gone "out of its way" to try to negotiate with management to the extent of running the risk of being discredited among workers, he said

Cops gas strikerS

Post 26/5/80
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POLICE YESTERDAY used a sneeze machine and dogs to disperse more than 1 000 Goodyear workers gathered in front of the company's Uitenhage plant on the eighth consecutive day of industrial unrest in the town.

The incident follows an Industrial Council decision on Tuesday to reject workers demands for minimum pay of R3 an hour.

Conflicting accounts of yesterday's incident have arisen with police and management claiming some workers tried to prevent others from returning to collect severance pay and others claiming they were unfairly dispersed while awaiting a report back from their representatives

The Eastern Cape Divisional Police Commissioner, Brig P van Rensburg, said workers outside the company's gates were told the gathering was illegal. However, police warnings were ignored and a sneeze ma-

chine was used to scatter the workers who drifted off towards their homes.

Mr Peter Selley, public relations officer for the company, said some of the workers attempted to stop others from collecting severance pay owing as a result of the four-day strike that has paralysed the plant.

Workers left at the gates of the factory said they had been waiting for a report from their representatives about the course of the negotiations on Tuesday on the pay issue.

Workers disappointed

One worker said he had been told by a management official to wait at the gate so as he could collect his severance pay.

"The next minute police gave us two minutes to disperse and then used their machine."

The workers expressed disappointment that the management had not conceded a wage increase especially in the light of the increases gained by the motor workers through their Industrial Council.

Yesterday morning workers were given pamphlets from management telling them of the rejection of their pay demands and advising they could re-apply for employment from today.

The notice said re-employment would be on the basis of merit.

Elsewhere in Uitenhage the situation was reported to be calm yesterday after nearly a week of strikes, street processions and stoning incidents in the townships.

A SKF Bearings spokesman said all workers were back at the plant yesterday and they expected a pay agreement to be reached within the next few weeks.

Dorbyl employed new workers on Tuesday after 46 were considered to have dismissed themselves by refusing to work.

Link construction reported 50 percent of their staff had returned to work at the Kwanobuhle Site and 15 percent at Rosedale.

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Textile workers to stay on strike

Elizabeth Wilson
Labour Reporter

Thousands of textile workers from the Frame group of firms in Natal decided at a meeting this morning to continue their strike.

The workers packed the Roman Catholic Church at Claremont near Pinetown to listen to a report back from their liaison committee on a meeting with the group's management yesterday.

A spokesman for the Federation of South African Trade Unions said management had "again refused to negotiate while workers were out on strike."

The issue at stake, he said, was pay.

Strikers were demanding increases for workers who were on minimum wages as low as R18,40 a week.

The total workforce at the three factories was about 7 500 and the number of workers now on

strike was estimated at "more than 5 000"

Mr Selwyn Lurie, joint managing director of the Frame Group, today rejected the Fosatu claims. He said most workmen at the mills were back at work today.

He said a notice had been given to workers on Friday telling them that if they did not go back to work by today they would be "deemed to have terminated their service with the company".

He said: "It appears that the liaison committee has not reported back to the workers what was discussed at the liaison committee meeting yesterday."

Mr Lurie said: "Last year we gave workers a 20 percent increase — 10 percent in January and the second 10 percent which was due in January 1980 was brought forward four months. We gave that increase in September 1979."

"Several weeks ago we informed the workers through the liaison committee that they would be given a further increase in July 1980."

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~~197~~ 1404 27/5/80

Fosatu boss refutes strikers' return claim

PINETOWN — The general secretary of the Federation of South African Trade Unions, Mr Alec Erwin, yesterday disputed the claim by Frametex management that the majority of striking New Germany workers had returned to their jobs yesterday.

Mr Erwin said that according to a report he had received about 2500 Frametex workers had packed the Catholic Church Hall in Clermont yesterday.

The clerical meeting had voted unanimously not to return to work until further discussion on their 25 percent pay claim had been discussed with the Frame Group management.

Earlier yesterday an executive director of Consolidated Frame Cotton Corporation Ltd, Mr Selwyn Lurie, claimed that the majority of staff at the company's New Germany Mills had returned to work.

The group issued the ultimatum at the weekend that workers could either

resume their jobs yesterday or face dismissal.

Mr Lurie said no pay negotiations would be discussed until staff returned to their jobs.

He said a pay increase and the introduction for the first time of a pension fund were already scheduled for July. He would not disclose the amount of the increase.

Mr Lurie said it was difficult to understand why the strike had started, and pay increase discussions had been under way for some time. Because of the rise in the cost of living the increase has been granted six months ahead of time.

MEETING

Mr Erwin said yesterday's Clermont meeting had been attended by the 18-member workers' committee from Frametex and representatives of the National Union of Textile Workers, which is affiliated to Fosata.

He said the workers' committee represented employees from all the Frame Group's New Germany Mills. The decision not to return to work would be put to Frametex management as soon

as possible.

Efforts would be made to arrange a meeting between the workers' committee and management representatives later yesterday, he said.

The outcome of this meeting would be relayed to workers at another gathering in the church hall today.

Meanwhile it was reported that about 50 Frametex workers downed tools yesterday morning and left the factory to attend the Clermont meeting.

Mr Lurie said later

that he stood by his statement that most workers had returned yesterday.

The factories were working at almost full capacity. He had been told of the Clermont meeting, but it was possible that many of those attended were "hangers-on".

The workers were by now well aware that there would be no more negotiations until they returned to work. Those who did not return yesterday would be replaced, he said.

... National Party of Malan, Verwoerd and the Xhosa prophet imprisoned on Robben Island about Nehemiah Tile and the Ethiopian Zulu and Zulu chiefs and tribes that series of wars which ended in the loss of the Bantu to the status of an internal colony, p. 87)

... subsequent struggle for democratic rights and the Poll Tax Rebellion of 1906 / the passive resistance Bulhoek massacre of 163 'Israelites' and 100 men killed) / Clements Kadalie's

famous Industrial and Commercial Workers' Union with almost a quarter million members in the 1920's / the Africanisation of the South African Communist Party long before the churches saw the need for this ^{in their own wishful} / the African National Congress (ANC), with its slogan 'Mayibuy' i Afrika - Let Africa return' / the series of mass passive resistance campaigns against the pass laws /

POST, Tuesday, May 27, 1980

By JOE PHILLIPS

THE Transvaal region of the Federation of South African Trade Unions called on the management of the Frame Group of companies to negotiate immediately with workers who are on strike in Durban.

In a statement issued in Johannesburg yesterday, the region expressed support "for the struggle of the workers in the Frame group of companies for a more just wage"

Call for management to negotiate with strikers

"The strike has occurred firstly because of the extremely low wages paid by the Frame group and it continues because management refuses to allow a proper negotiating structure to develop.

"The absence of such structures gives workers no constructive avenues to present their grievances and the result is

mass walkouts and angry meetings.

"The provocation in these cases is at the hands of management and the State instead of allowing constructive negotiation with representative unions, statements are made about outside agitators and the police are called to intervene in the dispute.

"Workers at Frame are paid wages which are too low to live on.

"We call on management to stop avoiding this issue and to negotiate with workers about pay.

"We call on the State to keep the police out of this dispute and instead encourage management

to meet directly and immediately with the workers."

Meanwhile fifty-five workers were yesterday arrested at Rely Precision Castings in Boksburg and will appear in court today to face charges of striking illegally. Yesterday officials of the Metal and Allied Workers Union, which has a large membership in the company, tried unsuccessfully to get bail for the workers.

The union has 52 members out of a workforce of 58.

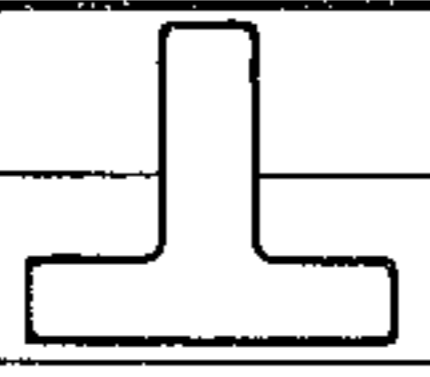
The workers are alleged to have gone on strike yesterday at 8.45 am following an incident on Saturday where a worker was fired for going to the gates to get a message.

Three police vans and a truck came to the factory yesterday afternoon and the 55 workers were arrested.

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PHILLIPS



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Frame Group fires 6 000 strikers

CAPE TOWN 28/5/80

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Own Correspondent

DURBAN — The Frame Group of textile companies yesterday fired an estimated 6 000 striking workers as the number of strikers continued to grow

In Clermont township, Durban, traders closed their stores after being warned that unrest could develop. Police continued to patrol the township.

There were unconfirmed reports that people were stopping buses entering and leaving the township in a bid to intercept workers at factories in the Pinetown-New Germany complex.

According to union sources, most factories in the area were

allowing workers to go home early.

The National Union of Textile Workers was again refused a permit to hold an open-air meeting in Clermont, and its general-secretary, Mr Obed Zuma, said workers would meet again in a church hall this morning to be told of the Frame management's decision to dismiss them.

Workers at five Frame plants are striking.

The Frame Group's decision to fire the strikers was conveyed to the Frametex black liaison committee yesterday after a meeting of about 5 000 strikers in a Clermont church had decided not to return to work until management made a firm wage offer.

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Half the mills force still out

THE SITUATION at the Frametex Mills in New Germany, Natal, was quiet yesterday, although only about half the 6 000-strong labour force, paid off after last week's strike, had returned to work.

Mr Selwyn Lurie, an executive director of Consolidated Frame Cotton Corporation's Ltd, said on Monday that most of the workers had returned and the situation was back to normal.

Later he said militant groups had prevented some workers from turning up for late shifts. Workers said that in some departments only a handful of staff were manning machines.

Mr. Alex Erwin, secretary of the Federation of Trade Unions of South

Africa, today repeated the statement that more than half the workers were staying away in support of pay demands.

A police officer estimated that about 50 per cent of the labour force was back.

On Monday night the bus service taking afternoon shift workers back to Clermont was suspended for a time after stone-throwing.

Later women workers returned to the factory, alleging they were beaten up by strikers.

(CWA) Post 28/5/80

6000 textile strikers fired

152 (127) (120) (140) 28/5/80

Labour Reporter

THE Frame Group of textile companies yesterday fired an estimated 6000 striking workers as labour unrest continued to simmer in Durban and Cape Town.

The number of strikers continued to grow.

In Clermont Township, Durban, traders closed their stores after being warned unrest could develop. Police continued to patrol the township.

There were unconfirmed reports that people were stopping buses entering and leaving the township in a bid to intercept workers at factories in the Pinetown-New Germany complex.

According to union sources, most factories in the area were allowing workers to go home early.

The National Union of Textile Workers was again refused a permit to hold an open-air meeting in Cler-

mont, and its general secretary, Mr Obed Zuma, said workers would meet again in a church hall this morning, to be told of Frame management's decision to dismiss them.

There are fears that worker reaction to this decision could escalate the unrest. Workers at five Frame plants are striking.

The Frame Group's decision to fire the strikers was conveyed to the Frametex black liaison committee yesterday after a meeting of about 5000 strikers in a Clermont church decided not to return to work until management made a firm wage offer.

© In Cape Town, the red meat boycott in support of striking meat workers continued in all black townships yesterday and there were indications that coloured meat workers were planning to join the strike.

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WRITE (5,130) DATE
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WRITE (5,190) I,J,IM,IN,IJA
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WRITE (18,IR) ITEST(L),(MODEL(L,I),I=1,N)
IMOD=IMOD+1
GO TO 53
10 CONTINUE
WRITE (5,200)
WRITE (5,205) IMOD
READ (5,IR) SUM4(1),(SANS(1,KK),KK=1,N)
WRITE (18,IR) SUM4(1),(SANS(1,KK),KK=1,N)
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DURBAN — Frametex management yesterday refused to have further discussions with representatives of the company's 6 000 striking New Germany workers, and issued a statement telling those who had terminated their employment with the company to collect their wages.

According to Mr Obed Zuma, secretary of the National Union of Textile Workers, who attended a meeting of Frametex and worker representatives, employment will not be considered for between two and three weeks. However, he said, the strikers did not con-

sider they had terminated their employment. They still considered themselves employees of the Frame group.

He said yesterday's announcement would be relayed to the strikers at a mass meeting due to be held at Clermont

this morning if a permit can be obtained. The meeting will be held at the Clermont soccer stadium which is considered a safe venue than the restricted Catholic Church hall.

Earlier, workers' representatives alleged that

Mill bosses snub strikers

Manufacturers' Association — of which Consolidated Frame was possibly the largest member — and the Minister of Labour four years ago, a minimum wage structure was laid down.

Under the agreement the lowest paid male workers at the New Germany mills now earned R23 a week and the lowest paid women workers R18. The average worker at the New Germany mills earned under R35 a week. Textile firms willing to recognise and negotiate with the un-

registered National Union of Textile Workers, paid a basic wage of R42 a week — Sapa,

Frame group labourers were earning half the wages of textile workers at comparable jobs in some other local factories.

They said that under the light cotton order, negotiated between the SA Cotton Textile Ma-

Page 5

3 workers' negotiators arrested

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Three members of the workers' liaison committee negotiating on behalf of an estimated 6000 Frametex Group strikers were arrested on the premises of the Frametex factory in New Germany last night, as they left a meeting with management representatives.

They are the chairman of the committee, Mr Jabulani Gwala, Mr Samson Cele and Mr Mpingose Nzama.

The secretary of the Federation of South African Trade Unions, Mr Alex Erwin, said today that the men had been charged with participating in, and abetting, an illegal strike.

Attempts to secure bail last night were unsuccessful and the men were detained in the Pinetown police cells.

Mr Erwin said the arrests were "the final nail in the coffin for the credibility of the liaison committee system".

Five thousand workers were still on strike today. Durban police have confirmed that seven people have been arrested in connection with the strikes at the Frametex factory and alleged incidents of stoning.

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By STEVEN FRIEDMAN
Labour Reporter

POLICE last night arrested three representatives of striking workers at Frame Group textile plants near Durban. They were held as they left a meeting with the management

The arrests came as 6 000 strikers continued their strike, with violent clashes between Clermont township residents and workers who refused to join the strike

Police told lawyers for the strikers that the arrested men — the chairman and two other members of the Frametex liaison committee — would be charged with holding an illegal strike, and appear in court today.

The general secretary of the Federation of South African Trade Unions (Fosatu), Mr Alec Erwin, described the arrests as "provocative"

They came after a long meeting between management and the liaison committee, during which management said it would award workers an increase if they returned — but once again refused to specify an amount.

The committee will report back to workers at a mass meeting today.

Earlier yesterday, a meeting of more than 5 000 striking Frame Group textile workers decided to ignore the company's decision to fire them

Union sources estimate that 500 to 1 000 workers at the Frame group's complex in New Germany were still working yesterday. This meant 6 000 to 7 000 workers were still on strike

Meanwhile, violent clashes between groups of Clermont township residents and those workers who have not joined the strike continued

Police used teargas on a group gathered outside Clermont waiting for textile workers coming off day-shift

Groups in the township were continuing to stop buses, and at a number of bus stops workers returning from factories were assaulted

A Pinetown Red Cross spokesman told Sapa that two Frame workers had

Police hold textile strikers' RDM 29/5/80 spokesmen

been taken to hospital after being assaulted while attempting to report for duty. A police ban on ambulances entering Clermont, imposed after an incident in the township last week, is still in force.

In Cape Town, 150 coloured butchers on the Cape Flats decided to join the boycott of red meat products in support of striking black meat workers

The Progressive Federal Party's spokesman on Manpower Utilisation, Dr Alex Boraine, said in a statement yesterday that the Frame Group's decision to dismiss strikers was "like putting a match to dynamite"

"Against the background of the present unrest in South Africa, the situation can only be described as explosive. Already there have been incidents in Clermont, and we cannot afford to have 5 000 workers on the rampage. A compromise must be found," Dr Boraine said

He called on the Minister of Manpower Utilisation to intervene in the dispute, because workers' wages had been set by a Government wage order. They are set by the Minister after consultation with management

Dr Boraine quoted figures which indicated that the wages of Frame workers had fallen in real terms since 1974. The minimum wage for men was now

R11,95 in 1974 prices, and that for women R9,61. The minimum in 1974 was R13 for men and R10,40 for women. He said the workers had become "impatient" because management had refused to make them a firm wage offer.

At yesterday's worker meeting in Clermont, described by union sources as "the biggest so far held during the strike", workers said that they still regarded themselves as Frame employees

They decided to ignore a directive from the company that they should collect their pay and sign off because they were no longer employees

The meeting decided that their liaison committee should continue attempts to negotiate with management, despite the company insisting it will not negotiate until strikers return to work.

In Cape Town, meat workers have now been on strike for ten days and the meat boycott in black townships is continuing.

At a meeting on Tuesday of the newly-formed Cape Butchers' Association — which represents Cape Flats butchers — it was decided to begin a boycott on Monday if the strike is not settled by the weekend.

Black traders are continuing efforts for a meeting with meat employers.

Workers' meeting banned

C.T. 30/5/80 (AT) (SZ) (120A) (227)
Own Correspondent
DURBAN -- A proposed meeting of the liaison committee of the workers at the Frame Group Mills was banned last night by Pinetown's chief magistrate, Mr Clint Leaker

Catholic Church hall today, and workers were to have been told of a 15 percent wage increase awarded by the Frame Group to its workers from July. The order, issued in terms of the Riotous Assemblies Act, prohibited the gathering on the grounds that public peace would be endangered.

The meeting was to have been held in the Clermont

BOOK AND LIST

Handling of strike 'provocative'

The general secretary of the Federation of South African Trade Unions Mr Alex Erwin has condemned as "massively provocative" actions taken over the past few days in the handling of striking textile workers at the Frame Group factories in New Germany, Natal.

Mr Erwin said today the banning of workers' meetings until Sunday, the arrests of workers' leaders and the use of police pressure to resolve legitimate grievances were seen by workers as an attempt to smash the strike and the organisation involved.

He said workers felt they were now being forced back to work without any chance to consider or discuss the wage increase.

They felt management had the support of the police in their actions.

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COLGATE FM 20/5/80
Will it wash? (140A)

US multinational Colgate-Palmolive believes it is acting within the Sullivan Principles by refusing to recognise the unregistered Chemical Workers Industrial Union

The company a signatory to the Sullivan Principles tells the FM it will recognise the CWIU only once it is registered and if the company is satisfied a majority of its workers are union members

A company statement says If a majority of employees in a country decides to join a union and if the union is organised in accordance with the laws of the country it has been Colgate's practice to deal with such a union

Colgate industrial relations director Chris Dyson acknowledges that an unregistered union is not illegal But he argues that an unregistered union is not 'organised in accordance with the laws of the country'

On union recognition Sullivan states Each signator (will) support the elimination of discrimination against the rights of blacks to form or belong to government registered unions and acknowledge generally the right of black workers to form their own union or to be represented by trade unions where unions already exist

Dyson believes that, throughout 'union should be read as registered

union "

The CWIU, a Fosatu affiliate, applied for registration in March, and has presented Colgate with a petition in support of the union signed by 200 of about 300 weekly paid, production and warehouse workers.

Dyson rejects the union charge that this challenges the credibility of the existing liaison committee at Colgate, elected last year in an 86% poll

Colgate has never been officially informed by the CWIU that it, as a union, has applied for registered status, says Dyson But the fact that the union has applied for registration does not change Colgate's stand on recognition, he adds



NATAL STRIKES

FM 30/5/80

140A

152

Frame again

The Frame group strikes in Natal which started last week have a familiar ring. It is a dispute about wages, and at the heart of it is the wage order for the light cotton industry, made, as such orders are, by the Minister at the request of employers without reference to employees.

Wage orders have an inherent rigidity which leaves little or no room for negotiation. The light cotton order, made about five years ago, provides for annual wage increases of 10%, a figure totally out of keeping with the cost of living.

Plants involved in the dispute are the Frame mills at Pinetown and New Germany known as Frametex, Seltex, Nortex, Pinetex and Natal Knitting Mills — employing about 7 800 workers in all. Frametex is the largest mill and has a liaison committee consisting mostly of shop steward members of the National Union of Textile Workers which the company does not recognise. Male workers' weekly wages range between R23 and R30 and women earn R18 to R25. The union claims few workers are capable of achieving a production bonus of R11.55/week and most make only between R5 and R7. To earn extra, overtime is necessary.

A room in Claremont, where most Frame workers live, rents for between R20 and R28 a month or about R44 for two rooms. A six-day weekly bus ticket costs R2.28.

Most employers pay well above the

minimum, but the Frame group's response has been merely to bring the annual 10% increases forward. January's increase was granted last September and next January's had been planned for July. Workers have been pressing the liaison committee to negotiate for a 20%-25% increase but although discussions and negotiations have been going on since February, management has not been prepared to make any public commitment.

The workers claim the issue of wages was raised in November but discussions began only in February, and in March management was pressed to say what increase would be granted in July.

The issue came to a head last Thursday after a meeting between management and the liaison committee when management declined to specify what the next increase would be and workers downed tools. Management took the line that it was not prepared to negotiate until work was resumed and a stalemate ensued.

Another meeting of Frame workers was held the next Wednesday with an attendance of about 7 000. It was decided not to collect pay, but "we still regard ourselves as Frame workers". Meanwhile, the Secretary for Labour has been approached to intervene, but at the time of going to press reaction to this move had not been forthcoming.

Calculations by the union show that adjusted for inflation, the real wages workers are now receiving are less than in 1974. Today's minimum of R18.40/week for females and R23/week for males is worth R9.61 and R11.95 adjusted for inflation over six years compared with the 1974 minimum of R10.40 and R13.

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Strikers

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ISAACMAN
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MOLTE MI
MUDWID S
PUTGIFTER
SHUMAN A
SPRADBURY
WEBSTER
WEYER L
WILSON

Labour Reporter

SOME Frame Group textile workers in Natal returned to work yesterday after the company's offer of a 15% wage increase, but union sources said several thousand were still on strike. The Frame Group joint managing-director, Mr Selwyn Lurie, said 80%-90% of workers at the company's mills affected by the strike had returned.

"We are back in operation again, and I think we're now seeing the end of this thing," he said. It would take a few days for the mills to return to normal, he said. Union sources confirmed that many workers had returned yesterday, but disputed Mr Lurie's figure and said thousands were still on strike.

"The mills are only working one shift now. If only 90% of one shift are working, a substantial number of workers must still be on strike," the general-secretary of the Federation of South African Trade Unions, Mr Alec Erwin, said yesterday. He said many workers had returned to mills to collect back pay. This did not necessarily mean they intended to return to work.

Mr Erwin emphasised that the situation was "unclear" because a scheduled worker meeting to discuss the pay increase yesterday was banned and it was not possible to ascertain how many had agreed to accept the rise.

Clermont township remained tense yesterday as an estimated 2 000 Frame group workers roamed the streets and a large contingent of police patrolled. There were fears that renewed clashes could break out between the group and strikers.

Mr Erwin described the Frame workers group as "provocative", and expressed fears that it could spark off renewed unrest.

Most factories in the Pine-town area sent workers home early yesterday to avoid confrontation between them and strikers.

In Port Elizabeth there were reports of intense worker discontent at the Ford factory, sparked by a management announcement that workers who took part in last year's strike would not receive their bonuses. But local sources were confident that a threatened strike had been averted by the intervention of the worker committee.

Three members of the Frametex liaison committee appeared in court yesterday charged under Section 10 of the Riotous Assemblies Act. They were released on R200 bail. Another three appeared on public violence charges, and bail was set at R150.

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BRAUN F	4	21	0
DOUGLAS	3	22	0
DUNN A T	5	20	0
HILL J	4	21	0
ISAACMAN	4	21	0
KAPLAN	4	21	0
KNIGHT	4	21	0
LAY J E	5	20	0
MOLTE MI	4	21	0
MUDWID S	4	21	0
PUTGIFTER	3	22	0
SHUMAN A	3	22	0
SPRADBURY	5	20	0
WEBSTER	4	19	2

In Cape Town, the Western Province General Workers Union said that more workers had joined the general strike of meat workers, and more were expected to join over the weekend.

The WPGWU reported that the number of meat strikers had risen to 800 as more black and coloured workers joined. The Students' Representative Council at the University of the Witwatersrand said yesterday that it was collecting money to aid the workers and called on the public to support their campaign.

PRESENT
ABSENT
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VE MEAN

After their release on R200 bail each are the chairman of the workers' liaison committee, Mr Jabulani Gwala (centre), flanked by Mr Samson Cele and Mr Mpingose Nzama.

THE FRAMME LEGACY

The textile tycoon who spawned industrial strife. This week Pinetown factories felt the effects of that legacy

Philip Frame, who over 50 years built up a huge empire based on cheap labour

THE FRAMME GROUP of companies, whose multi-million rand New Germany textile mills in Natal were disrupted this week by 6000 striking workers, has a black record of industrial strife thanks to its custom of paying near-breadline wages

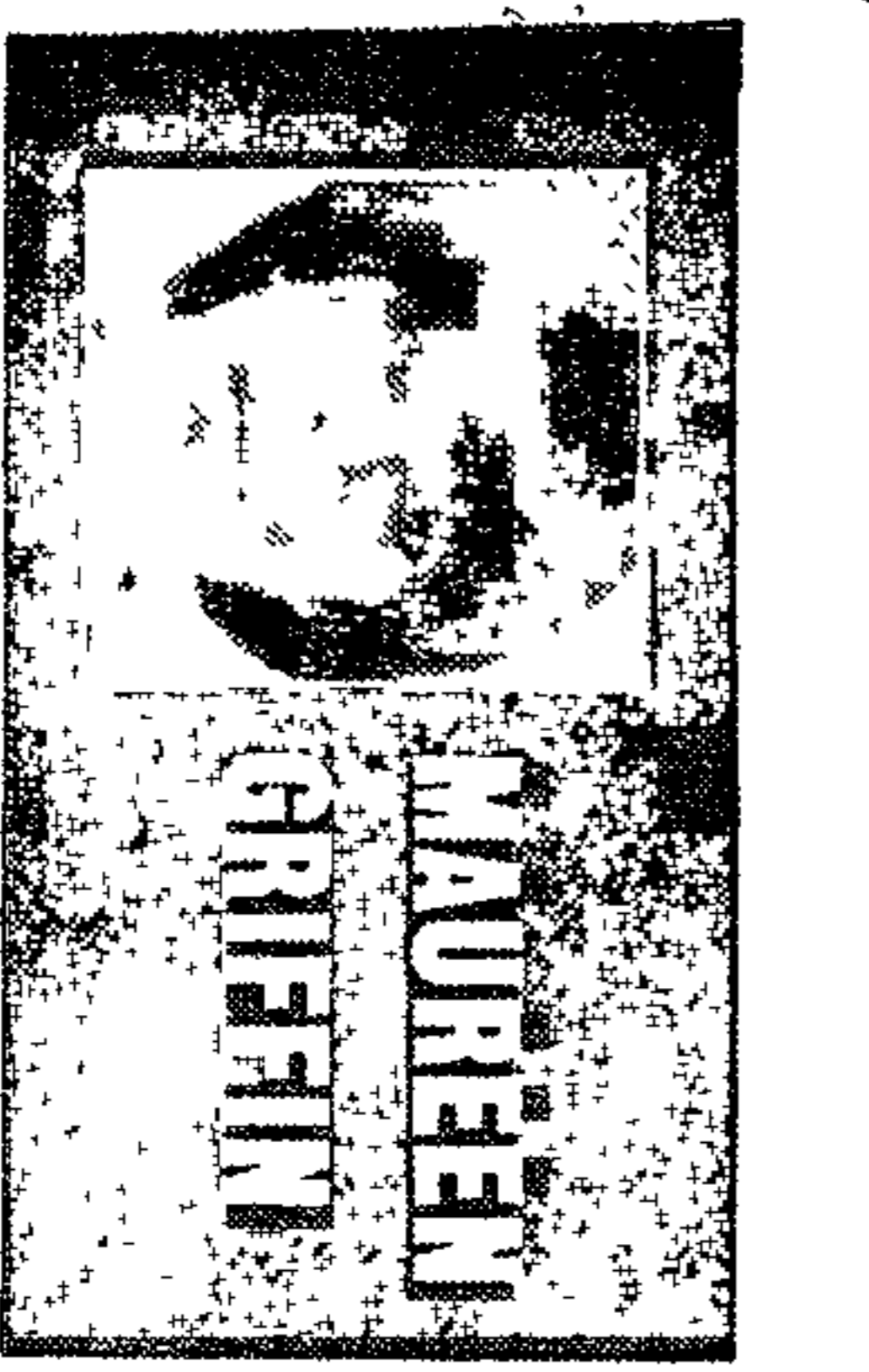
Philip Frame, who over 50 years built up what is today one of the largest textile empires in the world by relying mainly on cheap labour, was instrumental in 1973 for the insertion of a clause in the then Banku Labour Relations Act which allows employers to decide — without negotiating with workers — on a minimum wage for sanction by the Minister concerned

The then Minister of Labour, Mr Marais Viljoen, established a new minimum wage in the fine cotton section of the textile industry

an approach by Mr Frame. This clause gave birth to wage orders, of which there are now seven in South Africa, all in low-wage industries where conditions are usually poor. Of the five wage orders affecting the Durban area, which includes New Germany, the light cotton industry's is the lowest: a minimum wage of R18.40 a week for women and R23 a week for men.

The highest minimum weekly wage in the light cotton industry (paid to weavers) is R25.50 for women and R31.90 for men — which for women is still lower than all but the steepest of industry's lowest minimum wage and for men is only R4.76 more than the lowest minimum wage in the civil engineering industry.

The Frame Group, whose policy of allowing workers to express grievances through factory liaison committees, in preference to union representation, has through years of industrial low-



and work stoppages been accused by unions of providing no effective communication between labour and management.

This week the consistent refusal to negotiate with strikers earned management of the mills concerned widespread censure

Mr Alex Erwin, General Secretary of the Federation of South African Trade Unions, said management's "intractability" could result in the dispute spreading to other factories in the area. Dr Alex Boyane, PFP labour spokesman, called their handling of the strike "clumsy".

Natal churchmen condemned their response as "extremely provocative".

Disney was also expressed at the arrest of the chairman of the workers' liaison committee, Mr Jabulani Gwala, and committee members Mr Samson Cele and Mr Mpingose Nzama. PFP vice president, then when they left their night duties must

meeting with management in New Germany on Wednesday afternoon. They are being charged under Section 10 of the Riotous Assemblies Act, and after a brief court appearance on Friday when no evidence was led, were granted bail of R200 each. FOSATU provided the money.

Mr Erwin said "If this is the way the liaison committee is going to be treated when they are trying to negotiate in a very difficult situation, then the credibility of liaison committees as a fighting bodies must now finally be zero."

Before his arrest on Wednesday, Mr Gwala called a Press conference at the FOSATU offices in Pinetown to outline the background to the dispute.

He said the trouble was sparked off by a 10 percent wage increase to workers in September last year. "The liaison committee warned management that workers were sick and tired of the yearly increase of 10 percent only, which totally fails to keep pace with increases in the cost of living and

which can't meet even our low standard of living.

"We were promised the issue would receive priority in the New Year, but when the committee had its first meeting with Management in February this year and raised the subject again, we were told the next increase — an unspecified amount — would be given in July.

"We again warned that workers were becoming increasingly irate, and needed to be assured immediately of an at least 25 percent increase in the near future if trouble was to be avoided.

"We repeated this warning monthly, and more recently daily, but management's only reply was that Mr Frame (Abhe Frame, joint managing director of one of the mills) was busy.

"On Thursday last week at 8.30 am with general dissatisfaction at a peak, the committee demanded an immediate meeting with Mr Frame. He promised to see us at 11.30."

But it was too late. Angry workers, unaware of the arranged meeting, closed the looms at 10am and the strike was on.

The last hope of it being called off faded later that morning when Mr Frame refused to specify the amount of a July increase he promised assembled workers. When they ignored a 15-minute ultimatum to return to work, he ordered them off the premises.

On Sunday he told the liaison committee strikers would be fired. On Monday, when they did not return to work, he threatened that anybody seeking re-employment would have to accept a basic starting wage — a threat he retracted on Wednesday.

Also on Wednesday workers met and repeated their resolve to strike until a definite increase was promised, at the same time asserting their status as Frame employees by refusing, as they had done all week, to accept dismissal.

On Thursday the Frame Group issued a Press statement that all workers would receive a 15 percent increase in July this year and another 10 percent in January next year.

But because the chief magistrate of Pinetown, near New Germany, on Friday banned all meetings of workers till 7am tomorrow, news of the offer is unlikely to reach large numbers of widely-dispersed strikers. This means no formal group decision can yet be taken regarding the offer and a possible end to the strike.

Although Mr Setwyn Lurie, joint managing director of the Frame Group, maintained on Friday that between 70 and 80 percent of the strikers had returned to work, workers interviewed by the Tribune denied this.

"The decision to return to work will only be made once we have been able to meet and discuss management's offer," they said.

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Tension in wake of Frame settlement

W.M. 3/6/80.

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By STEVEN FRIEDMAN
Labour Reporter

THE strike by Frame Group textile workers is over — but there are fears that new unrest could flare after claims that Frame's management has fired at least 70 worker leaders at the five affected factories outside Durban.

Most Frame Group workers returned to work yesterday after the National Union of Textile Workers (NUTW) had advised them to end the 11-day old strike and accept management's offer of a 15% wage increase.

A Frame Group spokesman told Sapa that all mills had been in full production since Sunday, but added that they were not yet fully staffed. More than 90% of the workers had returned, he said.

However, Mr Obed Zuma, general secretary of the NUTW, said yesterday that management had dismissed between 70 and 100 workers, many of whom were union shop stewards and liaison committee members.

"This is an obvious attempt to weed out so-called ring-leaders and we fear it could cause new tension," Mr Zuma said. He added that the union was collecting money for the dismissed men and was considering legal action on their behalf.

Despite the dismissals, Mr Zuma hailed the outcome of the strike as "an historic victory for the workers." He said the 15% increase, to be followed by a 10% increase in January, was the highest ever awarded by the Frame Group.

The workers have won

themselves a substantial increase. They forced the company to make a significant wage improvement," Mr Zuma added.

In Cape Town, about 400 workers at the LTA site at Blackheath struck yesterday. Blackheath is near to the coloured areas affected by the present Cape unrest.

About 30 black mailroom employees in a Cape advertising firm struck because their employer would not provide them with transport home or a wage increase to pay taxi fares. The workers are participating in the Cape bus boycott which began yesterday.

Their employer said that workers were using the bus boycott to demand more money.

The red meat boycott in support of striking meat workers escalated as over 180 Cape Flats butchers decided to stop selling red meat indefinitely. Butchers either closed completely or sold chickens only. A spokesman for the Cape Butchers' Association told Sapa that only two black, coloured and Asian butchers were selling red meat yesterday.

A meeting of meat workers yesterday expressed "gratitude" and described the boycott decision as "historic."

The two-week old meat strike has now attracted international attention. The Western Province General Workers Union has received telegrams of support from the International Transport Workers Federation and the International Confederation of Free Trade Unions.

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Workers charge police

By JOE THOLOE

ELEVEN workers who were last week arrested for an alleged illegal strike have laid charges of assault against the police, according to a statement by the Metal and Allied Workers Union.

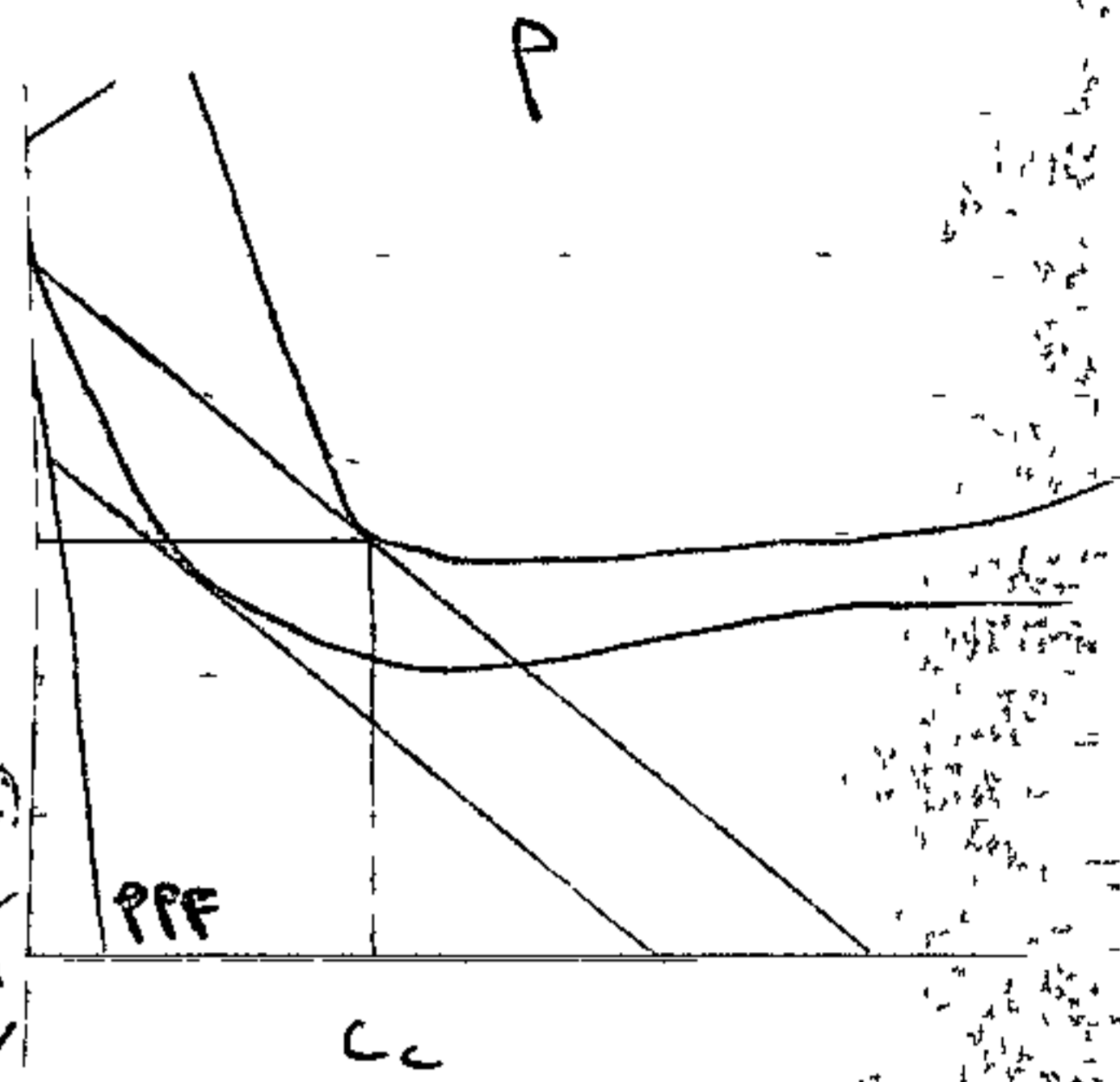
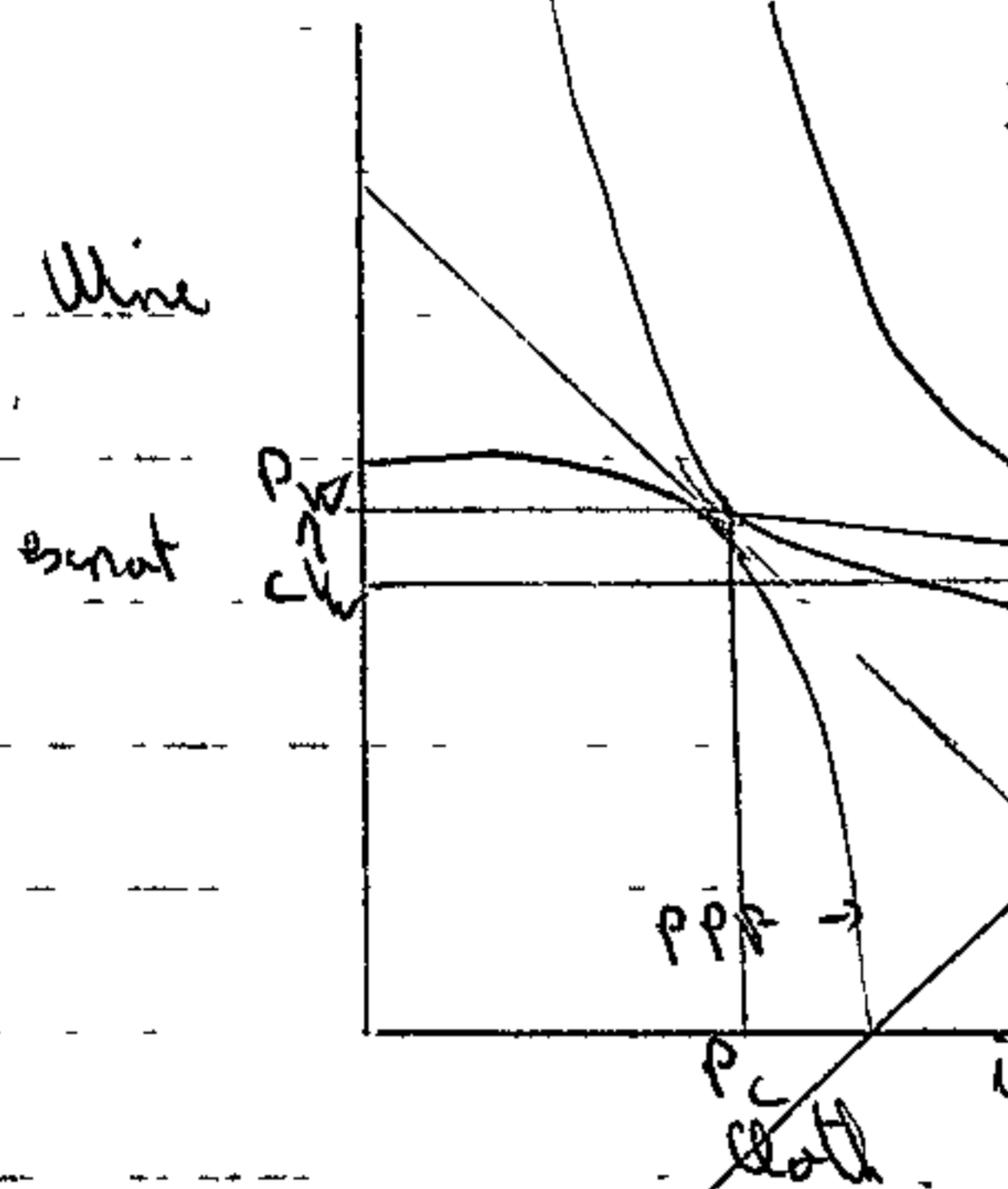
And yesterday a police spokesman, Brig B S Pieterse, confirmed that charges of assault had been laid but could not say how many people had complained

The eleven were part of a group of 55 workers who were arrested at Relv Precision Castings in Boksburg on May 26. They are alleged to have gone on strike after the dismissal of a fellow worker the Saturday before.

After spending the night in the police cells, the 55 appeared before Mr G van Niekerk at the Boksburg Magistrate's Court and were remanded to June 10.

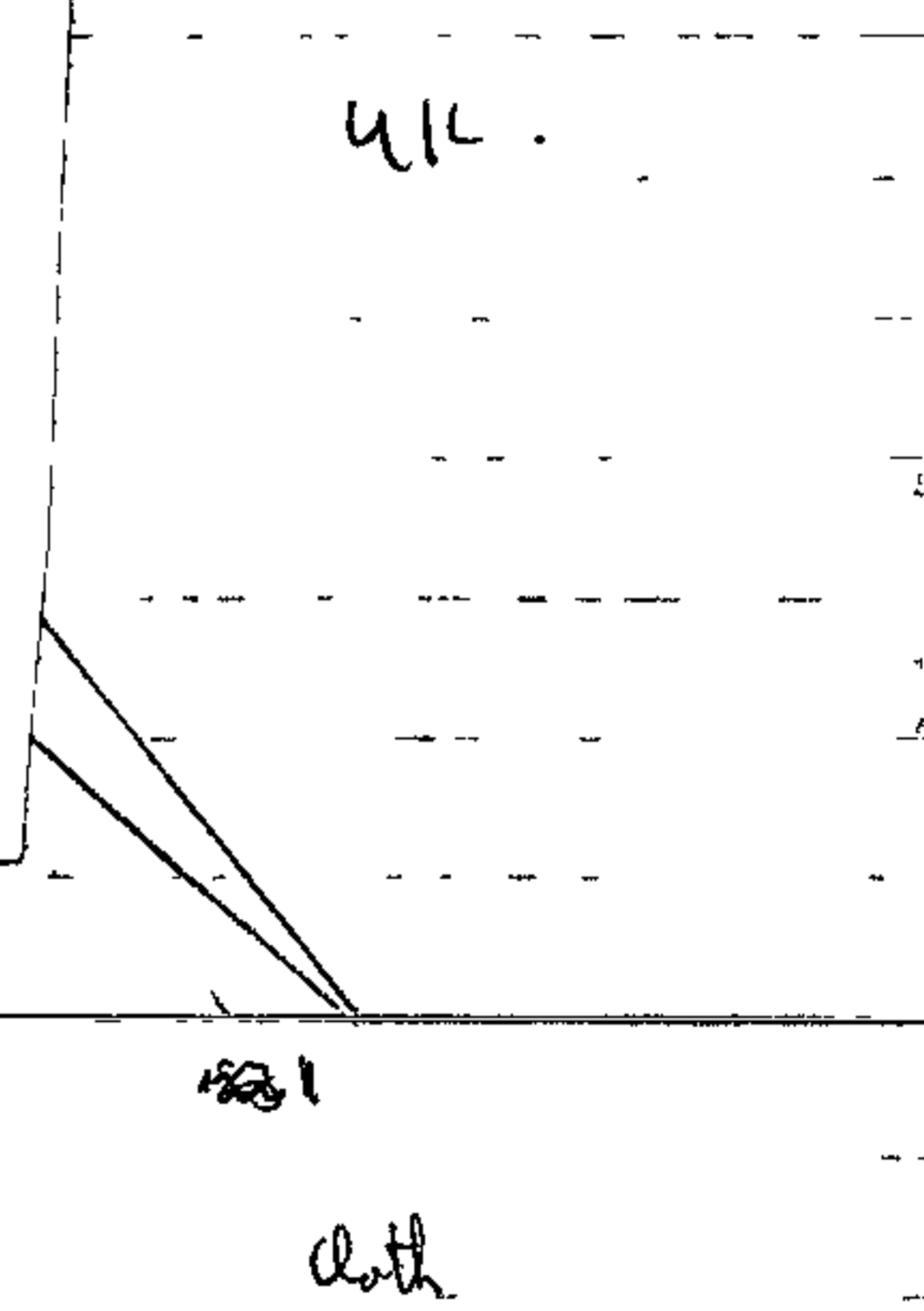
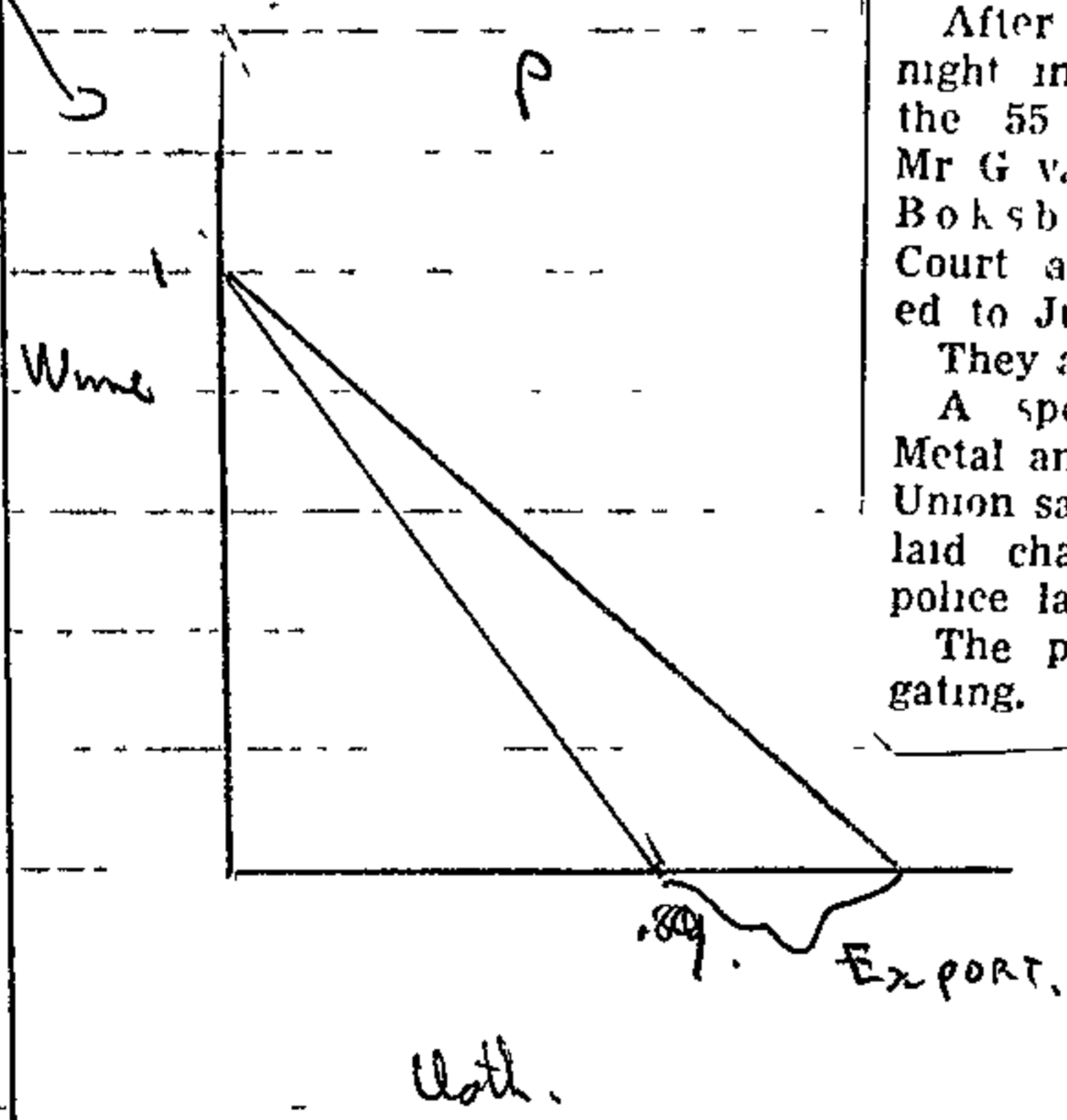
They are on R80 bail. A spokesman for the Metal and Allied Workers Union said the eleven had laid charges against the police last Wednesday. The police are investigating.

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'Returning Frame workers fired again'

By STEVEN FRIEDMAN
Labour Reporter

THE Frame Group has now fired 117 black workers at its Pinetown factories in the wake of the 11-day strike at five of the company's mills, according to union claims

The National Union of Textile Workers (NUTW) has also alleged that security guards at Frame Group factories have assaulted striker leaders who returned to work

The union said on Monday that management had refused to employ about 70 workers when they returned to the factory after deciding to end the strike. Yesterday, the union's general secretary, Mr Obed Zuma, said the number had risen to 117

Mr Zuma said that a number of workers who had initially

been re-employed were fired yesterday after resuming their jobs. "They were initially re-hired, but company officials then pulled a number of them off their jobs and dismissed them," he said

He said many of the dismissed workers had been union shop stewards, liaison committee members or workers who management had identified as "ring-leaders". Most of those fired had been employed by Frametex, he added

The Frametex liaison committee is seeking a meeting with Frame Group management to discuss the dismissals and the NUTW is examining ways to assist dismissed men

The union had hoped to collect money for the support of the dismissed men, but fears that the Fund Raising Act pro-

hibits it from doing so

Mr Zuma also claimed yesterday that a number of dismissed workers had been assaulted by Frame Group security guards at the factory. The security guards backed the company's management during the strike

The strike ended on Monday after the union had advised workers to accept a 15% wage offer from the company

Sapa reports that most workers have now returned. All five Frame Group mills affected by the strike are now back to full operation

A Frame group spokesman, Mr A Frame, said the new salary scales would come into effect in July and denied claims that striking workers had been re-hired on beginners' wages

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LABOUR FM 6/6/80
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27 JUNIE 1980

PERSVERKLARING UITGEREIK I
EN MNR. R.J. RAATH, SEKRE

The Frame group, which last week announced that workers would receive a 15% increase in July and another 10% (due under the regulation wage order) in January, has taken a tough line against the 6 000 workers fired en masse last week. Workers were being re-employed on a selective basis this week. Local textile

EUR-GENERAAL : VERVOER
KKELING

In 'n gesamentlike verklaring
mnr. R.J. Raath, Sekretaris van
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Julie 1980

Workers were being re-employed on a selective basis this week. Local textile

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union secretary Obed Zuma tells the FM that "all prominent union members, and all but one of the Frametex liaison committee members have not been taken back". Three were arrested on an illegal strike charge as they left a meeting with management last week and are now out on bail of R200 each. They are due to appear in court again on June 10. "We have at least 120 names of workers not re-employed and more are still coming in".

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As the FM went to press the union was trying to arrange a meeting with Frame management to discuss the sackings but word had come that management saw no need for such a meeting.

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Joint MD of the group, Selwyn Lurie, claims in a press statement that the increases granted were negotiated with "liaison committees representing the several thousand workers who continued working throughout the partial work stoppage at certain mills at New Germany". Fosatu secretary Alec Irwin counters that "this merely shows up the liaison committee system as a farce and that the liaison committee members could hardly be considered representative. At Frametex the liaison committee members were mostly members of the union which the Frame management does not recognise. They have not been taken back".

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UITGEREIK I
DIE DIREKT

It appears workers have accepted the 15% increase although they were pressing the union to negotiate for 20% to 25%. Tough tactics have obviously won the day. How long the peace will hold is another matter.

ELANDSE SAKE EN INLIGTING OP VERSOEK VAN
SEKRETARIS VAN SAMEWERKING EN ONTWIKKELING

PRETORIA

Other industrialists in the area, although reluctant to be quoted, are distinctly uneasy about the upheaval which they believe has generated the sort of climate where there could be a general reaction

27 JUNIE 1980

RDM 6/6/80

Let black unions monitor UK firms'

By MARGARET SMITH
London Bureau

black workers in South Africa

LONDON — The Labour Party is pressing the British Government to let black trade unions in South Africa monitor the reports of British-based companies on the wages of their

This is the latest development in the growing row over the Conservative Government's refusal to disclose the names of British-based firms paying "poverty wages" at their South African plants

Mr Michael Meacher, a Labour MP, has written to the British Secretary for Trade, urging him to accept the view of the Federation of South African Trade Unions that black trade unions should check the firm's claims about wages

He has also submitted a Fosatu document giving "details of the actual practical operation of the (EEC) code of conduct" and charges that it shows the implementation of the code is in some instances not only ignored, but deliberately circumvented

DOUBLE CHANTS, COMPILED BY: REV. D.N. MQUQO.

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No 1198

6 June 1980

NOTICE UNDER SECTION 29 OF THE FUND-RAISING ACT 1978 (ACT 107 OF 1978)

Under section 29 of the Fund-raising Act 1978 (Act 107 of 1978), I Lourens Albertus Petrus Anderson Munnik, Minister of Health, Welfare and Pensions, hereby prohibit the collection of contributions by or for or on behalf of the Federation of South African Trade Unions (IOSATU)

L A P A MUNNIK, Minister of Health Welfare and Pensions

No 1198

GG 7053

6 Junie 1980

KENNISGEWING KRAGTENS ARTIKEL 29 VAN DIE WET OP FONDSINSAMELING 1978 (WET 107 VAN 1978)

Kragtens artikel 29 van die Wet op Fondsinsameling, 1978 (Wet 107 van 1978) verbied ek, Lourens Albertus Petrus Anderson Munnik Minister van Gesondheid, Welsyn en Pensioene hierby die insameling van bydraes deur of vir of namens Federation of South African Trade Unions (IOSATU)

I A P A MUNNIK, Minister van Gesondheid, Welsyn en Pensioene

DEPARTMENT OF INTERIOR AFFAIRS
REPUBLIC OF SOUTH AFRICA
KABINET VAN BINNELANDSE SAKE

6 June 1980

Black union tests 'unfair practices'

EDM 9/6/80

By STEVEN FRIEDMAN
Labour Reporter

A CRUCIAL aspect of the Government's new labour dispensation is being tested for the first time — and the black union concerned says it is too cumbersome to protect workers' rights

The legislation — which sets up procedures designed to protect workers from unfair labour practices — is being tested by the Metal and Allied Workers Union — which is affiliated to the Federation of South African Trade Unions (Fosatu) — on behalf of one of its members

The MAWU action is described by metal industry sources as "extremely sensitive" and "a test for the new dispensation"

It is likely to result in a hearing before the new industrial court

The new legislation was designed to provide workers with a "speedy and cheap" method of resolving grievances. But a MAWU spokesman complained yesterday that the new procedure was "neither quick nor cheap"

"We would be reluctant to use these new channels again unless the whole process is speeded up," he said

The test case concerns Mr Steven Maponya, a migrant worker and union member at a Reef company, Precision Tools. On April 28 the company did not renew his migrant's service contract, and he is now unemployed

Mr Maponya and MAWU claim that the contract was not renewed because of his union activities, and that, indirectly, the company has victimised him. The MAWU says he is a victim of an unfair labour practice

The company denies this. Part of its defence is that it did not renew Mr Maponya's con-

tract because he is an inefficient worker

The MAWU planned to take the case to the industrial court, but can do so only after the matter has been discussed by the metal industry's industrial council. Only if the council is not unanimous can the case go to the court

It therefore laid a complaint with the council and, at the same time, petitioned the Minister of Manpower Utilisation, Mr Fanie Botha, asking him to grant an order reinstating Mr Maponya pending the outcome

The Minister has not granted the order because he has been waiting for a recommendation from the industrial council

After the council had asked for a number of extensions to

enable it to consider the case, one of its regional committees discussed it late last month. The MAWU claims it was excluded from this meeting

Dr Errol Drummond, director of the Steel and Engineering Industries Federation, said the council had reached a decision on the matter and had forwarded a report to the Minister. He declined to give further details

It is understood, however, that the council could not reach a unanimous decision and has informed the Minister's office of this

A report on the matter is to be discussed at a meeting of the industry's national industrial council executive tomorrow

The MAWU yesterday said it

was "upset" at the delays in granting a reinstatement order. Mr Maponya has been unemployed since April 28 and is in danger of being endorsed out because he has no work. He has suffered severely from the delay," a spokesman said. The union was also "upset" at being excluded from the meeting where the matter was discussed

The director-general of Manpower Utilisation, Mr Jaap Cilliers, said that delays occurred because the Minister was obliged to consult the industrial council concerned. "It is up to them to speed the process up"

He added, however, that "it should not take longer than a month to respond to a request to a reinstatement order"

ADM 10/6/80

Fosatu hit by Govt cash ban

140 A 139

By RIAAN DE VILLIERS
and STEVEN FRIEDMAN

THE Federation of South African Trade Unions (Fosatu) — South Africa's major co-ordinating body for predominantly black trade unions — has been prohibited by the Government from collecting funds inside South Africa or abroad.

While the full implications of the prohibition were unclear yesterday, the move could cripple Fosatu, and is expected to have major repercussions in South Africa and abroad.

In a hard-hitting statement yesterday, Fosatu condemned the prohibition as an "apparent attempt to destroy the federation".

It also called on the Minister of Manpower Utilisation, Mr Fanie Botha, to clarify the Government's stand on Fosatu's continued existence.

The prohibition is made in a Fundraising Act notice by the Minister of Health, Welfare and Pensions, Dr L A P A Munnik.

Gazetted on Friday, it prohibits the collection of contributions "by or for or on behalf of" Fosatu.

The notice was made in terms of Section 29 of the Fundraising Act of 1978, which empowers the Minister to prohibit the collection of funds "if deemed in the public interest".

The full implications of the notice were unclear yesterday. The prohibition will cut off the funds which Fosatu, like other black unions, receives from Western European unions.

Labour lawyers fear the prohibition is so wide that it prevents Fosatu from receiving affiliation fees from its member unions — which would put it out of business.

This was denied yesterday by both Dr Munnik and the director-general of Health, Welfare and Pensions, Dr J de Beer, who said Fosatu would still be

able to receive funds from its affiliates.

But lawyers were adamant that the notice effectively prohibited Fosatu from receiving any funds.

"If this was not the Government's intention, then the notice will have to be withdrawn," one said.

Even if the prohibition affects only Fosatu's fundraising activities, it will come as a severe blow to the organisation, and may well slow the pace of black unionisation.

The Minister of Manpower Utilisation, Mr Fanie Botha, could not be reached for comment yesterday.

The Director-General of Manpower Utilisation, Mr Jaap Cilliers, said he had no knowledge of the prohibition, and declined to comment.

Dr Munnik refused to give reasons for the prohibition.

The move is likely to spark fierce criticism from trade unions and union federations in the Western World who have supported Fosatu unions financially.

It comes on the eve of an executive meeting of the International Metalworkers Federation, the largest of the Western trade union secretariats, which has a number of Fosatu affiliates in its ranks.

The chairman of the IMF's co-ordinating council in South Africa, Mr Ike van der Watt, said yesterday that the move would "certainly not help the South African delegates at the IMF meeting".

A prominent labour academic with close links to the black union movement, Mr Loet Douwes-Dekker, said it was "tragic" that the concept of freedom of association supported by the Wiehahn Commission is still not understood by the authorities.

● Editorial comment
— Page 12

Fosatu asks for clarification

Cape Times
10/6/80

Staff Reporter

NEA

THE executive committee of the Federation of South African Trade Unions (Fosatu) has condemned a prohibition on fund-raising, published in the Government Gazette on Friday, as an attempt to "effectively destroy" it.

In a statement released yesterday Fosatu called on the Minister of Manpower Utilization, Mr S P Botha, to clarify the government's stand on the matter regarding the continued existence of the association.

Collection of funds for Fosatu was prohibited by Mr Botha under Section 29 of the Fund-Raising Act of 1979 whereby he may do so if he "deems it to be in the public interest".

The statement questioned the "credibility of the so-called labour reforms" and listed three points which, it said, "raise serious doubts regarding the government's intentions".

The statement said that the prohibition was a "fundamental violation" of the charter of the International Labour Organization, as it cut off the possibility of the association receiving international financial support.

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POST

TRANSVAAL

Telephone 27-6081

Explain this ^{Post 11/6/80} draconian act ^{(227) (140A)} against Fosatu

THE Government must, as a matter of urgency, give reasons for the ban served on the Federation of South African Trade Unions (Fosatu) prohibiting that body from raising funds abroad and internally.

This notice of the ban was signed by the Minister of Health, Welfare and Pensions, Dr L A Munnik.

The action, which is so draconian in its implications, poses real dangers to the existence of Fosatu and threatens to wreck the black trade union movement in this country. It would seem that Fosatu's sin is to be such an effective body which enjoys wide support from the black unions.

The Government apparently favours those black unions who are playing second fiddle to white unions and have a sort of apartheid sister relationship. Such unions usually enjoy wide financial support and approval from both Government and sections of the employers.

The action against Fosatu will reflect very badly on this country in such places as the International Labour Organisation and will, undoubtedly, draw unfavourable attention in circles presently engaged in debating investment and disinvestment in this country.

For those people who have been using the inadequate Wiehahn Commission as indication of change of heart on the part of the authorities as far as black unions are concerned, can safely tuck away their arguments. The Government's action has wiped out, with a stroke of a pen, any credibility that the commission may have accumulated.

For the sake of justice, the Government owes both Fosatu and the public an explanation.

STAR 11/6/80
Dismay over ban on funds

By Steg Hannig

There will be a "definite increase" in international pressure on South Africa as a result of the Government's ban on fundraising by the Federation of South African Trade Unions, says a union leader.

The president of the non-racial Trade Union Council of South Africa, Mr Andre Malherbe, pointed out today that the International Labour Conference is in session in Geneva at the moment and will debate South Africa's labour legislation and reforms.

"Tucsa is seeking legal

opinion on the implications of the Fundraising Act," Mr Malherbe said.

"Our major objection is that another department is interfering in labour affairs

"If the Government has any objection to any labour organisation, surely the Department of Manpower Utilisation should be handling it in terms of labour legislation"

The Fosatu ban has been imposed by the Department of Social Welfare and Pensions

Mr Malherbe said the gravity of the ban hinged on whether it covered membership subscriptions.

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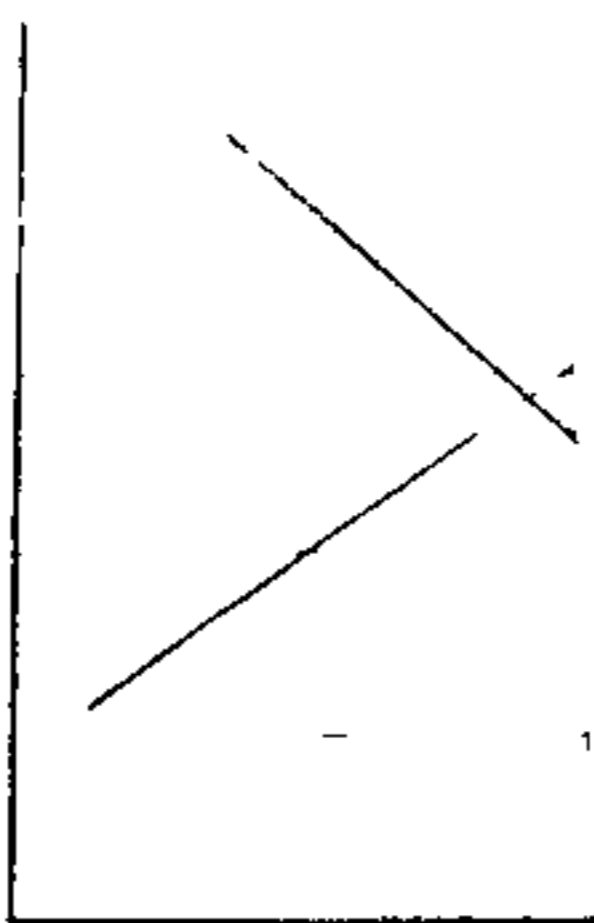
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Black labour's growing voice

140A
10 PM 11/6/80
Labour Reporter

THE Federation of SA Trade Unions (Fosatu) whose funds have been cut off by the Government, represents the first attempt since the 1960s by predominantly black unions to form a national federation.

Officially established in April 1979, it represents 13 trade unions with a total signed-up membership of more than 50 000.

It is regarded at present as the most representative mouth-piece of black union opinion.

Fosatu represents most of the largest predominantly black unions, but is non-racial.

At present, nine of its affiliates are unregistered, with mostly black members, and four are registered non-black unions.

Although its membership is still relatively small, it is regarded by most observers as an increasingly influential force on the labour scene.

A Fosatu union, the National Union of Textile Workers, became the first unregistered union to win recognition from an employer when it signed an agreement with the Pinetown-based British firm, Smith and Nephew.

The agreement was hailed at the time as a breakthrough for black unions.

Since then, Fosatu unions in the sweet, motor assembly and engineering industries have won other similar agreements.

Fosatu unions have also successfully brought civil cases to the courts on behalf of black union members. Judgments in a number of these have been hailed as "ground-breaking" by labour lawyers.

Fosatu unions are regarded as "militant" by many employers because of their rejection of the Government's liaison committee system and their insistence that black unions should be allowed a role in representing their members' interests on the factory floor as well as at a national level.

In contrast to many registered unions, those affiliated to Fosatu place great emphasis on the role of shop stewards — union members elected by their fellow-workers on the factory floor — and insist on their involvement in the settlement of disputes.

Government officials are wary of the new organisation — partly because it refused at first to participate in the Government's new labour dispensation.

national income

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investment had little

Observers have long believed that the new dispensation is aimed at assisting unions which have links with the existing registered union movement, rather than the more independent black unions.

The decision to cut off Fosatu's funds has been seen as an assault on the independent black union movement.

Black unions argue that the disadvantages they suffer, and the hostility of employers, have made it impossible for them to attain financial stability, and that this means they must rely on overseas funding.

15

69,5 + 32 = 101,5 : 51% SECTION A 3



**UNIVERSITY OF CAPE TOWN
EXAMINATION ANSWER BOOK**

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank.

**Govt is adamant on
move against Fosatu**

(140 A) (134) (135) (136) 11/6/80

Labour Staff

DESPITE a growing chorus of protest, the Department of Health, Welfare and Pensions is not considering withdrawing its notice prohibiting the collection of funds by the Federation of South African Trade Unions (Fosatu).

This was said by a department spokesman yesterday as confusion and controversy mounted over the notice, which will severely affect Fosatu's operations and may even put it out of existence.

The notice cuts off all foreign funds to Fosatu and also prohibits it from collecting funds from outside individuals and organisations inside South Africa.

But labour lawyers insist that the notice also prohibits Fosatu from receiving funds from its affiliates — which will put it out of business.

Spokesmen for the Department of Health, Welfare and Pensions refused to respond to this question yesterday.

In another development, the Unions Council of South Africa (TUCSA) is fighting the Fundraising Act if it proves to affect affiliation fees.

Mr André Malherbe, TUCSA

president, said yesterday it was obtaining legal opinion on the implications of the Act.

"We will go to court on this if necessary," he said.

Meanwhile, protest at the proclamation continued to mount. The matter is to be raised in Parliament and is likely to be dealt with at a meeting of the International Metalworkers Federation in London later this week.

It was also discussed yesterday at the current meeting of the International Labour Organisation in Geneva.

The official Opposition spokesman on Manpower Utilisation, Dr Alex Boraine, has tabled a question to Dr Munnik, Minister of Health, Welfare and Pensions, who will reply on Friday.

Dr Boraine has asked whether the Minister of Manpower Utilisation, Mr Fame Botha, was consulted about the decision and, if not, why this was not done.

He has also asked whether Fosatu is the first organisation to be affected in this way by the Act. Dr Boraine said yesterday that he would attempt to raise the issue in the House before Friday.

Dr Boraine said the Government ban was "worrying" and added that he was "disturbed at the likely reaction from Fosatu and other black union bodies who have been suspicious of the Government's new labour dispensation, arguing that it was introduced to control them".

The chairman of the Consultative Committee of Black Trade Unions, Mr Skakes Sikhakhane, condemned the ban, saying it was "obviously intended to destroy the black union movement". Other black unions, which also relied on donations from foreign union groups, feared they were next, he added.

"The Government is eager to attract foreign investment — but when foreign money is meant for workers rather than employers, it acts to stop it," he added.

The Government move is expected to have severe repercussions internationally. However, the director-general of the South Africa Foundation, Mr Peter Sorour, declined to comment yesterday, saying it was too early to gauge international reaction.

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Examiners' initials		

NOTE CAREFULLY

1. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
2. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
4. Do not write in the left hand margin.

WARNING

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

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

Fosatu funds: Ban to stay official

CAPETOWN

11/6/80
Own Correspondent

1409

JOHANNESBURG — In spite of a growing chorus of protest, the Department of Health, Welfare and Pensions is not considering withdrawing its notice prohibiting the collection of funds by the Federation of South African Trade Unions (Fosatu).

This was said by a department spokesman yesterday as confusion and controversy mounted about the effect of the notice, which will severely cripple Fosatu's operations and may even put it out of existence.

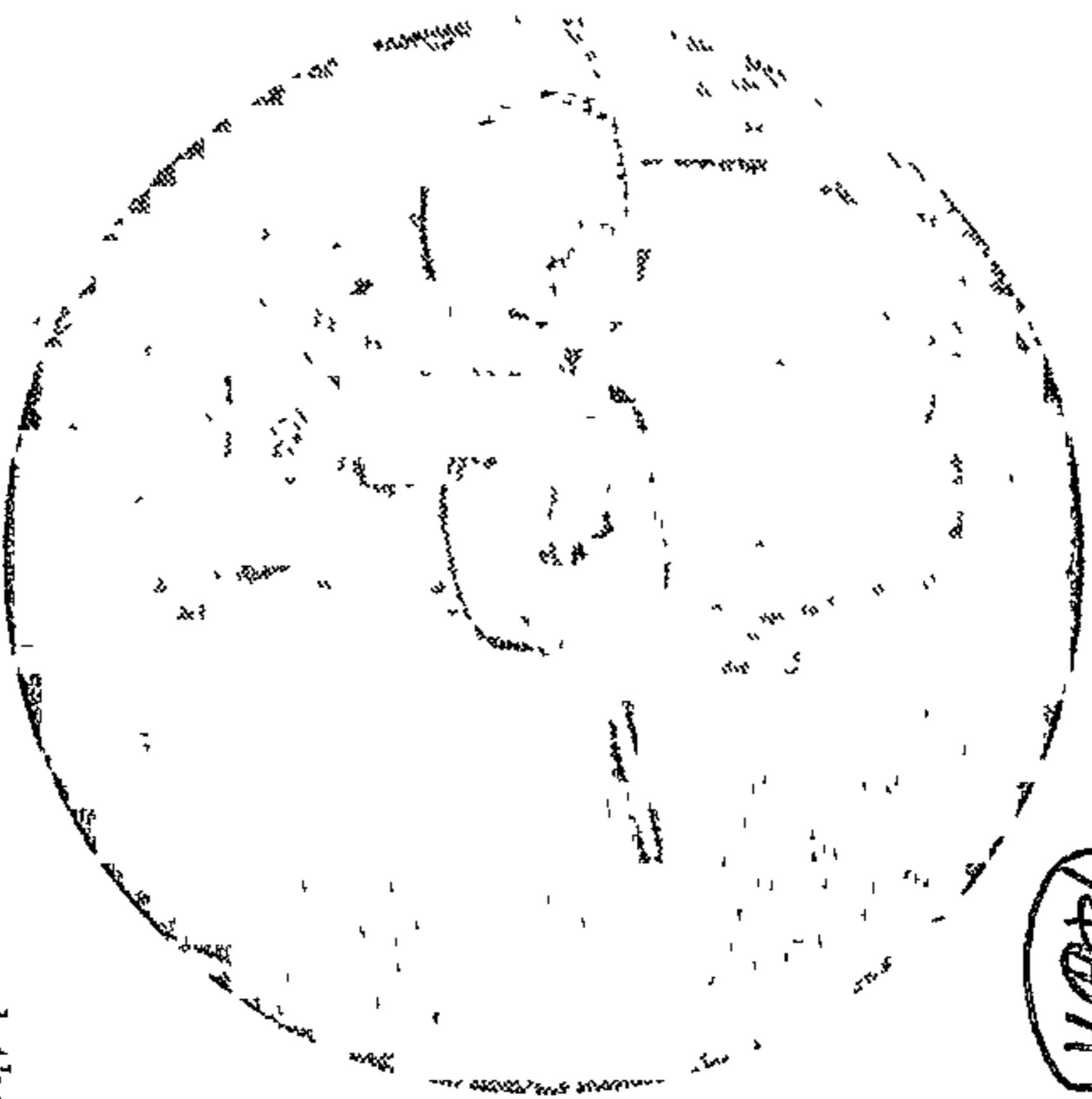
The notice cuts off all foreign funds to Fosatu and also prohibits it from collecting funds from outside individuals and organizations inside South Africa. But labour lawyers insist that it also prohibits Fosatu from receiving funds from its affiliates — which will put it out of business.

Spokesmen for the Department of Health, Welfare and Pensions refused to respond to this claim yesterday.

12/6/80 ARCMS

NO CONSULTATION ON UNION FUNDS

140A



THE Minister of Manpower Utilisation, Mr S P Botha, insisted yesterday that his department had not been consulted on the decision to bar the Federation of South African Trade Unions (Fosatu) from receiving money from overseas.

Mr Botha was answering questions at a Press conference on the second part of the Wiehahn Commission of Inquiry into labour legislation and the Government White Paper on the report.

He was asked whether the Government's avowed commitment to the principle of freedom of association could be reconciled with the decision to bar Fosatu from accepting funds.

Mr Botha said South Africa would have to progress much faster than it had in the past. The private sector should assume greater responsibility for creating training facilities and

seeing they were fully used. 'It is no law operating under this department which barred them,' Mr Botha said.

He pointed out that the prohibition was made, by the Minister of Health, Social Welfare and Pensions under the Fundraising Act. He disagreed he should have been consulted on the matter.

Can Fosatu operate only if it is funded from outside? Mr Botha asked. 'What do they need funds for? To facilitate strikes? I know of no country that will have strikes funded from outside.'

On industrial training, Mr Botha said South Africa would have to progress much faster than it had in the past.

The private sector should assume greater responsibility for creating training facilities and

widened into that of a National Training Board. The board would be responsible for approving all industrial training schemes, including training of trade union leaders.

Asked whether any trade union training schemes would be outlawed, Mr Botha said he hoped no schemes would be illegal.

It is very difficult to say now what is going to be legal and what illegal, he said.

MR S P BOTHA

What do unions need the money for?

THE SOUTH AFRICAN PRESS

REPUBLIC OF SOUTH AFRICA

THE LANGUAGES OF SOUTH AFRICA

INFLUENCE ON LANGUAGES

LANGUAGE IN THE TOWN

MEANINGS AND ZULU

COMPARATIVE LITERATURE OF THE TOWN

COMPARATIVE LITERATURE OF THE TOWN

COMPARATIVE LITERATURE OF THE TOWN

Fanie Botha did not ban union income

STAR 12/6/80

Own Correspondent
CAPE TOWN — The Minister of Manpower Utilisation, Mr S P Botha, insisted yesterday that his department had not been consulted on the decision to prevent the Federation of South African Trade Unions (Fosatu) receiving money from overseas.

Mr Botha was answering questions at a Press conference on the second part of the Wiehahn Commission of Inquiry report on labour legislation, and the Government White Paper on the report.

He was asked whether the Government's commitment to the principle of freedom of association could be reconciled with the decision to prevent Fosatu accepting funds.

Mr Botha pointed out that the prohibition was made by the Minister of Health, Social Welfare and Pensions under the Fund Raising Act. He disagreed that he should have been consulted.

"Can Fosatu operate only if it is funded from outside?" Mr Botha asked. "What do they need

funds for? To facilitate strikes? I know of no country that will have strikes funded from outside"

On industrial training, Mr Botha said South Africa would have to progress much faster than it had in the past.

The private sector should assume greater responsibility for creating training facilities and seeing they were fully used.

The rate at which blacks were applying to be indentured as apprentices was "very slow," but this was in the hands of managements and unions — not the State.

Asked whether technical colleges would be opened to all races, Mr Botha said they fell under the Department of National Education.

He said an important recommendation of the Wiehahn Commission, accepted by the Government, was that the scope of the National Apprenticeship Board should be widened into that of a national training board.

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Fanie Botha backs ban on overseas funds for Fosatu

140A
By RIAAN DE VILLIERS
Labour Correspondent

CAPE TOWN — The Minister of Manpower Utilisation, Mr Fanie Botha, indicated that he was in agreement with the Government's ban on overseas funds for the Federation of South African Trade Unions (Fosatu)

Mr Botha was addressing a Press conference on the second Wiehahn Commission report and accompanying Government white paper, but was faced with close questioning on the controversial clampdown on fund-raising by Fosatu in terms of the Fund-raising Act last week

Asked how the ban could be reconciled with the principle of freedom of association as expressed by the Wiehahn Commission, Mr Botha said Fosatu was not debarred from fund-

raising in terms of legislation administered by his department

Faced with further questions, Mr Botha said "If there is going to be promotion of trade unionism here, what concern is this to people overseas? Why not leave us to promote trade unionism ourselves?"

He said he was "happy" with a situation where unions operated with the co-operation of local people, "without outside interference"

He added "Should overseas funds come into the country to facilitate strikes?"

"All I can say is I know of no overseas country which would allow strikes to be funded from outside. The USA would not allow strikes to be funded by Russia."

Both Mr Botha and Mr Jaap Cilliers, director-general of

Manpower Utilisation, denied that they had been consulted on the issue by the Department of Health, Welfare and Pensions which gazetted the prohibition last week

STEVEN FRIEDMAN reports that black union protest at the clampdown continued to mount yesterday

The Urban Training Project, a service organisation which offers aid to a number of unions, none of whom are Fosatu affiliates, described the ban as "a deplorable act" and a "clampdown on the independent union movement"

In a statement issued yesterday, the UTP said the Government move "makes it hard to believe it wants a free and democratic trade union movement" It added "If Fosatu had done something wrong, it should have been judged by its

own members who direct and control it"

The black union movement had been excluded from official machinery for 55 years and "an enormous backlog and distortion" had been created

The international union movement was "well placed" to assist independent unions and the Government was "attacking the constructive approach the union movement of the free world has adopted towards SA unions"

The Black Allied Workers Union also condemned the action yesterday, describing it as "an attempt to destroy black trade unions"

BAWU general-secretary Mr Matthews Oliphant said Fosatu was "a progressive and rapidly growing union body" and called on the Government to lift the ban

RDM 12/6/80

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C. TIMES
12/10/80
Botha
agrees
with
ban

Political Staff

THE Minister of Manpower Utilization, Mr Fanie Botha, yesterday indicated he agreed with the government's ban on overseas funds for the Federation of South African Trade Unions (Fosatu)

Mr Botha was addressing a press conference on the second Wiehahn Commission report and accompanying government white paper but was closely questioned on the clampdown on fundraising by Fosatu in terms of the Fundraising Act last week

Asked how the ban could be reconciled with the principle of freedom of association by unions as expressed by the Wiehahn Commission, Mr Botha said Fosatu was not debarred from fund-raising in terms of legislation administered by his department

Mr Botha said "If there is going to be promotion of trade unionism here, what concern is this to people overseas? Why not leave us to promote trade unionism ourselves?"

He said he was "happy" with a situation where unions operated with the co-operation of local people, "without outside interference"

He added "Should overseas funds come into the country to facilitate strikes?"

"All I can say is I know of no overseas country which would allow strikes to be funded from outside. The USA would not allow strikes to be funded by Russia"

Both Mr Botha and Mr Jaap Cilliers, Director-General of Manpower Utilization, denied that they had been consulted on the issue by the Department of Health, Welfare and Pensions, which gazetted the prohibition last week

Act is strangling Fosatu funding

140 A WDM 13/6/80

THE invocation of the Fund Raising Act against the raising of funds by Fosatu confirms our original suspicions that this Act was devised, not only to safeguard organisations and the general public from the misuse of public funds but, even more significantly, to provide an opportunity to exercise control over the existence and functioning of organisations without having to resort to actual banning.

No organisation can be viable without finance, and if this is restricted the organisation is very effectively strangled.

Like so much other legislation introduced by the Government, the Fund Raising Act is a great deal more than it seems, and is one further restrictive measure in

the Government's growing arsenal of weapons to control all opposition.

Nor, obviously, will it hesitate to use them. Fosatu, with its demands for non-racial trade unions, is a thorn in the flesh of the Government, which is setting about applying the findings of the Wiehahn Commission with its usual selectivity.

Fosatu has now been emasculated without being banned. — JOYCE HARRIS, National President, The Black Sash.

● The Minister of Manpower Utilisation, Mr. Fanie Botha, said this week that Fosatu was not barred from fund raising in terms of legislation administered by his department, but that no country would "allow strikes to be funded from outside".

— EDITOR.

Post 13/6/80 (140A) **Union's meeting**

WORKERS are invited to a meeting of the Wood, Paper and Allied Workers Union at the Roman Catholic Church, Kwa-Thema, on Sunday, June 15 at 2 pm.

There will be an election of shop stewards and union recognition will be discussed.

For more details telephone the union at 56-7925.

Fm 13/6/80

LABOUR MATTERS

Hitting Fosatu

3027
14011

On Friday last week, government gazetted a notice in terms of section 29 of the Fund Raising Act of 1978. It prohibits the collection of funds "by or for or on behalf of"

1223

(73)

the Federation of South African Trade Unions, Fosatu

Legal opinion is that it prevents the soliciting or receipt of foreign funds, or donations from inside SA. But opinion is divided on whether or not the prohibition applies to the receipt of affiliation fees from member unions — although, says Fosatu's Alec Erwin, Fosatu legal advisers say it will.

Erwin is of the opinion that "This prohibition constitutes interference with a fundamental right embodied in International Labour Organisation (ILO) charters that trade unions worldwide be able to help each other.

Labour must be able to build its own independent organisation. If it needs overseas money in the early stages, then it must be able to get it. What are now respectable union bodies, like Tucsá, received overseas assistance at one time.

"This prohibition will create a fundamental imbalance in the South African economy. Whereas companies can get overseas funds, this is now being denied Fosatu," Erwin adds.

Largest umbrella body for black and non-racial unions, Fosatu has shown its willingness to participate in government's developing labour dispensation.

Of its 13 affiliates, four are already registered, six have applied for registration and another two are expected to apply in the near future.

The irony of the prohibition is, according to one labour observer, that Fosatu is one of very few organisations receiving overseas funds to have tried to legalise its fund raising activities in terms of the Fund Raising Act. Many have not.

In the first Wiehahn Commission report some commissioners from more right-wing union bodies voiced disquiet about the influx of overseas funds for Fosatu and other union bodies.

"It appears government has decided to

wield the sledgehammer in the wake of the labour disputes in the Cape and Natal," one observer feels.

Tucsá president Andre Malherbe tells the *F.M.* the prohibition recalled the statement "First they came for the Jews, but I didn't raise a finger because I wasn't a Jew. Then they came for me, and there was nobody to speak up for me."

"If they can do this to Fosatu, who will they do it to tomorrow?" he asks.

Labour secretary Jaap Cilliers would not be drawn on the prohibition. "I know nothing about it. It has been done by another department (Social Welfare and Pensions). He would give no indication as to whether his department had been consulted on or prompted the move.

Minister Fanie Botha has denied any prompting from Manpower.

Govt action against unionists condemned

London Bureau

LONDON — Two powerful international trade union bodies yesterday condemned the South African Government for its action against black trade unionists.

The general secretary of the International Confederation of Free Trade Unions (ICFTU), Mr Otto Kersten, sent a cable to the Prime Minister, Mr P W Botha, condemning the Government's harassment of unionists.

And the general secretary of the International Metal Workers Federation, Mr Herman Rebhan, at a central committee meeting in London, attacked the Government's refusal of passports to black delegates

In his cable to Mr Botha, the ICFTU general secretary, Mr Kersten, said "The continuation of the South African Government's harassment of trade unions independent of the apartheid regime is making workers of the free trade union movement increasingly angry."

Mr Kersten singled out Government action against the Federation of South African Trade Unions (Fosatu) and the arrest of workers belonging to the Western Province General Workers' Union.

IMF general secretary, Mr Rebhan, said his 13-million-strong union would continue to demand basic rights for all workers in South Africa.

Attacking multinational com-

panies which paid their black workers in South Africa poverty wages, he said "It is no coincidence that some of the companies in Britain which are fiercely urging the British Government to pass laws repressing the British trade unions are also those companies that have been exposed as paying workers in their South African subsidiaries starvation wages and refuse to deal with black unions in that country."

However, the conference did not propose the expected strongly-worded resolutions against South Africa.

Although there was considerable protest and discussion about South Africa behind the scenes, no resolutions on South Africa were proposed.

South Africa's white trade unionists at the IMF meeting, prepared for "a heavy time", expressed themselves well satisfied with the outcome.

One said "We find South Africa has more friends abroad than we thought."

A blow for FOSATU

SUNDAY POST
Labour Correspondent

THE banning of the Federation of South African Trade Unions (Fosatu) from raising funds both here and abroad makes nonsense of the Government's labour reforms introduced last year, say labour observers.

Fosatu, formed in April last year, is the largest umbrella body for unregistered trade unions. It has 13 affiliated unions, representing more than 50 000 workers. Although Fosatu unions are non-racial, most of their members are black.

Last week the Minister of Health, Welfare and Pensions, Dr L A P A Munnik, prohibited the collection of funds "by or for or on behalf of Fosatu" in terms of Section 29 of the Fund-Raising Act of 1978.

A labour expert described Section 29 as "all embracing" and as "the real sledgehammer in the Act". As the ruling stands it appears Fosatu can't even receive funds from its affiliates, let alone from overseas organisations. Dr Munnik has denied this in the Press, but Fosatu says it has been unable to get Government clarification.

Fosatu — which co-ordinates its affiliates and has divisions dealing with workers complaints — cannot do without foreign funds at the moment. More than 80 percent of its finance comes from the overseas trade union movement.

No doubt Mr Munnik is fully aware of the implications of the prohibition. It is hard to believe he slapped this ban on Fosatu's funds without consulting the Department of Manpower Utilisation.

The Minister of Manpower Utilisation Mr Fanie Botha, says his department was not consulted, although he approves of the prohibition. But Alec Erwin, Fosatu's general secretary, says Fosatu received a letter from the Department of Welfare saying it was waiting for comments from the Department of Manpower Utilisation be-



Fanie Botha . . . not consulted? Erwin . . . in hot seat

Ban 'makes nonsense of labour reforms'

fore deciding.

This is not the authorities' first attempt to use the big stick against unregistered union officials since the labour reforms. Mr Erwin and Mrs June-rose Nala, general secretary of the Metal and Allied Workers Union (a Fosatu affiliate), were refused passports last year. Mr George Manase, an organiser of another union affiliated to Fosatu, had his passport withdrawn.

Just over two weeks ago the police detained two organisers for the Western Province General Workers Union, which is involved in the meat strike in Cape Town. Both are still in detention. This week police arrested meat strikers for pass law offences, and detained two more people connected with the union. WPGWU, an unaffiliated union, is opposed to the Government's labour legislation.

At a Press conference this week, Mr Fanie Botha said it was no concern of people overseas to promote unionism, and no country could allow

money to come in from abroad to facilitate strikes.

Mr Henry Chiyea, president of the Commercial, Catering and Allied Workers Union (affiliated to the Consultative Committee of Black Trade Unions) says the move is an attack on all independent unions.

As Mr Chiyea puts it, "For years workers have assisted each other internationally, and especially with the advent of multi-nationals. The Government is being unfair allowing multi-nationals to come to South Africa and exploit workers, but refusing unions money from overseas to try and prevent this exploitation." Fosatu agrees.

Labour observers see the ban as an attempt by the Government to break unions which don't operate on its terms and to assist the parallel unions, which are black unions controlled by their white counterparts. A Fosatu spokesman says the Trade Union Council of South Africa, to which most parallels are linked, has been receiving money from overseas since the fifties. "Why hasn't the Government banned Tucsa from getting money from overseas?" he asks.

Fosatu's policy, along with other independent unregistered unions, differs substantially from the parallel unions. The parallels are moulded along the lines of white unions, and operate in line with Government policy.

Observers feel it is unlikely workers are striking because of agitation by unions — as implied by the Government's harsh action against unionists. Around 8 000 workers have struck in the last two months over what they consider to be genuine grievances. In some cases the unions have had no prior knowledge of the strikes.

So, reckon labour observers, if the Government wants industrial peace it needs to remove all its controls and allow strong unions, which can satisfy workers' needs, to flourish. It must also encourage employers to negotiate with these unions.

140A

PERSVERKLARING DEUR MNR E A CILLIERS, DIREKTEUR-GENERAAL:
MANNEKRAGBENUTTING OOR DIE REGISTRASIE VAN VEELVOLKIGE VAK-
BONDE

17/6/80

~~137~~
140 A

SPERTYD: VIR ONMIDDELLIKE VRYSTELLING

Na aanleiding van navrae en om enige onduidelikheid uit die weg te ruim maak mnr E A Cilliers, Direkteur-generaal: Mannekragbenutting bekend dat die Minister van Mannekragbenutting so pas beginselgoedkeuring verleen het aan 6 ongeregistreerde vakbonde wat by die Federation of South African Trade Unions (FOSATU) geaffilieer is om op 'n veelvolkige grondslag om registrasie ingevolge die Wet op Nywerheidsversoening, 1956, aansoek te doen. 'n Soortgelyke vergunning is aan nog twee ander nuutgestigte vakbonde verleen.

Die betrokke vakbonde se aansoeke sal nou op die gewone wyse ooreenkomstig die bepalinge van die Wet behandel en soos deur die Wet vereis in die Staatskoerant vir besware afgekondig word.

Verder word daar vir algemene inligting ook bekend gemaak dat sedert die inwerkingtreding op 1 Oktober verlede jaar van die Wysigingswet op Nywerheidsversoening, 1979, wat vir die erkenning van Swart vakbonde voorsiening maak, daar reeds 14 aansoeke om registrasie van Swart vakbonde ontvang is. Tot dusver is aan twee van hierdie aansoekers finale registrasie verleen, aan een voorlopige registrasie en elf aansoeke is nog onder oorweging.

Van die bestaande geregistreerde vakbonde het 29 aansoek gedoen om persone van 'n ander bevolkingsgroep as dié waarvoor hulle oorspronklik geregistreer is as lede te werf. Van hierdie aansoeke is 21 tot dusver goedgekeur en die ander is nog onder oorweging.

UITGEREIK DEUR DIE DEPARTEMENT VAN BUITELANDSE SAKE EN INLIG-
TING OP VERDOEK VAN DIE DEPARTEMENT VAN MANNEKRAGBENUTTING

KAAPSTAD

17 JUNIE 1980

PRESS STATEMENT BY MR E A CILLIERS, DIRECTOR GENERAL:
MANPOWER UTILISATION IN REGARD TO THE REGISTRATION OF
MULTI-NATIONAL TRADE UNIONS

EMBARGO: FOR IMMEDIATE RELEASE

As a result of enquiries and so as to remove any inclarities Mr E A Cilliers, Director General: Manpower Utilisation, hereby announces that the Minister of Manpower Utilisation has granted approval in principle to 6 unregistered trade unions affiliated to the Federation of South African Trade Unions (FOSATU) to apply for registration in terms of the Industrial Conciliation Act, 1956, on a multi-national basis. A similar concession has been made in the case of two other newly established trade unions.

The applications of the trade unions concerned will now be dealt with in accordance with the provisions of the Act and will, as required by the Act, be published in the Government Gazette for objections.

It is further also announced for general information that since the coming into operation on 1 October last year of the Industrial Conciliation Amendment Act, 1979, which provides for the recognition of Black trade unions, 14 Black trade unions have applied for registration. Thusfar final registration has been accorded to two and provisional registration to one of these applicants, while eleven applications are still under consideration.

Twenty-nine existing registered trade unions have applied for permission to admit to membership persons of a population group other than that in respect of which they originally obtained registration. Of these applications 21 have thusfar been approved while the rest are still under consideration.

ISSUED BY THE DEPARTMENT OF FOREIGN AFFAIRS AND INFORMATION
AT THE REQUEST OF THE DEPARTMENT OF MANPOWER UTILISATION.

CAPE TOWN
17 JUNE 1980

CAPL-TIMES
18/6/60

New black trade unions

FINAL registration had been accorded to two black trade unions, provisional registration to one, while 11 applications were still under consideration, the director-general of the Department of Manpower Utilisation, Mr E A Cilliers, said in a statement yesterday.

They were the 14 black trade unions which had applied for registration since the Industrial Conciliation Amendment Act, which provided for the recognition of black trade unions, came into operation.

Mr Cilliers said that the minister had granted approval in principle to six unregistered trade unions affiliated to the Federation of South African Trade Unions (Fosatu) to apply for registration in terms of the Industrial Conciliation Act on a multi-national basis.

"A similar concession has been made in the case of two other newly-established trade unions," he said.

"The applications of the trade unions concerned will now be dealt with in accordance with the Act and will be published in the Government Gazette for objections."

After saying that 14 black trade unions had applied for registration, Mr Cilliers said that 29 existing registered trade unions had applied for permission to admit members of population groups other than that in respect of which they originally obtained registration.

"Of these applications, 21 have thus far been approved and the rest are still under consideration," he said —

Sapa

Trade unions get go-ahead for mixing

By Sieg Hannig

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

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

have been turned down so far.

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

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

● Similar concessions were granted to two other newly established unions.

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

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

THE TEST

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

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

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

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

140A
STAR
18/6/80

Mixed status: Govt nod for Fosatu unions

By STEVEN FRIEDMAN
and RIAAN DE VILLIERS

IN A move which could open the way to significant black union participation in its new labour dispensation, the Government has allowed six unions affiliated to the Federation of South African Trade Unions (Fosatu) to apply for registration on a multiracial basis

This decision has been taken by the Minister of Manpower Utilisation, Mr Fanie Botha, who has also granted two other applications for mixed status from unregistered unions not affiliated to Fosatu

This was revealed last night in a statement by the Director-General of Manpower Utilisation, Mr Jaap Cilliers, who added that the unions' registration applications would now be gazetted and, in accordance with the Industrial Conciliation Act, objections invited from other unions

Fosatu, which represents many of the bigger black unions, had applied for Government registration on several conditions — one of which was that its unions be afforded completely non-racial status

There has been intense speculation in labour circles on the

likely outcome of the applications. Many Government officials are known to be hostile towards Fosatu and the federation's funds were cut off last week in terms of the Fund-Raising Act

Observers believe the move is an indication of the Government's desire to include black unions in its new system

A source close to Fosatu said last night that the granting of mixed status "removes a major hurdle" But he added that "other hurdles still remain" before the unions were fully registered

The granting of mixed status by the Minister is a preliminary step before registration applications are considered. If unions wish to register and retain mixed constitutions, they must first receive Ministerial permission to do so. Only then is the application considered

Mr Cilliers's statement said the applications had been granted on "a multinational basis" This immediately raised fears that the Minister had allowed the unions to have mixed constitutions, but had stipulated that union branches should be segregated and their executives open to one race only

Fosatu had insisted that its unions be granted full non-racial status

However, Fosatu's general secretary, Mr Alec Erwin, said the federation had been informed verbally by the authorities that full non-racial status had been granted

The unions were awaiting "clear confirmation" of this, he added

Mr Erwin welcomed the move but added "It is a pity that Government decision-making is inconsistent at present. On the one hand, our funds are cut off. On the other, we are allowed mixed status"

Other applications by Fosatu unions have not yet been dealt with by the Minister as they were submitted late or have not yet been submitted

In his statement, Mr Cilliers also revealed that 14 black unions had applied for registration since the new dispensation came into effect last October and two had been granted full registration. Another had received provisional registration

Applications for mixed status had been submitted by 29 registered unions and 21 of these had been granted — the rest were still "under consideration"

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pp 19/1/50

Uitenhage labour unrest spreads

UITENHAGE — Police here went into action seven times in 18 hours to disperse crowds of strikers and stone throwers

In most of the cases between Tuesday night and early yesterday afternoon teargas or tear smoke was used, but there was one police baton charge, a round of birdshot was fired at a group of youths and dogs were used to disperse mainly women workers at the Hella factory

Police said there was sporadic stoning of vehicles on Tuesday night. About 100 youths who gathered in Kabah township were dispersed by police using batons and tear smoke

Volkswagen workers who gathered at the factory gates to be told of the indefinite closure of the plant yesterday morning were dispersed by riot police who fired canisters of tear smoke

Riot police kept a close watch on the vanguard of workers, who were addressed briefly by members of the

workers' committee and then walked through the business district singing freedom songs

The strikers were dispersed with tear smoke for the second time after gathering around a worker injured when hit by a passing car on the outskirts of town

Confusion reigned at the Hella factory when about 700 mainly coloured women who, after being urged by management to return to work, started moving towards the gates

Other workers called them back, but management then ordered them all to leave

Police dog handlers then charged the workers inside the grounds and fired canisters of tear smoke after they had moved out

A spokesman for the workers said they had gathered in the factory at 6.30 a.m. to present wage demands, but a director they wanted to see did not arrive

At the offices of the United Automobile and Allied Workers' Union, six women displayed to union officials scratches and bites which they said they had sustained during the police charge.

The divisional commissioner of police in the Eastern Cape, Brigadier E. S. J. van Rensburg, described Uitenhage as a "hot spot" and said police reinforcements had arrived on Tuesday night and yesterday morning

Among new firms hit by strikes yesterday was Borg-Warner, a transmission plant, where the total black and coloured workforce walked out after lunch following rejection of a management wage offer

And a construction company, Link Construction, closed both its depots in coloured and black townships after workers at one depot went on strike

Another factory joined the labour unrest when about 250 workers at a candle factory went home after demanding higher wages — DDC

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The Post

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6 Fosatu unions may register on non-racial basis

By KINGDOM LOLWANE

SIX trade unions belonging to the Federation of South African Trade Unions (Fosatu) have now been granted permission to register — as non-racial unions.

The announcement was made by the Director of Manpower Utilisation, Mr E A Cilliers

It also appeared from the announcement that no applications for racially mixed trade union rights have been turned down so far.

Mr Cilliers said "The Minister has granted approval in principle for six Fosatu unions to apply for registration on a multinational basis"

Similar concessions were granted to two other nearly established unions

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

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

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

This test is not over yet, since the applications

for registration still have to be processed now that the permission for non-racial registration has been granted

The announcement is of particular importance since only recently Fosatu was banned from raising funds overseas, a move which was widely condemned by labour bodies abroad.

Second

(140 A)

smear

CDM 20/6/50

attack

on

Fosatu

By STEVEN FRIEDMAN
Labour Reporter

FOR the second time this year, a "smear pamphlet has been issued on the East Rand attacking the Federation of SA Trade Unions

The latest pamphlet is directed at the Fosatu-affiliated Metal and Allied Workers Union, which, it claims, "has come to Transvaal to destroy unity among the black steelworkers"

It urges workers to join the Engineering and Allied Workers Union — which is, ironically, also a Fosatu affiliate Eawu's general secretary, Mr Calvin Nkabinde said yesterday his union had not issued the pamphlet

According to a Fosatu source, "the latest pamphlet has been distributed in an extremely sophisticated fashion Besides being dumped outside factories and at stations, they have also been placed under the doors and on the car windows of union officials"

He added "Whoever is doing this obviously has resources which no black trade union can muster"

The Rand Daily Mail understands there has been some tension between Mawu and Eawu of late But Fosatu's general secretary, Mr Alec Erwin, said yesterday "We resolved this problem some time ago"

He added "Whoever issued this pamphlet obviously knew about this tension and tried to exploit it to attack Fosatu But if they are trying to drive a wedge between Fosatu unions, they are wasting their time"

Fosatu was unable to identify who was issuing the pamphlets, but "we have some strong suspicions", Mr Erwin said

A Mawu spokesman said yesterday the union had decided to ignore the pamphlet

Uitenhage to Bait Zulu

UITENHAGE — The Eastern Cape's economic backbone, the motor industry, was severely hit yesterday when labour unrest spread here.

A combined 7 000-strong striking workforce has paralyzed seven factories here and observers view it as the worst labour unrest to hit South Africa since the Durban strikes in 1973.

In East London nearly 300 workers at the Langeberg Kooop downed tools yesterday.

They alleged management failed to deal with their trade union. However, the workers returned to work five hours after the stoppage when management discussed the issue with representatives of the

African Food and Canning Workers Union

The manager of Langeberg, Mr J R Burg, said the problem had been "sorted out" and the company had agreed to fly up a senior personnel officer from Cape Town to meet the union executive.

"The workers downed tools during the morning tea-break because they wanted to know our attitude towards their union," Mr Burg said yesterday.

"We discussed the matter with them and answered their questions, as well as talking to the executive members of the AFCWU."

"Everything was sorted out and the people were

back at work by about 3 15."

The general secretary of the union, Mr Jan Theron, said the workers had only gone back on condition the union executive could meet the senior personnel officer from Cape Town.

Mr Theron said they had also been "angered" by security police presence at the factory.

Mr Burg disputed the claim that the company was ignoring the union.

"We have been dealing with the AFCWU since February so I don't see how they can say we are ignoring them," he said.

The head of the security police here, Col A P van der Merwe, confirmed his

officers were at the factory and had discussed the situation with the trade union officials.

Goodyear is the latest Uitenhage plant to be hit. It has been shut until Monday after fruitless wage negotiations with 600 workers.

A management spokesman said production was stopped at 9 30 am and a mass meeting was held where workers were invited to elect five representatives to put forward wage proposals. But they decided to negotiate en masse.

They demanded a minimum starting rate of R3 an hour instead of the present R1,10. Management rejected this and when no agreement was

reached by 12 30, management asked workers to leave.

The other new Uitenhage plants hit were National-Standard, a steel wire firm, Gubb and Inggs, a wool-washing plant, and Guestro Industries, the fourth motor component plant to be affected.

Developments at other Uitenhage plants were

A spokesman for Hella, the motor vehicle light fitting firm, said workers had returned and production was normal. But Ford announced their Cortina plant would shut until Monday because of the shortage of parts normally supplied by Hella.

A spokesman for Volkswagen, where the strike broke out on Monday, said discussions with unions were still in progress but the situation was unchanged.

In other developments around South Africa yesterday

The work stoppage at Steel Pipe Industries in Elandsfontein, Johannesburg, continued after management told workers to accept the dismissal of their works committee chairman and return to work or be paid off.

The strike by Cape Town meat workers continued, and

A brief work stoppage took place at the Coca-Cola plant in Port Elizabeth — DDC.

Union protests, page 2.

<p>Candidates must use point pens in written answers. It is not accepted if penne in geskrewe gebruik. Roof is nie aan</p>	<p>UNIVERSITY</p>	<p>SUBJECT of Examination EKSAMENVAK (presies)</p>	<p>DATE of Examination/D</p>	<p>NAME of Candidate in VOLLE NAAM van Kandidaat</p>	<p>COURSE of study (e.g. STUDIEKURSUS)</p>	<p>No. of Answer Books handed in</p>	<p>1. Candidates must not use their answers. The left for rough work, but the credit for answers written on all loose sheets remains with the candidate.</p>	<p>2. Candidates are reminded to bring their examination room any books or notes unless specially instructed to do so.</p>	<p>3. No candidate may take into the room the books or notes.</p>	<p>4. A candidate attempting from any other candidate, used books or notes in his examination room and to be determined by the Senate.</p>	<p>5. A candidate must not enter the examination room from any other examination room.</p>	<p>6. Pages must not be extracted.</p>
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2
Answers

PUBLIC FINANCE

LABOUR

Watchmen's woes

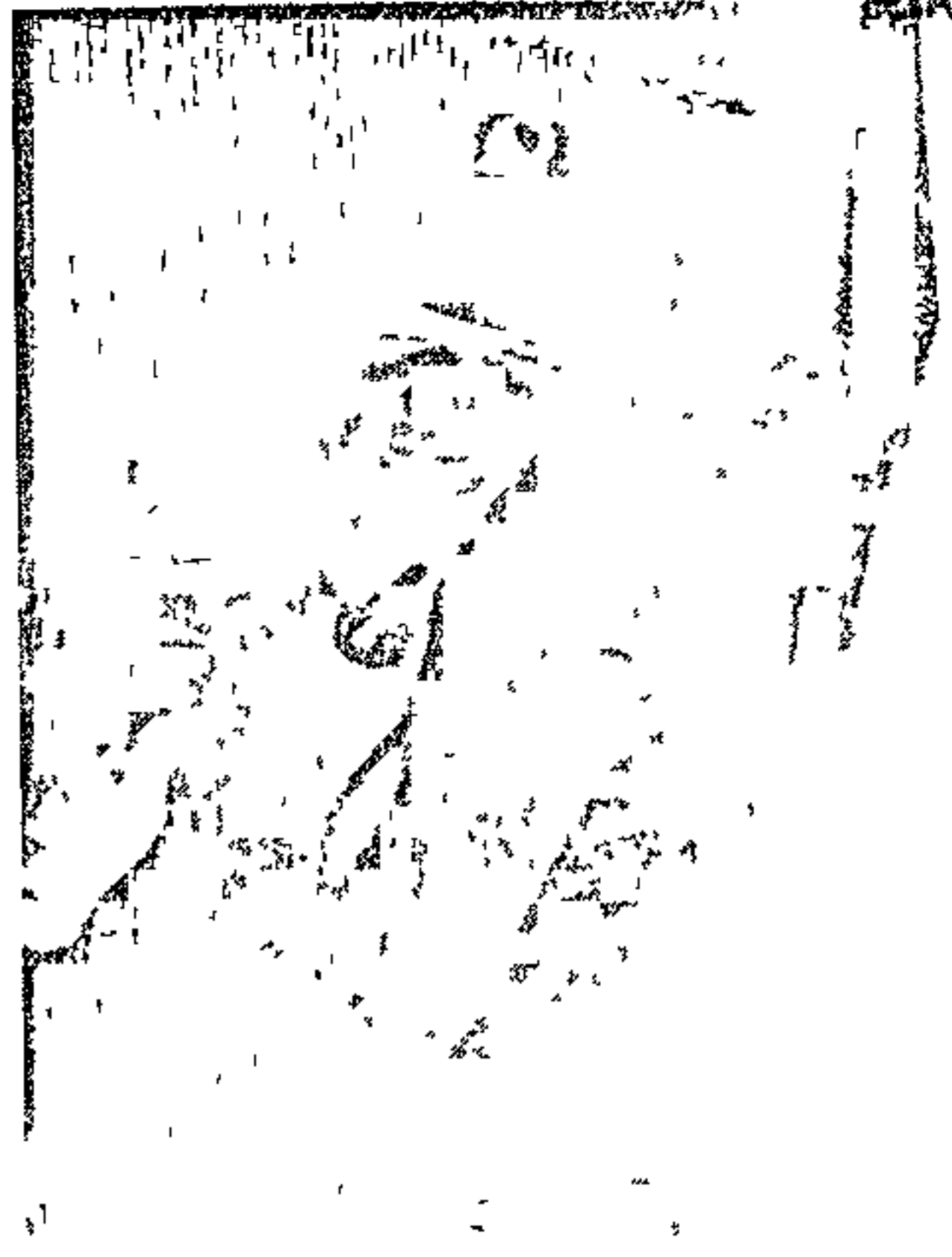
The threat presented by insurgents appears to be reaching new proportions in SA, but there are two bodies which appear completely unperturbed

The Department of Manpower Utilisation and security firms are showing as much action as a sluggish python on a winter's day while nightwatchmen employed solely for protection continue working long hours for below-subsistence wages

The department is responsible for enforcing determinations laid down in the Wage Act and it holds sole legal rights to prosecute firms which break the law. But to date it has remained impassive in the face of growing evidence that the employment practices of certain firms in the watch-patrol industry are archaic

The wage determination itself, has been severely criticised for inadequate protection — it stipulates a R103 minimum wage and 84-hour week. Such conditions are unnecessary and in fact damaging in a free society. In SA one supposes they may be necessary to protect blacks from some of the effects of legal discrimination

At a special hearing of the Wage Board to deal with watchmen's wages chairman



Nightwatchman unprotected protectors

I.J. Claassens refused to deal with contraventions of the existing determination and agreed only to deal with new recommendations which are expected to come into force at the end of the year

He suggested that all complaints about present violations be submitted to the

Department of Manpower Utilisation

As a result, a sub-committee of the Federation of South African Trade Unions Society submitted a memorandum and 20 statements from watchmen to the department two weeks ago. The department has acknowledged these, but will not release information on what action has been taken

The sub-committee itself has no *locus standi* to bring employers to book

In the affidavits it is alleged that

- Paypackets were opened by the employers and money removed (contravention of Wage Determination 316 — Watch Patrol Services, Section 4.1)
- Agreed wages did not materialise (Section 3 a)
- Wages were deducted for "cheekiness

(R20) and falling asleep on duty (R10)

• Guards worked an 108-hour week for as little as R60 a month

• Complainants who approached the department were turned away without any assistance

The question is why the apathy?

According to a spokesman the department is responsible for 12 labour-related Acts and manpower problems make it impossible for these to be covered adequately

But Johannesburg regional director Raymond Dickons feels the department is doing a more-than-adequate job. We are doing our duty, he says emphatically

We investigate all violations brought to our attention and take whatever action we can

Security firms have in most cases, denied the allegations

The Transvaal Employers Association of Security Services which represents 18 firms has expressed grave concern at the appalling conditions but blames 'backward organisations'

It says Some firms are failing to pay guards the gazetted wage and lack adequate checks

The association says these operators are outside its present control. But complaints have been lodged against Fidelity Guards (a subsidiary of Remmes) Springbok Patrols and Elliott Protection, for all of whom the association claims responsibility

It appears that everybody is passing the buck — but nobody is picking it up

Fund ban will force unions into cutbacks

STAR 21/6/80

12
140A

By Sieg Hannig

All except about three of the 13 predominantly black trade unions in the Federation of South African Trade Unions (Fosatu) will have to cut back on their present operations.

This was revealed yesterday by Mr Alec Erwin, Fosatu's general secretary.

He said most of the Fosatu unions relied heavily on Fosatu's financial support. This was now being cut off by the Government's ban on Fosatu fundraising.

Only about three of the unions could cover their costs without Fosatu's financial support, he said. "What is more, the Fundraising Act effec-

tively cuts them off from all contributions other than membership subscriptions," Mr Erwin said.

"Even if money going to Fosatu were rechannelled to the unions, they would contravene the law by receiving it."

Mr Erwin said the blanket prohibition on fundraising imposed by the Fundraising Act had prompted Fosatu to seek permission from the authorities to receive funds.

Instead of simply turning down the application, the authorities had gone further and left Fosatu with no room for appeal.

The Minister responsible, Dr L. A. P. A. Munnik, had said Fosatu could still receive affiliation fees from its unions and Fosatu was checking this out.

is to
important
price
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Strikers

reject 21/6/80

new VW
140A
pay offer

REPRESENTATIVES of the 3500 Volkswagen workers on strike over wage offers last night rejected the company's latest offer.

The national organiser of the National Union of Automobile and Rubber Workers, Mr Brian Fredericks, said the confidential and informal offer had been rejected at a meeting of the union with workers, attended also by the affiliated United Automobile Workers' Union.

R2 DEMAND

When downing tools at the plant on Monday, black workers demanded a R2 an hour basic wage.

A meeting of the Industrial Council for the Automobile Industry will be held on Tuesday to discuss the wage issue.

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7 1/2

UNION HOPES FOR PAY-RISE RIPPLE FROM THE VW STRIKE

22/6/80 SUN TRIB

By MAUREEN GRIFFIN

If the strike at the Volkswagen factory at Uitenhage succeeds, wages in the entire Eastern Cape motor industry will increase.

It could mean employers in other areas will have to pay auto workers more.

When wage dissatisfaction erupted into a strike at Volkswagen on Monday, the company became a strategic target for union leaders in the relentless battle between the motor industry's labour and its management, the Sunday Tribune learned this week.

Union officials estimated this week that the strike, which started when 3 500 workers at Volkswagen's Eastern Cape factory downed tools, will last about seven weeks.

They predict that the company will be unable to find replacement labour in the face of rising black solidarity and will be forced to give in to wage demands of a minimum of R2 an hour. The present minimum wage in terms of last year's Industrial

minimum wage in terms of last year's Industrial Council agreement is R1 an hour in the Eastern Cape.

A union message to be circulated among Volkswagen workers tomorrow tells them that because the latest offer made by management is unacceptable "it is not possible for us to recommend your return to work".

The dispute has spread to other companies in Uitenhage, where an estimated 70 percent of the black and coloured labour force is on strike.

Ford and General Motors in nearby Port Elizabeth have appealed to their workers to remain calm after their branch executive committees released a Press statement expressing support for union members on strike at Uitenhage and stressing that union demands for a minimum wage of R2 an hour should be pursued.

Durban-based Mr Brian Fredericks, national organiser of the National Union of Motor Assembly Workers' said in Port Elizabeth "When Volkswagen accedes to our demands for a R2 an hour minimum wage it is likely that General Motors and Ford will also up their minimum wage

"The message we are circulating in the townships tomorrow instructs people not employed not to look for work at Volkswagen.

"Clearly the workers are going to stay out, even though they're not getting paid during the strike. We believe it is impossible for Volkswagen to hold out. Seven weeks of production is about 12 000 cars and there is already a back-log on cars"

Volkswagen management has refused to accede to wage demands. The factory has been closed.

Offers management have made to the union — the amount has not been made public — have been rejected and a request for more time to consider their demand has been spurned by workers.

Mr Ruben Els, public relations manager of Volkswagen, said that although the agreed minimum is R1 an hour, the company pays workers R1 15 minimum

Striking workers, who have throughout the week marched through the streets of Uitenhage, chanting and giving black power salutes, have stated repeatedly that they will not return to work for anything less than a basic R2.

The processions have been closely watched by riot police, who have used teargas and bird-shot to disperse them. On Wednesday police used dogs to disperse workers on the premises of Hella, an automotive lighting factory.

Yesterday was quiet as riot squads patrolled the townships.

Workers face deadline

today ^{CAP TILES} 23/6/80
140A

From RIAAN DE VILLIERS

JOHANNESBURG. — In what is expected to be a crucial day in the Eastern Cape labour unrest, many striking workers in Uitenhage today face deadlines to return to work or be paid off.

Among Uitenhage firms which have issued ultimatums to their workers are the Goodyear tyre plant, with a black and coloured work force of 1 300, and National Standard.

A third company, SKF, is understood to have withdrawn a similar ultimatum. It is believed over 7 000 workers at 11 factories are still on strike.

Meanwhile, restrictions on the operations of newsmen in Uitenhage have been partly lifted.

This emerged from a meeting yesterday between Brigadier E. S. J. van Rensburg, Divisional Commissioner for the Eastern Cape, and the editors of the Evening Post and the Eastern Province Herald.

On Friday, police declared the whole of Uitenhage an "operational area" which reporters could enter only with written permission and under police escort. Photographers were banned completely from the area.

At yesterday's meeting, Brigadier Van Rensburg said, instructions from police headquarters in Pretoria had been clarified.

Newsmen would no longer be refused permission to work in Uitenhage or the town's industrial area, but the restrictions would still apply to black areas, he said.

● Chances of a settlement at Volkswagen, where the strike wave broke out last Monday, appeared to recede on Friday night when a joint trade-union committee at the plant rejected a new wage offer.

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Aid for
CAPE TOWN 24/6/80
150 strikers
120
Own Correspondent

LONDON - The International Metalworkers Federation is sending 50 000 Swiss francs (about R25 692) to help support the strike of black and coloured workers employed by Volks wagen in South Africa

The money is being sent to two IMF-affiliated unions in order to 'ensure that the workers are not starved back to work' the IMF's general secretary Mr Herman Rehhan, said yesterday

The workers have been on strike since June 16

Mr Rehhan has also sent financial appeals for strike aid to automobile unions in West Germany the United States Britain Sweden, Japan, Holland Australia and Austria

Crucial pay talks today

CAPE TIMES
24/6/80

140A

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From RIAAN DE VILLIERS

JOHANNESBURG — The three giant Eastern Cape motor manufacturers meet union representatives of thousands of striking workers today in crucial wage talks which could have far-reaching effects on labour unrest in the area.

A settlement could end the strike at Volkswagen which triggered off further unrest in Uitenhage last week, seriously disrupting the motor and motor-components industry.

However, as employers and unions yesterday prepared for today's talks in Port Elizabeth, informed sources expressed fears of a continued deadlock which could lead to black and coloured workers at Ford and General Motors joining the strike.

Union committees at Ford and GM have expressed 'complete solidarity' with fellow union members on strike at VW and have reiterated union demands for a minimum wage of R2 an hour.

A mass meeting of Ford and GM workers is to be held tomorrow night and union officials have described the atmosphere at the two plants as 'very tense'.

The three firms will meet the coloured National Union of Motor Assembly and Rubber Workers Union and the black United Auto and Rubber Workers Union at a motor-assembly industrial council meeting. The right-wing white *Yster-en Staalwerke* union will also be involved.

An employer source said yesterday that the black and coloured union demand would mean a massive 90 percent increase from the present minimum wage of R1 15. Describing the demand as 'unrealistic', he expressed fears of a deadlock which could lead to further strike action.

A union spokesman said the demand was reasonable, but added: 'We will try to compromise if need be. We don't like the idea of further strikes. We are hoping to reach agreement but everything will depend on what the employees will offer.'

In other developments yesterday:

• More than 1 000 workers at the Goodvear tyre factory in Uitenhage lost their jobs when they continued to strike after negotiations with management broke down.

• Workers at several smaller Uitenhage firms returned to work after talks with union men and officials of the Federation of South African Trade Unions (Fosatu) at the weekend and more workers have agreed to return today.

• About 180 black workers went on strike at the Natal Thread Company at Hammarsdale in protest against a new shift system. Police yesterday directed the dispersal of striking workers from Uitenhage's industrial area.

© Foreign aid for strikers, page 2

Hammarsdale

NATAL MERCURY 24/6/80

workers strike

Mercury Reporter

WORKERS at Natal Thread Company in Hammarsdale went on strike yesterday over a shift dispute

A spokesman for the Federation of South African Trade Unions said that the company's liaison committee had approached the Department of Manpower

Utilisation in Pietermaritzburg with their complaints

A new shift system was introduced about three weeks ago. The factory operates 24 hours a day seven days a week. Employees work 12-hour shifts for three days followed by three days off

'They feel the hours are too long and the shift system means their pay

varies from one week to another. The workers' liaison committee had been opposed to the new system before it was introduced,' the spokesman said

About 180 workers had gathered in the Catholic Church in Mpumalanga to discuss their grievances

Management officials were unavailable for comment yesterday

Foreign aid for strikers at VW

DM 24/6/80

140 A

London Bureau

THE International Metalworkers Federation is sending R25 692 to help support the strike of black and coloured workers employed by Volkswagen in South Africa

The money is being sent to two IMF-affiliated unions "to ensure that the workers are not starved back to work," said IMF general secretary, Mr Herman Rebhan

The funds are being directed to the United Automobile Workers of South Africa, the National Union of Motor Assembly and Rubber Workers.

But a spokesman for the National Union of Motor Assembly and Rubber Workers' Union emphasised last night that the unions had made no requests for financial assistance to the IMF

The workers have been on strike since June 16.

Mr Rebhan also sent out financial appeals for strike help to unions in West Germany, the United States, Britain, Sweden, Japan, Holland, Australia and Austria

Although the initial sum can be regarded only as a token gesture of support, this international appeal is likely to raise a good deal more money.

In a statement yesterday Mr Rebhan said "It is important that this strike is not lost because of a lack of funds

"It is one of the biggest challenges to a European multinational in South Africa. The strike is being handled responsibly by the local trade union leaders and is a major event in the struggle for equal rights, trade union recognition, better wages and working conditions.

"We categorically deny the rumours that the strike is motivated by reasons other than for fair pay and for recognition of basic trade union rights. This strike has the support of IMF unions throughout the world."

The IMF embraces 14-million metalworkers, including 3-million motor workers, in 70 countries in the non-communist world

PE strikes still on

Post 24/6/80
140H
1/2
19/6

STRIKES WERE still reported to be continuing at nine Uitenhage factories yesterday. The strikes started last week and involved thousands of workers.

And in Port Elizabeth there was still unrest at some major concerns but the situation last night could not be confirmed.

At one of the biggest local industries, Goodyear Tyre and Rubber Company, about 800 workers who arrived yesterday in the face of a work or be dismissed ultimatum refused to go back to work.

The public relations manager, Mr Mike Selley, said while the mass of

workers waited outside a committee of seven worker's representatives met management and presented a wages demand and list of domestic grievances.

The company said it would only negotiate through the Industrial Council which would meet at lunch-time today.

After the workers were told of this decision they went to lunch in the company's cafeteria and it was clear they would return to work.

A spokesman for Ford Motor Company in Port Elizabeth said its Struandale, Port Elizabeth, assembly plant reopened yesterday morning after a forced closure last week

through Uitenhage's labour unrest.

The following companies in Uitenhage were reported to still have worker's unrest, Volkswagen, Volkswagen Good-year SKF Bearing Manufacturers, Link Construction, National Standard Wire Gubb and Ings Cape of Good Hope Woolcombers Civic Construction and Guestro Industries.

At Volkswagen the 3000 black workers who downed tools a week ago in support of their dem-

'Ford plant re-opened'

Post 24/6/80

and for an 80 percent wage increase were still out.

A meeting of the Eastern Cape branch of the Motor Industrial Council, scheduled for July 4, has been brought forward to today to allow industry representatives their first formal opportunity to negotiate with the strikers.

On the one side of the table will be management executives from Volks-

wagen, General Motors and Ford while on the other will be white workers represented by the Iron, Steel and Allied Industries Union, the coloured workers represented by the national Union of Coloured Automobile and Rubber Workers.

The black workers in the motor industry do not have a registered trade union but will be assisted at the meeting by a member of the Department of Manpower Utilis-

ation

The strike, initially aimed at VW, spread late last week to 10 companies and involved 7500 workers. If the men are successful in their demands it will add millions of rands

to the motor industry wage bill and is bound to result in an increase in the cost of motor vehicles. Yesterday Ford reported that it had re-opened its Cortina plant at Struandale.

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Fosatu halts strike funds from abroad

RDM 25/6/80

By RIAAN DE VILLIERS
Labour Correspondent

THE International Metalworkers' Federation (IMF) will no longer send funds to South Africa to help support striking workers at Volkswagen's Uitenhage plant

The funds have been stopped at the request of the Federation of South African Trade Unions (Fosatu), to which unions representing the VW strikers are affiliated.

Announcing this yesterday, Fosatu's general secretary, Mr Alec Erwin, said the organisation had asked for the funds to be stopped because of the Fundraising Act. The Act prohibits overseas donations to South African organisations without Government permission

The donation of R25 000 to help striking workers was announced on Monday by Mr Herman Rebhan, IMF general secretary, who said it was being sent to ensure workers "would not be starved back to work".

The money was to have been sent to the coloured National Union of Motor Assembly and Rubber Workers and the black United Automobile and Rubber Workers' Union, whose members are on strike at VW

Mr Rebhan also said further funds for strike help would be requested from metal unions in eight other countries

The announcement has led to

accusations of "overseas meddling" in South African labour affairs

Yesterday Mr Erwin said Fosatu had contacted the IMF after hearing the announcement and pointed out that South African organisations were prevented from receiving funds from abroad in terms of the Fundraising Act

He said the impression had been gained that the IMF had already sent the money but it emerged from further discussions yesterday morning that the funds had not been sent and the IMF had decided not to do so

Fosatu was recently prohibited from receiving funds after applying for permission, in terms of the Act.

Mr Erwin pointed out yesterday that the IMF donation was not prohibited in terms of the ban on Fosatu but in terms of the Act itself

He added Fosatu was taking further steps to clarify the recent ban

At the time, legal experts said in addition to prohibiting Fosatu from receiving funds from overseas or other organisations in South Africa, it could also prevent it from receiving funds from its affiliates — which would cause it to disband.

But Mr Erwin said yesterday latest legal opinion indicated the ban "probably" did not prevent it from receiving affiliation fees

Rough ride for Tucsas chief at ILO conference

140A RDM 25/6/80

By GERALD REILLY
Pretoria Bureau

THE organised international labour campaign against South Africa' had intensified to an unprecedented extent, the general secretary of the Trade Union Council of South Africa (Tucsas), Mr Arthur Grobbelaar, said yesterday.

Mr Grobbelaar has just returned from the International Labour Organisation's annual conference in Geneva.

He said the 'barrage of

abuse levelled at South Africa's political and labour systems had sharpened in the past year in spite of the Wiehahn and Riekert Commission reports.

Some delegates at the conference saw the Government's reluctance to implement fully the recommendations as further proof of the inflexible racism of the National Party.

'The campaign against South Africa will continue to intensify,' he said.

They are on to us Pro-

gress, or the lack of it, in removing discriminatory practices in the labour market is being closely monitored.

'Pressures on South Africa to change can, therefore, be expected to escalate in the next 12 months.'

The representatives of the Communist and non-aligned African countries — particularly the African countries — claimed there was only one answer to full scale military action.

This was the only way, delegates said from the floor, of eliminating the last bastion of

colonialism and white feudalism.'

Mr Grobbelaar said the changes which the Government — and many South Africans, too, for that matter — believed to be significant were rejected as peripheral and cosmetic.

'What they are looking for are improvements in the economic and political status of blacks coloureds and Indians. And improvement in the quality of their lives. They don't see mixed sport or open, five-star hotels falling into this cate-

gory.'

Mr Grobbelaar said Western countries were calling for economic change, and the Eastern and Third World blocs for political change.

He said ill-considered remarks by South African Cabinet Ministers had caused enormous international damage.

This was Mr Grobbelaar's 15th ILO conference — "and hostility to this country's race and labour policies has increased progressively over the years," he said.

E Cape strikers reject pay offer

Own Correspondent

PORT ELIZABETH. — Port Elizabeth motor industry workers last night rejected their employers' compromise offer of a minimum wage of R1,40 an hour.

At a stormy meeting in Gelvandale, hundreds of Ford and General Motors workers expressed solidarity with the 3 500 Volkswagen employees who have been on strike for nine days

Unionists will meet Volkswagen workers today at a rally on the plant premises to discuss the compromise offer which was made by the Eastern Province Automobile Manufacturers' Association at a meeting of the Industrial Council for the Automobile Industry on Tuesday

In terms of the offer, which applies also to Volkswagen, workers would receive a minimum wage of R1,40 an hour from July 1, rising to R1,50 in January 1981, R1,80 in July 1981 and finally R2 by January 1982

Several speakers last night said that workers should down tools today if their demand for a R2 an hour minimum wage was not met

However, officials of the National Union of Automobile and Rubber Workers persuaded workers to allow them to take the matter back to the Industrial Council on July 4

Other Uitenhage industries previously affected by the labour unrest reported that production was back to normal yesterday

Link Construction, which paid off 700 workers on Monday after they had downed tools, began rehiring workers yesterday

A spokesman for SKF ball-bearings said that 130 strikers returned to work yesterday. Workers had demanded R2,05 an hour, and SKF made a compromise offer of R1,40 an hour,

excluding bonuses

Gubb and Inggs reported normal production yesterday after 700 strikers returned to work on Tuesday. A union spokesman said textile workers wanted R1,50 an hour

Guestro Industries, a manufacturer of motor components, said all 650 strikers were back at work

National Standard wire manufacturers, where 120 workers downed tools last week, reported normal production with all 120 workers back

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'Unacceptable'

The meeting decided that if employers did not then meet their demands for what they called "a decent living wage" they would declare a dispute

Mr Freddie Sauls, a union official, said that his team had suggested R2 for unskilled workers, R2,75 for semi-skilled and R3,50 for skilled workers. The employers' offer was unacceptable, he said, but it was the highest they would go

Calming speakers who said that they wanted to down tools immediately, Mr Brian Fredericks, chairman of the union, pleaded with workers to support the union in its efforts through legal avenues

Violence flared in Uitenhage meanwhile, when police yesterday used tear-gas, a "sneeze machine" and dogs to disperse about 1 000 strikers who had gathered outside the Goodyear tyre plant

Claims that two workers had been hospitalized due to dog bites could not be confirmed

BLACK TRADE UNIONS

A stabilising force?

As sporadic labour unrest continued, the FM spoke to Alec Erwin, general secretary of the Federation of South African Trade Unions (Fosatu), largest umbrella body for independent black and non-racial unions. Fosatu has 13 affiliate unions, many of which have applied for registration, with a total signed-up membership of about 50 000.

FM: Why do you think government prohibited the further collection of funds by Fosatu?

Erwin: It may just be government's suspicion of overseas funds. But the ban will harm Fosatu's ability as a national co-ordinating body for Trade Unions to build up its strength. That's the most serious implication of the prohibition — the weakening of a national trade union movement, precisely at the time that we need to build something like that.

Don't employers have reason to be suspicious of black unionisation?

Employers are probably suspicious of all unionisation. They take the view that unionisation, particularly of black workers, is politically motivated. But, if they were to look at the situation realistically, you can't hope for industrial peace and stability if you don't have an independent and reasonably powerful trade union movement. An accommodating and weak trade union movement could result in a serious conflagration in SA.

Do you absolve unions from any blame for the present wave of labour unrest?

Both now and in previous unrest, the unions have followed the strike action, in the sense that the strikes are outbursts in a situation in which workers' conditions are deteriorating quite markedly. We now have a situation very similar to that in 1973, when rising prices and unemployment coincided. Now you have the added factor of a fairly heightened political awareness.

But, at the moment, there is no way the unions are prompting or creating these strikes. They are following after them, fulfilling an important function from a worker point of view of trying to give some coherence to demands and negotiate on behalf of workers.

Are you then arguing an employer benefits by the unionisation (through a union with black credibility) of his black workers?

Yes. The major advantage is that, through a credible union, an employer talks to representatives of workers who

are expressing the actual problems workers are experiencing. In a crisis situation, a union with worker credibility becomes a negotiating party. But, where you have a union without that credibility, and find yourself in a crisis, you are likely to have no-one to talk to.

Is there any political role for the black unions?

Fosatu takes the view that we wish to retain our independence of any political organisation. However, we believe we have a right to speak out on political matters that affect workers. So the role the unions at a political level would be to speak out on political issues that affect their workers.

Why does Fosatu insist that its unions be non-racial?

We believe worker problems are gen-



Erwin . . . blacks need a powerful union movement

erally the same. We are not blind to the fact that, in SA, racial groups have developed various tiers of privilege. But we feel that, ultimately, those racial divisions benefit the employer, so we want to overcome the divisions. We also believe that an industrial relations system based on racial divisions is inherently unstable. It promotes secular interests and prevents workers and management coming together on common problems.

What improvements to labour legislation would you advocate?

An end to restrictions on whom unions can recruit is the key issue. We must have the right to raise funds overseas to create a viable indepen-

dent and relatively powerful trade union movement. Industrial relations must be taken out of the hands of the State's security apparatus. Their involvement at this point is far too great. It tinges the atmosphere of industrial relations with subversion, instead of allowing industrial relations to be what they should be in any healthy society — the collective bargaining between two parties.

How do you view the industrial councils?

We will participate in the councils, but we feel management's expectations of the system are unrealistic. Until now, the system has coped with the negotiation of minority interests. But now the interests and grievances of the semi- and unskilled workers are coming to the fore. The industrial councils don't have the resources to cope with them — it's absurd to rely on the agents of an industrial council to deal with the thousands of daily disputes that arise. So we believe the key area remains the factory floor. There must be first-line grievance and bargaining procedures at plant level. With the industrial councils, this would create a two-tier system.

The second Wiehahn report and government's white paper seem to lend themselves to job fragmentation. Your opinion of this?

Job fragmentation, where there is no organised labour presence to negotiate it, can only benefit the employer. But, where workers do negotiate, it could be useful, provided it is always accompanied by training as well.

Is the factory floor going to be the battleground of the Eighties in SA?

Battleground makes it sound as though there's going to be open warfare. But I would certainly say it's going to be one of the greatest challenges to our society. If one is going to have a more just society in SA, a great deal of that justice has to be carried out on the factory floor. And that is where we would argue that, in a sense, you find the root of many of the social injustices and iniquities that exist for black people.

Are you optimistic about the resolution of the racial and economic conflicts in our society?

In SA, one must be cautious about making that kind of judgment. But Fosatu is convinced that an organised and independent labour movement can make a crucial contribution to a just society in this country.

face-to-face

(401A)

FM 27/6/80 (13/8)

Goodyear

re hires

sacked workers

N. Mercury
27/6/80

1409

Mercury Correspondent
PORT ELIZABETH—Unlike Volkswagen in Uitenhage, where two trade unions are involved, no union is party to the pay dispute at Goodyear Tyre, which has fired black strikers and yesterday began rehiring.

But both strikes are illegal, according to labour experts

A demand for a minimum wage of R3 an hour by 1361 striking black workers at Goodyear was unanimously rejected at a special hearing of the Industrial Council for the Tyre and Rubber Manufacturing Industry (Eastern Province) on Tuesday.

Mr Mike Selley, public relations manager for Goodyear, said 1141 workers had collected their severance pay by early yesterday afternoon.

Worked late

The company had re-employed 131 workers and the labour office worked late last night to process applications from another 200 workers. Others would be asked to return at 6 a.m. today.

He said priority was being given to the rehiring of workers involved in production.

He said production was running at 50 percent on tyres and 100 percent on industrial products.

Most workers who had collected their severance pay had indicated they would apply to be rehired, he said.

Some workers

Some African and coloured workers at Goodyear are members of the National Union of Mo-

tor Assembly and Rubber Workers or the United Automobile Rubber and Allied Workers.

But neither union has applied to the industrial council for recognition, Brian Federicks, the NUMARW national organiser said yesterday.

Mr Selley said Goodyear workers did not go through other channels open to them — the liaison committee comprising African members which negotiated with management, and the nonracial factory representative committee, which consisted of eight workers and eight management members.

At the request of management, workers elected a committee of seven to represent them in the wage negotiations, he said.

Strikes at

Ford, GM

RDM 26/6/80

are averted

By RIAAN DE VILLIERS
Labour Correspondent

STRIKES at Ford and General Motors were narrowly averted at a stormy meeting of more than 2 000 workers in Port Elizabeth last night

Workers rejected a pay offer of a minimum of R1,40 an hour and repeated their demand for a minimum of R2 an hour.

But they heeded calls by union leaders not to strike but to wait until their unions had put their renewed demands to the next industrial council meeting for the motor manufacturing industry next Friday

Unionists told them they could declare a legal dispute at the meeting if the employers refused to accept the demand

It is believed unionists told the crowd an immediate strike would be illegal and that the unions did not have the funds to support strikers.

Meanwhile, violence flared in Uitenhage again yesterday when police used teargas, a sneeze machine and dogs to disperse about 1 000 striking workers who had gathered outside the Goodyear tyre plant

Claims that two workers had been hospitalised due to dog bites could not be confirmed

Unionists did not meet Volkswagen workers yesterday as originally planned and will address them today at a mass meeting to be held on the plant's premises.

The incidents at Goodyear followed a decision by the industrial council for the tyre and rubber industry on Tuesday to reject worker demands for a minimum wage of R3 an hour

There were conflicting accounts of the incidents with police and management claiming some workers tried to prevent others from collecting their severance pay

Workers claimed they had been unfairly dispersed while awaiting a report-back on the industrial council meeting from their representatives

A spokesman for the Federation of South African Trade Unions (Fosatu) yesterday sharply criticised Goodyear for failing to make provision for a report-back to workers

He said Volkswagen had applied for a permit for today's meeting, which had been granted

"We appealed to Goodyear to make provisions for a legal meeting precisely to prevent incidents — but the firm refused," he said

Police dispersed workers after telling them the gathering was illegal

A Goodyear spokesman said the company had prepared leaflets explaining the industrial council decisions and announcing it would start re-employing workers today.

Workers in small groups started to collect their pay but were stopped by "elements in the crowd"

Police then warned them to disperse and took action when they failed to do so, he said

Workers started returning in smaller numbers later in the morning and by yesterday afternoon about 350 had been paid off

He said severance pay for others would be dealt with as they turned up for re-employment, which would be spread over about four days.

A worker representative at Goodyear said yesterday representatives had been told they would be arrested if they attempted to address workers.

"We had no chance to address them or persuade management to get a permit for a legal meeting," he said

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BLACK TRADE UNIONS

A stabilising force?

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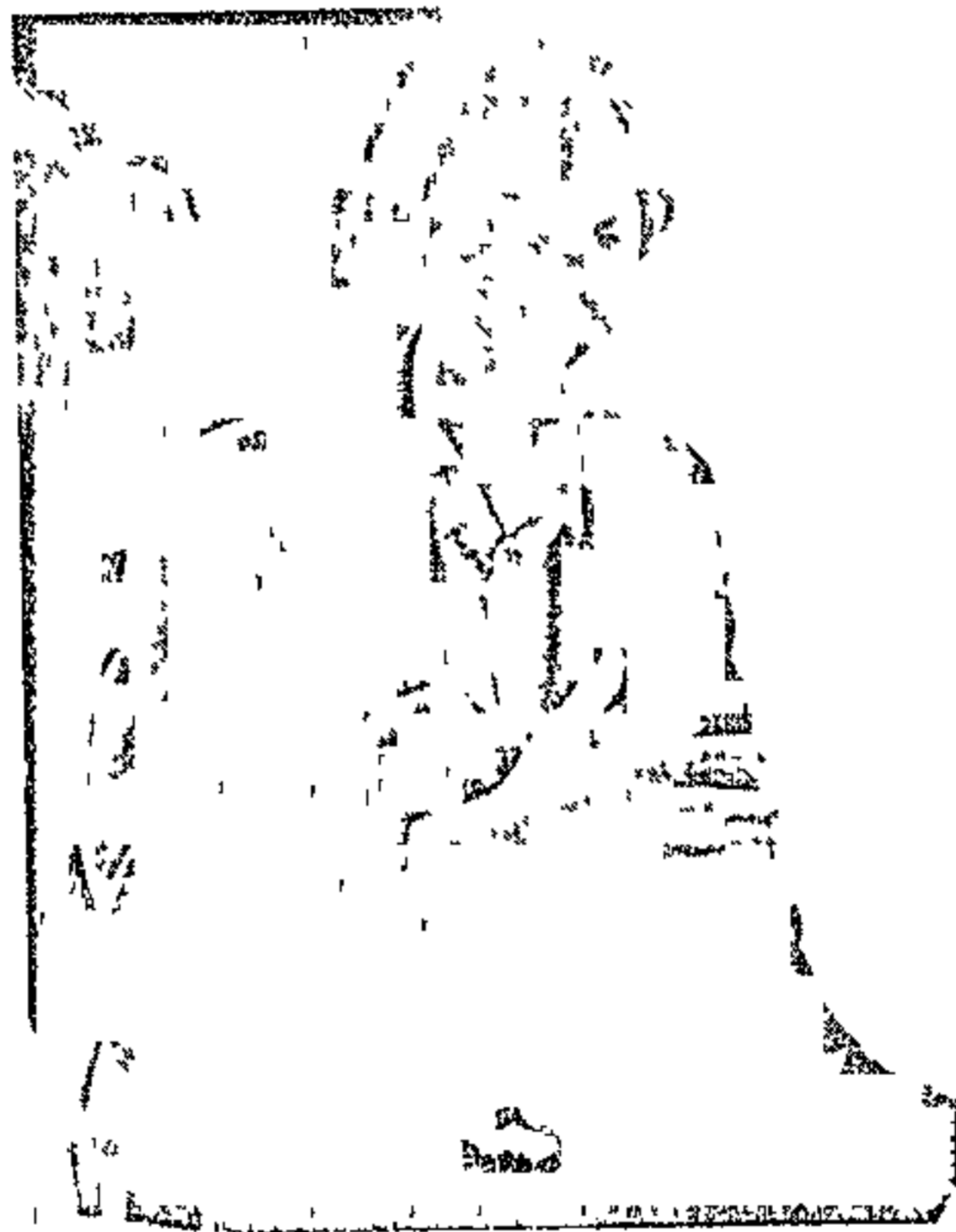
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Erwin . . . blacks need a powerful union movement

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Is the factory floor going to be the battleground of the Eighties in SA?

Battleground makes it sound as though there's going to be open warfare. But I would certainly say it's going to be one of the greatest challenges to our society. If one is going to have a more just society in SA, a great deal of that justice has to be carried out on the factory floor. And that's where we would argue that, in a sense, you find the root of many of the social injustices and inequities that exist for black people.

Are you optimistic about the resolution of the racial and economic conflicts in our society?

In SA, one must be cautious about making that kind of judgment. But Fosatu is convinced that an organised and independent labour movement can make a crucial contribution to a just society in this country.

Trade 140 A union ADM 29/6/80 journal defends Fosatu

By STEVEN FRIEDMAN
Labour Reporter

THE official journal of the Tucs-a-affiliated National Union of Clothing Workers has defended the Federation of South African Trade Unions (Fosatu) against Government attacks — only a day after the NUCW's general secretary publicly slammed Fosatu.

Yesterday's issue of Saamtrek, official journal of the NUCW and the Garment Workers' Union, contains a hard-hitting editorial attacking the Government for cutting off Fosatu's funds.

However, on Thursday Mrs Lucy Mvubelo, the NUCW's general secretary, said that Fosatu was "not a South African organisation".

She said it was following the "same practices as SACTU", the exiled South African Congress of Trade Unions which has links with the banned African National Congress.

Fosatu's general secretary, Mr Alec Erwin, denied Mrs Mvubelo's allegations and described her as "ill-informed" and "irresponsible".

Yesterday's Saamtrek editorial, however, described the ban as "unfair" and said "It is indeed tragic that this ham-handed action was taken at this time."

It added: "In every way the ban harms the cause of unions, it harms the reputation of the new labour dispensation, it harms South Africa."

The editorial also criticises the Minister of Manpower Utilisation, Mr Fanie Botha, who, it says, has "joined in questioning why Fosatu needs money from abroad, implying that (the money) might be used to finance strikes".

It argues that "we would have hoped to see him take up Fosatu's cause".

Saamtrek asks whether the Government's action was taken in return for the recent strikes in Natal, in which members of Fosatu unions were involved and adds: "Surely not, as Fosatu officials worked to settle the dispute — had they agitated for the strike they could easily be prosecuted."

It also defends funding of Fosatu by overseas unions, arguing "Any organisation needs money to run, and a new union federation, made up of financially weak unions, needs more."

"It is common for worker solidarity to extend across national boundaries, just as many companies do. It is a recognised practice under the International Labour Organisation. And why not?"

Saamtrek argues that "to say that this foreign money can be used to finance strikes is as logical as saying foreign corporate money is being used to exploit the workers of South Africa. You can't have it both ways."

It says that the garment unions "may not always agree with Fosatu but as far as we know it is a moderate body which this Government should be helping, not hindering. If there are workers supporting its unions, it has a right to exist".

Factory floor 'fun'

a short fuse to racial unrest, say Blacks

Sum Express 29/6/80

HORSEPLAY and racial jokes on the factory floor may seem like innocent fun to Whites but they form part of the issues that are at stake in the current trade union battle for Black support.

Such jokes are often deeply resented by Black workers, a trade union spokesman told the Sunday Express this week. The horseplay could spark serious unrest.

"Black trade unionists consider such incidents degrading and insulting," said Mr Taffy Adler, Transvaal regional secretary of the Federation of South African Trade Unions.

As the struggle between Fosatu and the Trades Union Council of South Africa to win Black support grew increasingly heated this week with charges and counter-charges flying between top union leaders, the Sunday Express investigated the root differences between the two bodies.

The basic distinction is in their on-the-spot methods of settling grievances on the factory floor. Tucsa goes for committees representing workers and management, while Fosatu favours union representation by

shop stewards.

Fosatu's senior officials tend to be young academics while Tucsa's are middle-aged former factory-workers — and proud of it.

Tucsa, which has existed since 1916, operates from well-equipped offices and does not appear to be short of staff. Fosatu is run from chilly, makeshift premises and is badly understaffed.

Tucsa says it is never flush with cash, but boasts "We get along without a cent from outside SA." But Fosatu got most of its funds from overseas — R300 000 last year alone — until it was prohibited from doing so recently, general secretary Alec Erwin told the Sunday Express.

The Tucsa-Fosatu battle started last year when, following the report of the Wiehahn Commission, the law was changed to allow Black trade

unions to register under the Industrial Conciliation Act.

The battle sometimes descends to mud-slinging, as it did this week when that doyen of trade unionists, Mrs Lucy Mvubelo of the Tucsa-affiliated National Union of Clothing Workers, accused Fosatu of being un-South African. She said the union had been initiated by the International Confederation of Free Trade Unions of Brussels and had the same principles as the exiled SA Congress of Trade Unions.

Mr Erwin denied the charges and described Mrs Mvubelo as "ill-informed and irresponsible."

Fosatu wants non-racial unions operating at factory-floor level through shop stewards, whom it says Black workers consider vital.

It claims to encourage factory-based agreements of which Black workers are kept fully informed. But Tucsa favours the long-established and more conservative approach of parallel, segregated unions formed under the wing of White "mother" unions.

Tucsa agreements are usually negotiated on an industry basis instead of at factory-level. Grievances are dealt with by committees on which both Tucsa and workers are represented or by Tucsa representatives.

Critics of the Tucsa system say that — apart from the segregation of races which is unacceptable to many Black workers — it is effective only in dealing with the problems of the industry as a whole at national level, such as wages and working conditions.

"A parallel union is almost powerless to solve on-the-spot problems.

"It has no mandate from the workers," said a critic.

Fosatu claims some managements encourage the formation of parallel unions and alleges that organisers of parallel unions are allowed access to factories while the independent unions are kept out, and that management representatives help organise Tucsa-affiliated parallel unions.

There are documented allegations of intimidation by Black personnel officers and of benefits being allowed to members of parallel unions but not to others.

"For a variety of reasons," claims Fosatu, "it suits both managements and the present registered (White) unions to form an alliance. The unions are being used by the managements."

"Some feel they will gain favour by organising African workers and that, through rapid growth in their memberships, they will be able to use the new labour laws against Fosatu and the independent unions."

However, a Tucsa spokesman denied that the parallel unions — some of which were formed in the 1950s — were ineffective in dealing with on-the-spot grievances.

"What earthly difference does it make if a grievance is dealt with by a shop steward on the factory floor, or by a Tucsa official over the telephone?" he said.

"Some Tucsa-affiliated parallel unions, of which there are nine, have recognised shop stewards anyway."

He admitted that most Tucsa-negotiated agreements were at industry level but said that individual agreements had by no means been ruled out. Mr W M Rogers, managing director of Kellogg SA, told the Sunday Express the company had found Fosatu "constructive."

"We don't agree with everything it says, but on the whole it has been helpful and constructive and acted in the best interests of the workers," he said.

VW men set to vote on pay offer

PORT ELIZABETH — A Volkswagen management spokesman is optimistic that VW workers will accept the latest motor industry employers' wage offer, after Ford and General Motors workers voted on Thursday to accept the new scales.

Mr Reuben Els, public relations officer for VW, said he was confident VW workers would also accept the offer.

The unions involved in the dispute — the National Union of Motor Assembly and Rubber Workers and the United Automobile and Allied Workers Union — were reported to be making final arrangements yesterday for a report-back meeting to their VW branches.

The key item in the new scales is a R1,45 an hour minimum wage for Grade 1 workers, tied to a graduated attendance bonus based on length of service. Service, shift and gratuity improvements are included.

The latest offer by the employers — Ford, GM and Volkswagen — was thrashed

out at an industrial council meeting on Tuesday, after union members in all three plants had rejected a compromise wage offer of R1,40 basic rising to R2 over 18 months.

At two union report-back meetings on Thursday night, Ford and GM workers accepted the new scales, with only a handful of members voting in opposition.

Mr Freddie Sauls, the NUMARW national secretary, said he was aware that workers were unhappy with the offer and felt it should be rejected.

"I'm one of those who feel that way," he said.

"But workers must accept that battles are not won in one day."

"Let's accept the offer, but let's see it as the beginning of a new battle for better wages."

A meeting of GM workers accepted the management offer, subject to certain conditions:

- That if "shop" increases were introduced, they would have to be applicable to all races,
- That employers clarify certain points in respect of the service and attendance bonus, and
- That rates for trainees be investigated.

Mr Sauls said he recommended that the workers accept the offer because "I'm convinced that further negotiations with the firms would not bring us any further financial reward."

The union had made it clear to the companies that they were no longer interested in talking about poverty level wages, but wanted a "fair living wage", estimated at R463 a month.

New scales offered by managements will mean that a new worker on the lowest grade will earn a R1,45 minimum per hour with full attendance for the week.

The minimum for a Grade 1 worker with more than 10 years' service will be R1,55 an hour.

In addition, the employers have accepted the establishment of an impartial group to study union proposals for a living wage based on the original claim for R2 an hour.

Union leaders said yesterday that negotiations with the companies on the introduction of a closed shop were proceeding — Sapa

Unions' Geneva HQ bid to settle disputes

140 A 1/7/80

By RIAAN DE VILLIERS
Labour Correspondent

THE powerful International Metalworkers' Federation has sent a representative to South Africa to help settle labour disputes in the troubled Eastern Cape

The representative, from the IMF's head office in Geneva, is expected to arrive in Port Elizabeth today

A spokesman for the National Union of Motor Assembly and Rubber Workers of SA said yesterday the IMF saw the current strike at Volkswagen and wage demands at other motor industry plants as "significant developments"

Although the federation had previously expressed its backing for the striking VW workers, the official was expected to try to play a "mediatory role" in the conflict between motor companies and workers

The union spokesman added "The IMF is as eager to see a settlement as we are"

The coloured National Union and the black United Automobile and Rubber Workers' Union — which represent workers at the three Eastern Cape plants involved — are IMF affiliates

The IMF recently pledged its support for striking VW workers and announced it would send R25 000 to the two unions to help support the strikers

But the funds were stopped at the request of the unions' parent body, the Federation of South African Trade Unions (Fosatu), which pointed out that receipt of such funds was prohibited by the Fundraising Act

Meanwhile, most black and coloured workers at VW stayed out on strike yesterday, despite the reopening of the plant on Friday

A company spokesman said yesterday that while the number of returned workers had "more than doubled", the "vast majority" were still on strike

He said the firm hoped more workers would return this week before Friday's industrial council meeting, where unions will continue wage talks with VW, Ford and General Motors

A union spokesman yesterday estimated that only 160 of VW's 3 600 workers had returned and said the firm had obviously "completely misjudged the situation"

Last week, VW workers rejected an employer wage offer and elected to stay out until Friday's meeting.

The offer has also been

The offer has also been rejected by Ford and GM workers, although they have decided not to strike pending the outcome of the crucial meeting

A union spokesman said yesterday it was hoped employers would table a "more reasonable wage offer" at the talks

A spokesman for Goodyear said yesterday about 1 000 workers out of 1 300 who had gone on strike had been rehired and output would be "very close to normal" by tomorrow

• About 200 black workers at the Stellenbosch Farmers' Winery plant in New Germany, Pietermaritzburg, near Durban, stopped work yesterday morning in protest against the dismissal of a fellow worker, and management was negotiating with the liaison committee later yesterday.

Carmakers face vital union meeting

STAR 3/7/80

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197
150

By Harvey Thomas
Motor Editor

Trade union executives — now advised by an overseas expert — will meet the big three Eastern Cape motor manufacturers tomorrow for crucial negotiations about assembly workers' pay.

At Volkswagen in Uitenhage workers were still "trailing back" after they walked off the job on Monday last week in support for their demand for an hourly minimum of R2

The giant German-owned motor company appears to be basing its hopes on a quick settlement tomorrow but if this is not forthcoming it seems likely that it will be forced to dismiss the 3500 absentees and look for a replacement labour force

Sources in the Eastern Cape motor industry said today that there could be two scenarios for tomorrow's meeting between the Industrial Council and the

various trade unions now advised by Mr Karl Casserin of Geneva assistant general secretary of the International Metal Workers' Federation

● Employers may make a compromise offer a little higher than their recently rejected suggestion of R1,40c an hour. The present minimum is R1 an hour although companies such as VW have been paying more than that

DISPUTE

Describing this course as "possible but not very probable" another source said that

● A dispute could be declared leading to arbitration

Volkswagen is already implementing the higher wage offer of R1,40 an hour but the vast majority of its black assembly line workers have continued their stayaway

At Ford and General Motors workers voted to stay on the job until the situation was clarified at tomorrow's meeting

The drain on the economic lifeblood

RDM 5/7/80

140A

RECENT events have once again underlined the fact that South Africa is a society in a permanent state of crisis.

For many, this harsh truth is masked by a gloss of modernity, wealth and cool business rationality. Each outbreak of "unrest" forces new conceptions, yet we remain painfully slow learners — a luxury that time will no longer afford us.

This warning is particularly true in the sphere of labour relations. The rights of the vast majority of workers and the role their organisations will play in the future are being shaped at present. It is a time for realistic assessments and clear actions.

However, this is made difficult by widespread ignorance and misconceptions about the position of black workers in particular and the role of the trade unions that are struggling to represent them.

South Africa has a modern industrial work-force of close to 6 million people, of whom the vast majority are black.

It has also to a large extent coincided with the wider struggle for political rights.

As a result it is a general worker view that the State and the employers have been their main antagonists and furthermore that certain labour leaders and trade unionists have long ago abdicated any role in "the struggle".

We must understand that labour relations are emerging from this historical reality. We must accept this if we are to understand the dangers of two major tendencies bedevilling industrial relations at present.

If they persist, it is no exaggeration to say that stable industrial relations will be at stake. The first tendency amounts to a self-fulfilling prophecy. Because black worker organisation has been associated with wider political issues it is now feared that all trade union organisation is of a political nature. It is therefore resisted and kept under close security surveillance.

Attempts are made to ensure that "responsible" people organise black workers. Yet it is precisely this State control and surveillance that serves to continually politicise the organisation of black workers.

This vicious circle has to be broken and employers have a major role to play in doing this. The circular reasoning involved obscures a crucial development. South Africa's industrial growth has led to the development of a large, permanent and sophisticated industrial work-force. Both black workers and the trade unions that represent them increasingly perceive their identity as industrial workers with definite interests.

What they are seeking is the right to represent those interests. They are looking for a voice in an economy of which they are the lifeblood. They want a say in what constitutes an equitable sharing of the wealth of our land and they want a say in determining their working conditions.

To achieve this, workers and their trade unions will have to be integrated into the economic decision-making processes and collective bargaining structures. If this is going to be achieved, with the prospect of long-term stability, the right of workers to join trade unions of their choice will have to be recognised, and thereafter management will have to negotiate and bargain with those unions in good faith.

From this will emerge jointly agreed procedures and structures to which both parties are committed. I want to stress that this is a

goal to be worked towards, and bearing in mind the historical reality from which we emerge, it may well be a stormy process. But this is the only way to do it — and it will not be done by means of blueprints.

Since there are generally no effective channels of representation or bargaining the results are frustration, desperation and growing outbreaks of spontaneous strike action. Yes, the strikes are illegal, but the immediate and massive involvement of armed police in full riot gear, as well as the security police, doesn't solve anything. Management refusal to negotiate only lends legitimacy to the police presence. The overall effect is to transform an industrial dispute into a wider, more national political issue.

South Africa has been hit by increasing industrial unrest. ALEC ERWIN, general secretary of the predominantly black Federation of South African Trade Unions (Fosatu), gives his views on the state of industrial relations and the future prospects.

In this environment union officials are all too often seen as subversive agitators. As a result the unions' ability to create an orderly negotiating situation where compromise becomes possible is neutralised. All the major parties find themselves in an emotion-charged situation where violence is a continuous possibility and often actual.

Industrial relations disputes become highly politicised, emotions run high, workers and unionists are detained and the commitment to negotiation rapidly slips away. In fact the industrial councils and other negotiating structures become side issues and appear unable to deal with the urgent matters at hand. Their credibility must suffer as a result.

Clearly, the answer is negotiation between the employers and elected worker representatives. But it will only be the answer if it is seen to take place and seen to be effective. However, when managements

abdicate their functions to the police, negotiations will fail. The police must stay out of industrial disputes.

This is the immediate test facing us in a situation of crisis. However, I would like to deal briefly with the second danger mentioned earlier. This arises from a failure to understand the new challenges to the existing industrial council system that will be posed by the organisation of black workers.

Black workers are in the main semi-skilled or unskilled workers and as such their problems differ in important respects from those of artisans or other skilled workers. Without the benefit of skills their concerns are largely arbitrary and unfair treatment and job security. These are day to day issues that arise on the shop floor.

The industrial council system is designed to establish uniform conditions in industries. It is too cumbersome to deal quickly

with numerous shop-floor or factory-based problems. There will have to be an acceptance of the need for widespread and active trade union shop steward structures to deal with and negotiate on shop-floor and factory-based issues.

The industrial councils cannot deal with these issues and if this is not acknowledged their failure to do so will call their credibility into question as well.

The future of industrial relations is being forged at present. The challenge is of crisis proportions.

The actions of management in the weeks and months to come will crucially shape the future. A commitment to serious negotiation with workers and their unions could play a vital role in building stable labour relations.

A continued failure to negotiate, police interference, detentions and arrests are not going to build anything.

140A

The drain on the economic lifeblood

140A
ADM
5/7/80

RECENT events have once again underlined the fact that South Africa is a society in a permanent state of crisis. For many, this harsh truth is masked by a gloss of modernity, wealth and cool business rationality. Each outbreak of 'unrest' forces new lessons, yet we remain painfully slow learners - a luxury that time will no longer afford us.

This warning is particularly true in the sphere of labour relations. The rights of the vast majority of workers and the role their organisations will play in the future are being shaped at present. It is a time for realistic assessments and clear actions.

However, this is made difficult by widespread ignorance and misconceptions about the position of black workers in particular and the role of the trade unions that are struggling to represent them.

South Africa has a modern industrial work-force of close to 6 million people, of whom the vast majority are black.

It has also to a large extent coincided with the wider struggle for political rights. As a result it is a general worker view that the State and the employers have been their main antagonists and furthermore that certain labour leaders and trade unionists have long ago abdicated any role in the struggle.

We must understand that labour relations are emerging from this historical reality. We must accept this if we are to understand the dangers of two major tendencies bedevilling industrial relations at present. If they persist, it is no exaggeration to say that stable industrial relations will be at stake.

The first tendency amounts to a self-fulfilling prophecy. Because black worker organisation has been associated with wider political issues it is now feared that all trade union organisation is of a political nature. It is therefore resisted and kept under close security surveillance.

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that 'responsible' people organise black workers. Yet it is precisely this State control and surveillance that serves to continually politicise the organisation of black workers.

This vicious circle has to be broken and employers have a major role to play in doing so. The circular reasoning involved obscures a crucial development. South Africa's industrial growth has led to the development of a large permanent and sophisticated industrial work-force. Both black workers and the trade unions that represent them increasingly perceive their identity as industrial workers with definite interests.

What they are seeking is the right to represent those interests. They are looking for a voice in an economy of which they are the lifeblood. They want a say in what constitutes an equitable sharing of the wealth of our land and they want a say in determining their working conditions.

To achieve this workers and

their trade unions will have to be integrated into the economic decision-making processes and collective bargaining structures. If this is going to be achieved, with the prospect of long-term stability, the right of workers to join trade unions of their choice will have to be recognised, and thereafter management's will have to negotiate and bargain with those unions in good faith.

From this will emerge jointly agreed procedures and structures to which both parties are committed.

I wish to stress that this is a

goal to be worked towards and bearing in mind the historical reality from which we emerge, it may well be a stormy process.

But this is the only way to do it - and it will not be done by means of blueprints.

Equally crucial is that this process has to be started now and with firm resolve and commitment.

The present position of workers is serious, confronted as they are by inflation and unemployment. Their real wages are threatened and there are fewer breadwinners in many families.

Since there are generally no effective channels of representation or bargaining the results are frustration, desperation and growing outbreaks of spontaneous strike action.

Yes, the strikes are illegal, but the immediate and massive involvement of armed police in full riot gear as well as the security police, doesn't solve anything. Management refusal to negotiate only leads legitimacy to the police presence. The overall effect is to transform an industrial dispute into a wider, more national political issue.

In this environment union officials are all too often seen as subversive agitators. As a result the unions' ability to create an orderly negotiating situation where compromise becomes possible is neutralised. All the parties find themselves in an emotion-charged situation where violence is a constant possibility and often actual.

Industrial relations disputes become highly politicised emotions run high, workers and unionists are dehumanised and commitment to negotiation rapidly slips away. In fact the industrial councils and other negotiating structures become side issues and appear unable to deal with the urgent matters at hand. Their credibility must suffer as a result.

Clearly, the answer is negotiation between the employers and elected worker representatives. But it will only be the answer if it is seen to take place and seen to be effective. However, when managements

abdicate their functions to the police, negotiations will fail. The police must stay out of industrial disputes.

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with numerous shop-floor or factory based problems. There will have to be an acceptance of the need for widespread and active trade union shop steward structures to deal with and negotiate on shop-floor and factory-based issues.

The industrial councils cannot deal with these issues and if this is not acknowledged their failure to do so will call their credibility into question as well.

The future of industrial relations is being forged at present. The challenge is of crisis proportions.

The actions of management in the weeks and months to come will crucially shape the future. A commitment to serious negotiation with workers' organisations could play a vital role in building stable labour relations.

A continued failure to negotiate, police interference, detentions and arrests are not going to build anything.

CAPE TALKS 8/7/80

PE wage talks resume today

1980

PORT ELIZABETH — Parties involved in the motor industry workers dispute in the Eastern Cape braced themselves for today's resumption of the crucial talks that will seek a mutually-satisfactory answer to wage demands

More than 3 000 Volkswagen workers heeded their unions' call and resumed work yesterday

The decision by the National Union of Motor Assembly and Rubber Workers of South Africa (NUMARW) to appeal to workers to return to work brought an end to the 20-day strike that has cost Volkswagen millions of rands

The joint call by the NUMARW and the unregistered United Automobile, Rubber and Allied Workers of South Africa,

which is not party to the talks, came after the adjournment of Friday's Industrial Council meeting which was to have discussed the Volkswagen workers R2-an-hour minimum wage demand

The NUMARW will today meet the Eastern Province Automobile Manufacturers' Association, the employer body, to discuss the rejection of the R1.40 compromise offer made by the employers at the last round of negotiations

The all-white South African Iron and Steel Allied Industries Union and representatives of the Central Black Labour Board will also be present

Thousands of workers at Ford and General Motors, also having rejected the offer, are anxiously awaiting the outcome of the negotiations

55 strikers in court

1401A

By T'ZIKAYISE EDOM

A WARRANT of arrest was issued against one of the 55 Rely Precision Castings workers charged in the Boksburg Magistrates Court with illegal striking yesterday.

The strikers appeared briefly before Mr G van Wyk and their case was postponed to July 8. They were not asked to plead and they are out on R50 bail each. No evidence was led.

Issuing the warrant, Mr van Wyk said that it will only come into effect after July 24, if Mr Johannes Tshabangu, who did not appear in court yesterday, does not show up within this period.

The men's appearance in court is a sequel to a sit-in strike at the Rely Precision Casting firm on May 26 after workers had demanded that an explanation be given by management why a colleague had been dismissed.

The sit-in strike ended when police arrested the 55, who were later charged with unlawful striking. They were represented by Mr M H Cheadle, instructed by the Metal and Allied Workers Union.

Post 11/7/80

Firm's unique poll for workers

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By STEVEN FRIEDMAN
Labour Reporter

IN A unique move, a Uitenhage textile company, Veldspun, has provisionally recognised a Fosatu-affiliated black union after holding a referendum in which workers chose this union in preference to a mixed Tucsa-affiliated rival

The recognition may lapse if the union is refused registration

Veldspun's referendum is believed unique in recent labour history and labour observers suggest other companies could follow this lead

Battles between independent black unions and those affiliated to Tucsa or other registered union organisations are becoming increasingly common

However, the holding of a referendum to determine which union enjoys majority worker support is a new approach to this problem

Independent unions affiliated to Fosatu and the Consultative Committee of Black Trade Unions believe employers tend to favour the established unions and to encourage them to organise black workers in an attempt to keep representative black unions out

Veldspun is part-owned by the giant Barlow Rand group. It employs about 1 200 workers

Its referendum asked workers to choose between the National Union of Textile Workers and the registered Textile Workers Industrial Union

The TWIU is a Tucsa-affiliated union which Veldspun also

recognises. It was previously open to coloured workers only, but now has Government permission to recruit blacks

TWIU shop stewards had been attempting to organise black workers at Veldspun at the same time as NUTW was active in the plant

The company has declined to release the detailed results of the referendum, but it did inform the NUTW that it had won a clear majority

NUTW's general secretary, Mr Obed Zuma, believes his union may have won up to 90% of the vote

Veldspun experienced a two-day work stoppage over a wage issue in April. Shortly after this, a worker delegation approached management, asking it to recognise NUTW. It was in response to this request that the referendum was held

According to Mr Zuma, the company has now agreed to interim recognition for NUTW for three months, pending the granting of registration to the union

It has also agreed that, if the union's registration application has not been resolved within three months due to delays by the authorities, the company will extend the recognition agreement

A company spokesman confirmed this, but said the recognition was "provisional". Veldspun would continue to deal with both unions until NUTW gains registration

"Once they are registered, we would then consider granting them full recognition to represent our employees"

By STEVEN FRIEDMAN
Labour Reporter

THE two-month-old wage dispute in the Eastern Cape motor industry has been settled

At an industrial council meeting yesterday morning, unionists representing black and coloured workers agreed to accept a management wage offer which will raise minimum wages in the industry to R1,45 an hour.

Service bonuses ranging from 3c to 10c an hour are also included in the agreement, effectively raising minimum wages to R1,48 an hour

The previous minimum was R1,15 an hour

The new agreement also contains automatic pay increases over the next 18 months which will bring the minimum to R2 an hour by January 1982

Employer sources have described the increases under the new agreement as "huge"

However, unionists argue that the settlement does not yet meet worker needs

An independent survey of workers' living needs — in an attempt to draw up a standard for a "living wage" in the Eastern Cape — will also be undertaken in terms of the new agreement

Worker demands for a R2 an hour minimum sparked a strike at Volkswagen which lasted three weeks and spread to other Uitenhage plants. At the height of the strike wave, an estimated 70% of Uitenhage's black and coloured workforce was out on strike

The R1,48 minimum falls significantly short of the R2 demand. But it falls only slightly short of the amount which the two unions — the (coloured) National Union of Motor Assembly and Rubber Workers and the (black) United Automobile and Rubber Workers — regarded as the absolute minimum that could secure a settlement

However, the two unions were prompted to recommend that their members accept the increase, because they believed the independent survey would prompt significant improvements in the industry's wage structure

Last week, the employer offer was put to meetings of

17c
Wage

12c
deal

13c
ends

RDM

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motor

15/7/80
dispute

workers at Ford and General Motors, who accepted it

Attempts to put the proposal to Volkswagen workers were frustrated, however, by the Government's ban on meetings of more than 10 people and by the lack of a venue large enough to accommodate VW's 3 500 workers

The unions agreed to ratify the employer proposal without putting it to a mass meeting of VW workers. However, the unions had apparently tested VW worker opinion by putting the proposal to small groups.

These soundings apparently indicated the workers were prepared to accept the offer, and the unions agreed to ratify it

And in Geneva yesterday, the International Metalworkers' Federation (IMF) hailed the wage agreement as a major breakthrough

The IMF general secretary, Mr Herman Rebhan, said: "It is also important that all the strikers have been re-engaged without victimisation. I hope this agreement plays a pioneer role for future negotiations for black unions", UPI reports.

Mr Rebhan said international solidarity played an important part in obtaining the increases

CAPE TOWN 15/7/80
(140A)
27

Firm allows workers to pick union

Own Correspondent

PORT ELIZABETH — In a unique move, a textile company, Veldspun, has provisionally recognized a Fosatu-affiliated black union after holding a referendum at which workers chose this union in preference to a mixed Tucsa-affiliated rival.

The recognition may lapse if the union is refused registration.

The company's decision to call a referendum is believed to be unique in recent labour history and labour observers suggest other companies could follow this lead.

Battles between independent black unions and those affiliated to Tucsa or other registered union bodies are becoming increasingly common. However, the holding of a referendum to determine which union enjoys majority worker support is a new approach.

Favour

Independent unions affiliated to Fosatu and the Consultative Committee of Black Trade Unions believe that employers tend to favour the established unions and encourage them to organize black workers in an attempt to keep representative black unions out.

Veldspun is a Uitenhage textile company partly owned by Barlow Rand. It employs about 1 200 workers.

It held a referendum at which workers were asked to choose between the National Union of Textile Workers (NUTW) and the registered Textile Workers Industrial Union (TWIU).

The company has declined to release the results of the referendum, but it did inform the Fosatu-affiliated NUTW that it had won a clear majority.

The company has now agreed to temporarily recognize NUTW for three months, pending the granting of registration to the union.

Extend

It has also agreed that, if the union's registration application has not been resolved within three months because of delays by the authorities, it will extend this agreement.

A company spokesman confirmed this, but said the recognition was "provisional". Veldspun would continue to deal with both unions till NUTW gained registration, he

"Once they are registered, we would then consider granting them full recognition to represent our employees," he said. He confirmed that a referendum had been held, but added "We made it clear we would not necessarily be bound by the results."

SM 15/7/80 (1408)

12/1/80 327

Fund-raising ban endangers Fosatu

By Elizabeth Wilson
The Government ban on the collection of funds by the 20 000-strong Federation of South African Trade Unions (Fosatu) has begun to have a

crushing effect
The Metal and Allied Workers' Union and the Chemical Workers' Industrial Union have already had to retrench staff, and other unions within the

Federation are examining the financial position
Fosatu's general secretary, Mr Alec Erwin, says the situation of paid officials in the organisation is to be assessed in the next

few weeks and a decision taken as to whether people will be put on

He says that unless there is a change in the arrangement by the Department of Social Welfare Persons, an organisation which has recently reported burgeoning membership could be destroyed in a few months.

The only chance for survival under present conditions, he says, would be if affiliates established sufficient sufficiency and thereafter made con-

Mr Erwin says a closure of Fosatu will leave many workers with "no real alternative to Tucsa as a national body"

STAR 15/7/80
Frametex
worker
shot dead

By Elizabeth Wilson
Labour Reporter

A Frametex shop steward who took part in the recent strike at the factory in Natal was shot dead by a masked gunman at the weekend.

According to a police spokesman Mr Samson Cele (28) went to visit a friend at the Kranskloof hostel, near Pinetown, on Friday night.

He, his brother and a friend were standing near the hostel when a man wearing an overall and a halaelava approached and fired one shot.

Mr Cele's brother and friend ran away and the gunman escaped.

Mr Cele died later in the King Edward Hospital in Durban.

The spokesman said no motive had been established and no arrests had yet been made.

Workers have to benefit'

Post 16/7/80

TWO black Trade Unions in the motor industry in the Eastern Cape say workers have to benefit from the boom in the economy and earn a living wage.

The National Union of Motor Assembly and Rubber Workers of South Africa and the United Automobile and Rubber Workers yesterday said the three motor companies in the area had accepted the concept of a living wage for workers "rather than the subsistence wage levels usually quoted by employers in negotiations in other industries."

The unions and the management of Ford, Volkswagen, and General Motors are now discussing the appointment of an independent commission "to investigate what constitutes a living wage."

On Monday the Industrial Council accepted a minimum wage of R1,45 an hour which will rise to R2 an hour by January 1982.

Workers in the industry had struck demanding a minimum of R2 an hour.

In a statement yesterday the two unions, which are affiliated to the Federation of South African Trade Unions (Fosatu), said in the negotiations they tried to break away from subsistence wages which "allow their families to subsist and not live decently."

For instance, the household effective level for a family of six is at present R171 a month, but this is a bare minimum for survival.

"The unions were therefore demanding a minimum wage of R2 an hour or R368 a month, which would have brought them nearer to a wage which allow them to live decently.

"The budget for a living wage including rent, basic foods, clothes, transport, furniture, insurance, savings, electricity and education, total R463 a month."

16/7/80 ARGUS
Decision
(140A)
on union
(197)
welcomed

Argus Bureau

PORT ELIZABETH. — Senior officials of the Federation of South African Trade Unions (Fosatu) have welcomed the decision of the Uitenhage textile firm of Veldspun provisionally to recognise a Fosatu-affiliated black union 'after a workers' referendum

In the referendum held recently, workers were asked to choose between the National Union of Textile Workers (NUTW) affiliated to Fosatu and with a majority black membership, and the Textile Workers Industrial Union (TWIU) a registered union affiliated to the Trade Union Council of South Africa (Tucsa)

Fosatu were told recently by management that the referendum indicated a 'clear majority' support for the Fosatu union by the plant's 1200 workers

Although management has not commented on the issue, it is understood that it will recognise both

unions

The secretary of the NUTW, Mr Obed Zuma, said from Durban that the results of the referendum proved the failure of the recent recruitment drive by the Tucsa affiliated in the plant

Mr Alec Erwin, general secretary of Fosatu, described the holding of the referendum as a progressive and constructive step and one which would hopefully be followed by other managements

The Fosatu union has also already applied for registration and the most important hurdle — that of Government exemption for non-racial membership — has already been passed

'Workers have to benefit'

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'Living wage' is hailed by Cape unions

By STEVEN FRIEDMAN
Labour Reporter

EASTERN Cape motor unions yesterday hailed as a "major breakthrough" an agreement in which employers have approved an attempt to calculate a "living wage" for workers in the area.

The unions, the National Union of Motor Assembly and Rubber Workers and the United Auto and Rubber Workers Union, also released calculations in which they estimate a family of six in the Eastern Cape needs R463 a month to "live a decent life".

Part of the agreement between employers and unions, which ended the two-month-old wage dispute in the Eastern Cape, is a proposal for a survey of workers' living needs which will try to go beyond the various poverty datum lines used by many employers.

The survey is expected to have far-reaching effects on

wage bargaining for lower paid workers.

The Johannesburg Chamber of Commerce's poverty datum line, released this week, sets the minimum needs of a family of five at R219.41.

Mr. F. J. S. said yesterday that attempts to find a body acceptable to both sides to conduct the survey were continuing and a decision should be reached soon.

In a statement released yesterday the unions said the employers — Ford, General Motors and Volkswagen — "have agreed to accept the concept of a living wage rather than the subsistence wage levels usually quoted in negotiations in most industries".

The statement says the poverty datum lines calculate a wage "which only allows workers to exist". One such calculation, the Household Effective Level, stood at R171 a month — "not a wage which allows the

worker and his family to live as human beings".

It said the recent wage dispute in the Eastern Cape had occurred because workers "wished to break away from survival wages".

The unions demanded the R2 an hour or R120 a month would have brought them nearer a wage which they consider appropriate for a decent life.

According to the statement, the unions drew up a budget "of the minimum expenses necessary for an acceptable basic living standard".

This estimate totals R463, but the unions had "drastically cut and compromised on expenses in order to present a claim which the industry could reasonably meet". This had led to the R2 an hour claim.

This would still mean, according to the statement, that "workers would have to scrimp and deny themselves and their children some things".

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Unions may get limited rights

By STEVEN FRIEDMAN
Labour Reporter

THREE black trade unions could be about to be granted a limited form of recognition from the steel and engineering industry

Earlier this week the Steel, Engineering and Allied Workers Union, that it had applied to the industry's council for "stop order" facilities

This means that employers would automatically deduct union dues from union members at their plants and the granting of the facilities is regarded as a limited form of union recognition

The director of the Steel and Engineering Industries Federation, Dr Errol Drummond, declined to comment on the issue yesterday. Seifsa represents steel and engineering employers

Industry sources said that two other unions which are affiliated to Fosatu had also applied for these facilities. They are the Metal and Allied Workers Union and the Engineering and Allied Workers Union

According to the sources, all three applications have already been approved and an announcement to this effect is expected soon

The granting of stop orders to the unions is likely to be seen as a significant breakthrough in an industry which has persistently been accused of adopting a hardline stance against black unions

But the granting of stop order facilities does not automatically entitle a union to negotiate with employers on behalf of its members

Seifsa is still opposed to negotiations between the unions and individual companies

It has now been established that none of these applications fall foul of Seifsa's black labour guidelines which were amended after discussions with registered trade unions in May

Earlier this week, the "Mail" suggested that the union's request did not comply with Seifsa's guidelines because its application for Government registration had not been published in the Government Gazette

An application is usually published after the industrial registrar has approved the union's constitution

However, it has now been established that black unions which are able to produce proof of Government registration are eligible for these facilities even if their application has not been gazetted

MOTOR INDUSTRY
Labour pains end

FM
18/7/80

140A

The Eastern Province motor industry wage dispute has come to an end after two months of sporadic strike action and protracted negotiations.

This week Volkswagen workers at the recommendation of their unions, accepted management's minimum wage offer of R145 an hour plus 3c to 10c service bonuses which bring the effective minimum wage up to R148.

The agreement also contains a condition laid down in management's first offer - automatic pay increases for workers over the next 18 months to bring the minimum to R2 an hour by 1982.

The completed negotiations have been hailed as a breakthrough for industrial relations in SA both by local industrial relations observers and overseas by the International Metalworkers Federation.

Says Brian Fredericks, National Organizer for the Federation of South African Trade Unions. These were the first real negotiations either party was involved in. Lessons have been learnt on both sides which could assist when we face future industrial unrest in SA.

Union representatives feel one of the most notable points of interest was the control unions had over General Motors, Ford and VW's 10 000-strong workforce. Says Fredericks. The dispute proved the necessity for shop floor representation. Shop stewards had not been in touch with the workers to the extent they were. The situation would have been uncontrollable.

As a result of the end-of-year 100 strikes the company has introduced full time shop stewards - a move unprecedented in SA. Within a few months VW too will have allowed its shop stewards full time off to deal with union work problems.

Settlement has been reached but the agreed survey on workers' living standards

(FM 11 July) under way still presents a major problem for the unions and management.

Union and industry spokesmen predict that consensus on a 'neutral party' to complete the study may be reached in only two to three weeks. They feel the study itself will not be completed for at least nine months.

There's a long process before the study will get under way as both parties will have to agree on what parameters they wish to set. There are a number of philosophical problems to be ironed out, too," says Fred Ferreira, Ford's industrial manager.

He adds. We want to be certain about the initial stages as this survey will be used as an economic football in future.

Fredericks is optimistic about the survey. It will have far wider ranging effects than just on the Eastern Province motor industry. Although neither party is committing itself to the outcome, they will have to take note of the new figures in future negotiations.

unions

Counter to sceptical forecasts that Seifsa would oppose the unions' requests, it announced that the three unions had been granted "the same privileges accorded to the first three unions with check-off facilities for union

Two of the unions — the Engineering and Allied Workers Union of South Africa, which was granted multinational exemption in June and the Metal and Allied Workers Union of SA, which has applied for registration — are affiliated to the Federation of South African Trade Unions (Fosatu)

The third, the Steel Engineering and Allied Workers Union (Seawu), is affiliated to the Consultative Committee of Black Trade Unions and has applied for registration. It is waiting for its application to be gazetted.

Alec Erwin, general secretary of Fosatu says the step is an important one. "It shows the guidelines are being applied even-handedly by the Industrial Council," he says.

But the move does not mean automatic recognition for the unions involved. They have still to be registered before Seifsa will negotiate with them or before they will be accepted on to the Industrial Council.

Whether stop-order facilities will be granted is also still the prerogative of individual companies. Says Erwin: "It's now up to the companies to allow these facilities to become effective. We hope they will comply with Seifsa's go-ahead. If the unions are granted stop-order facilities it will make a large difference to their financial states."

Errol Drummond, director of Seifsa,

says the industry's Industrial Council is satisfied that the unions have complied with conditions as laid down in the Seifsa guidelines which qualify them for the stop-order facility.

The conditions are that the unions

▲ Apply to the registrar for registration
▲ Lodge a constitution with the Industrial Council

▲ Provide proof of application for registration

▲ Submit a written undertaking when they have obtained final registration

▲ Apply to be party to the Industrial Council

▲ Present stop-orders that comply with the format laid down by Seifsa

"We are obviously pleased about this development. Hopefully the move will bring unions as full co-partners into the Industrial Council," says Drummond.

Union spokesmen have welcomed Seifsa's decision. They point out that union organisation without stop order facilities is almost impossible. A spokesman for the Seawu says: "Hand collecting dues is tedious and inefficient. Some members don't pay up and it is difficult to keep track of membership."

TRADE UNIONS

Give them their dues

FM 18/7/80

The black and multiracial trade union movement in SA has been given a major boost. The Steel and Engineering Industries Federation of South Africa (Seifsa), whose controversial guidelines were severely criticised by unionists of all races at the end of last year, has granted one black and two multiracial unions stop-order facilities for union dues at all factories where they have members.

The only unions to have been granted this right to date have been three parallel



Fosatu's Erwin an important step that shows the guidelines are being applied

18/7/80
Black unions' breakthrough in steel industry

By STEVEN FRIEDMAN
Labour Reporter

THE Steel and Engineering Industries Federation has confirmed that three black trade unions have been granted the right to obtain stop-order facilities from employers in the industry.

A Seifsa letter to employers, announcing this decision, was released to the *Radi Daily Mail* yesterday.

The Seifsa confirmation follows a "Mail" report yesterday that the unions had been granted the right to stop-order facilities, which will mean employers may deduct union dues from members' pay packets.

The three unions concerned are the Metal and Allied Workers' Union, the Engineering and Allied Workers' Union and the Steel, Engineering and Allied Workers' Union.

The first two unions are affiliated to Fosatu, while Seawu is a member of the Consultative Committee of Black Trade Unions.

Three "parallel" unions for black workers had earlier been granted these facilities.

According to the letter, two registered trade unions which

have received Government permission to recruit black workers have also been granted stop-orders for black members.

They are the SA Boilermakers' Society and the Iron-moulders' Society.

The industry's move does not mean employers are compelled to grant the stop-orders.

Unions regard stop-orders as an essential source of financial stability, and the move is seen as a breakthrough for the unions in an industry which has been accused of adopting a hardline stance on black unions.

The granting of these facilities does not however, entitle the unions to negotiate with individual employers in the industry.

The granting of stop-order facilities to the unions will apply for six months from May 13, pending the outcome of their applications for Government registration.

Before employers extend stop-order facilities to the unions, they must inform the industry's regional industrial council which must issue the employer with a formal exemption.

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'Subsistence wages not good enough'

SP 20/7/80

140A

THIS week the largest unregistered union group- ing slammed the use of poverty datum lines by employers to determine wage levels.

A statement issued by the Federation of South African Trade Unions (Fosatu) said. "Workers want a reasonable living wage." Poverty datum lines, asserted Fosatu, "are a yard- stick against which to measure the fright- ening extent of pov- erty in South Africa and not a goal in set- ting wage levels."

The criticism follows the agreement reached be- tween unions, affiliated to Fosatu, and employers in the Eastern Cape motor industry this week which ditched the long-standing use of minimum living levels to set wages.

Fosatu reckons this is a "breakthrough for all workers".

Volkswagen, Ford and General Motors workers accepted a minimum wage offer of R1,45 an hour. And their unions and em- ployers also agreed to sponsor a survey to estab- lish a "living wage" for the area.

The survey, to be con- ducted independently over the next six months, will set a new standard for wages that will have a major effect on wage bargaining in the indus- try.

Workers want more than necessities, says Fosatu

The agreement follows a strike by Volkswagen workers. Five weeks ago almost 4 000 Volkswagen workers downed tools, demanding a minimum wage rate of R2 an hour. After holding out for three weeks the strikers returned to work to await the outcome of nego- tiations between their union and the three motor giants.

Prior to returning, wor- kers from all three com- panies had turned down an earlier offer of R1,40 an hour. The minimum rate at Volkswagen was R1,15 an hour, while the industry minimum was R1,10 an hour.

The agreement also in- cludes an attendance bon-

us, bonuses for shift work, gratuity pay and several other benefits.

The two unions repre- senting the black and col- oured workers are still negotiating the introduc- tion of a closed shop.

Although the new mini- mum wage rate is signi- ficantly less than the R2 per hour originally de- manded by the workers, agreement was reached once the companies had accepted the idea of pay- ing their workers a rea- sonable living wage.

Said the Fosatu state- ment: "If our wealth is to be based on wages cover- ing only the bare neces- sities of life then there is little wonder that work- ers are not committed to South Africa's economic system."

"The settlement marks a step towards real col- lective bargaining and a more acceptable standard of living for the majority of workers"

The statement describ- ed a reasonable living wage as:

● A wage based on actu- al expenditure require- ment and not some ab- stract measurement of the bare minimum needed for life;

● A wage that allows a lifestyle of comfort and dignity and not a constant struggle with poverty;

● A wage that offers se- cure income prospects, supported by improved training, job security, ser- vice allowances, redun- dancy pay and fringe be- nefits; and

● A wage that bears a more equitable relation- ship to company profits.

The statement also at- tacked "certain academics and the government" who reject the idea of a rea- sonable wage demand be- cause of the threat of un- employment.

"As Fosatu has claimed before, only a clear chan- ge of priorities and a sub- stantial redirection of Government expenditure can correct this problem, and these changes are ur- gent," it said. — SUNDAY POST Reporter.

[Faint, illegible handwritten notes and scribbles at the bottom of the page.]

Unionist released from detention

1404
29.5.80
20/7/80

By Zwelakhe Sisulu

MR PHILLIP Masia, the trade unionist who was detained under the Terrorism Act in December last year, was released on Thursday

Mr Masia (32) was employed by the Industrial Aid Centre in Vereeniging as an organiser at the time of his detention under Section Six of the Terrorism Act

He was detained with his wife, Mrs Thabile Masia, but she was released after one day.

Security Police also took a kombi Mr Masia was using for his union work. The kombi was returned to the Industrial Aid Centre in February.

A father of three, he said yesterday that he was not charged

members of the organization, even if one deals with the management and workers

In most industrial organizations nowadays, people from the fields of business administration, industrial and management engineering and operational research have replaced their colleagues from the field of organization. New quantitative techniques have been developed to serve these experts in such a way that they could not only describe the performance actions, but also *measure* them.

The purpose of studying the actions within the framework of the study of the organizational structure is to establish the effectiveness of each member of the organization and all of them together, that is, to say the economic effectiveness of the organization as a whole. For this purpose, one establishes standards for measuring the effectiveness of individual members of the organization and/or of the organization as a whole. The actions and the results of the actions of members of the organization are compared with these standards and on the basis of these comparisons one can establish the effectiveness of the individual and of the whole.

STUDYING THE RELATIONSHIPS BETWEEN MEMBERS OF THE ORGANIZATION

The second factor of organizational structure is the relationships existing among members of the organization. When one deals with a relationship between two members of the organization, one considers a *required relationship* between them, facilitating the execution of operations conducted in the carrying out of the organizational targets, such as producing or supplying products or services. On the other hand, when one deals with two people connected with each other, one usually considers an *actual relationship* existing between them, because of work requirements or because of other reasons (e.g. because of historical circumstances because of conditions created as a result of previous purposes, and, mainly, because the two people are personally attracted to each other).

The semantics of the organizational structure distinguishes between these two types of relationships.

Strikers to lose bulk of bonuses

By VICTOR MPOFU

THE ENTIRE black workforce of 1200 employed by Goodyear Tyre Plant in Uitenhage stand to lose as much as 75 percent of their annual bonuses at the end of the year.

This was confirmed by Mr Mike Selley, Goodyear's public relations officer, in an interview with SUNDAY POST this week.

But he dispelled reports that the parent company in the United States was exerting pressure for the re-instatement of the 1350 workers who went on strike last month.

When 1350 workers went on strike for a minimum wage rate of R3.00 an hour, all were dismissed by Goodyear. All, with the exception of 100, were re-employed.

Earlier this week there were reports by workers that the parent company was putting pressure on its Uitenhage plant to reinstate them.

Mr Selley said: "About 1200 workers were re-employed in the same jobs and at the same rate of pay."

Mr Selley told SUNDAY POST that those re-employed stand to lose their bonuses because of broken service. However, Goodyear claims it decided not to start pension payments anew. If the workers had been reinstated, they would not lose any bonuses or benefits.

The Goodyear workers had a number of basic grievances which still need to be removed. These include:

- Low wages.
- Tardy implementation of the Sullivan code of conduct.
- Dissatisfaction with the attitude of supervisors and foremen to the workers.

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Strike: Fosatu, minister clash on conciliation

Own Correspondent

JOHANNESBURG: — Municipal strikers had by-passed the government's conciliation machinery and the strike undermines the basis of law and order, the Minister of Manpower Utilization, Mr S P Botha, said yesterday.

He said he trusted that employers would succeed in "normalizing the situation" within "the framework of existing negotiating machinery".

However, in another statement issued yesterday the Transvaal region of the Federation of South African Trade Unions (Fosatu) blamed Johannesburg City Council's "irresponsible refusal to negotiate with genuine worker representatives" for the strike.

Mr Botha said his department's role was to provide conciliation machinery in disputes and to "act as mediators between the two parties". He criticized the strikers for by-passing this machinery.

He said he was "ready to put into operation the conciliation machinery prescribed by the law" — in this case compulsory arbitration because municipal services are essential services where strikes are prohibited.

Conciliation process improved

He said that in the past two years he had done everything in his power to improve the conciliation process and "the maintenance of order in the work situation".

"The successful application of the methods of conciliation are essential but the maintenance of law and order must at all costs enjoy precedence," he said.

Labour observers have argued that the government's machinery for the settling of disputes is too cumbersome and "filled with red tape" to meet the needs of black workers. They have predicted for some time that this machinery was in danger of being by-passed by black workers.

Mr Botha said there was "a strong element of incitement and intimidation present" in the strike and "unfortunately the victims hereof are the clear majority of unwilling strikers".

In its statement, Fosatu said that the municipal workers had "a legitimate grievance" because "no one can live on the R33 a week paid by the council to labourers".

Negotiation on worker demands

It said the only solution to the problem was a direct meeting between the city council and the workers' representatives to negotiate on worker demands.

Fosatu dismissed as "a red herring" the council's suggestion that it would not negotiate with the Black Municipality Workers' Union because it was unregistered.

"There is no legal bar to negotiating with an unregistered union," Fosatu said.

In the interests of a solution, the council should

- Issue a statement that no workers would be victimized and all on strike would be unconditionally reinstated,
- Meet the BMWU to establish the workers' demands and negotiate on them,
- Declare its willingness to negotiate a living wage for its workers, and
- Provide report-back facilities to allow the union to communicate with its members as negotiations progressed.

ALEC ERWIN

(LDA)

Leading Fosatu

FM 1/8/80

Alec Erwin, general secretary of Fosatu (Federation of South African Trade Unions), would probably not fit most people's stereotype of a trade unionist. Although he came to the movement via the Academic route and has strong academic leanings, his idealism is tempered by strong practical considerations and a good sense of humour.

"I was never really attracted by business. Money isn't everything. Labour seemed much more interesting and challenging."

He first came into contact with labour matters at the University of Natal in Durban where he graduated with an Honours Degree in economics and afterwards lectured for six years. "I was on the fringe as a labour adviser to the wages commissions of the late Sixties and early Seventies and later became actively involved in educational programmes through the institute for industrial education."



Erwin was never really attracted to business

While lecturing he took a year off to study and read at the Centre For South African Studies at York University because I couldn't get into Oxford and the other big centres. As a visiting lecturer he was obliged to sing for his supper but regards it as a valuable experience.

It is perhaps this academic background which enables him to retain his cool amid inter-union strife and battles with management such as the recent Frame upheaval. When the going is at its toughest he still finds time to explain painstakingly in his hesitant, slightly diffident manner, the background to the dispute and keep journalists informed of the latest developments and their implications.

The impression of frailty conveyed by his tall spare figure and the slightly lost look is misleading. Erwin has in fact completed the Comrades Marathon twice and played league squash.

No time for that now, I'm afraid. This is a full time job seven days a week. All major meetings are usually held over weekends when people are off work so there's not much time left. Still, it's a challenge and an opportunity to do something constructive and I enjoy it.

He is realistic enough to take a philosophical view of the future. The lifespan of a trade unionist in South Africa is never quite clear so although I intend to go on with what I'm doing, one can never say that with too much assurance. He has not suffered banning like many colleagues but has met with a refusal to renew his passport.

This is slightly ironical as he believes that trade unionism is a stabilising force. Unfortunately the State sees it as a security threat. Employer attitudes range

from believing trade unionists are all communists to wanting to set up puppet unions. Inevitably, trade unionism is political because the workers bear the brunt of the system's iniquities. But organisation offers a chance for stable, ordered change which is in the common interest. After all the workers have a lot at stake.

Fosatu's main task, as he sees it, is "to bridge and break down the racial, craft and skill differences and help create democratic union structures which will operate in the interests of their members."

I don't believe in blueprints for the future and I have no party political affiliations. One is constantly walking a tight-rope. It is a difficult and crucial period and a lot of what happens in the future is being moulded now - the way the trade union movement evolves.

A messy business FM 1/8/80

~~366~~ (14Da) ~~152~~

Johannesburg suburbanites drove to work this week to what resembled a stinking battlefield. The massive strike by up to 10 000 black municipal workers threatened to bring essential services to a standstill — and to grow

Management — in the form of Obie Oberholzer's city council — floundered in the face of it

The most salient issues have been workers demands for R58 a week — a 22% wage increase — and recognition of the unregistered Black Municipal Workers Union (BMWU)

The city council has refused to meet or recognise the black trade union, which

However, this is no reason for the council not to adopt a more conciliatory line as the strikes may well spread

Councillor Sam Moss agrees with Andrew Levy, industrial relations adviser, that the 'council has its head in the sand' Says Moss "It is being dogmatic and is completely out of touch with modern industrial relation techniques There is a huge vacuum there that urgently needs to be filled"

Moss dismisses the council's attempt to call in homeland leaders to "help explain the situation" to workers He says "The council is still insisting on old fabricated procedures which are merely stalling and

rejected a request by Moss to speak to Joseph Mavi, president of BMWU, but said department heads should ask workers to elect spokesmen

At a meeting of 5 000 workers on Tuesday, workers rejected the suggestion put to them by city engineer Eric Hall that compound representatives be elected They jeered when he asked for worker representatives from each compound to come forward and called for the union to be allowed to speak for them as "one voice" A spokesman for the council did not know the extent of the registered union's membership

Negotiations have been hampered by ignorance on the part of management Oberholzer, chairman of the management committee, first told the FM he would not negotiate with BMWU as it was not registered and this would constitute a contravention of the law But later he switched his tack and said negotiations with BMWU would "undermine" the authority of the registered union He insists the Union of Johannesburg Municipal Workers represented the workers adequately in the past

He feels the dispute is merely a struggle for power between the two unions

But there is in fact no legal bar preventing management from negotiating with an unregistered union Says a spokesman for the Federation of South African Trade Unions "The question of registration is a red herring and one which is costing the council, the workers and the city of Johannesburg dearly"

At Volkswagen, for example, management agreed to negotiate with representatives of an unregistered union These representatives had no 'legal' standing on the industrial council but they participated in the negotiations Says a Fosatu spokesman "Legality was not the important issue — a settlement was"

Moss feels the council is deliberately trying to stall the development of a representative black union "It is clearly trying to derail Mavi's union and interfering in the legitimate right of workers to form their own voice"

A spokesman for BMWU says a copy of its constitution was sent to the town clerk two months ago and the union received a letter from the council saying it "was looking into the matter" Oberholzer, however denies any knowledge of the union, its constitution or correspondence concerning it

More than 90% of the workers out on strike have been dismissed from the different compounds In Tuesday's council meeting Moss put forward a resolution



Images of the strike . . . the council floundered

represents 80% of the workers, and has insisted on working through its in-house union — the Union of Johannesburg Municipal Workers — established as an extension of the council's liaison committee This union was registered two weeks ago

The situation has echoes of the Ford dispute at the end of last year when workers rejected alternatives put forward by management At the time the FM warned that management and government would have to implement changes to ensure black labour was not forced into militancy in the Eighties This would entail dealing with the real leaders on the shop floor

There is a political dimension to the strike, evident in that it has attracted cabinet attention Should the council step down there could be national ramifications, in that workers elsewhere will note the effectiveness of unified action

face-saving devices The council has to accept that, even if the workforce is migrant, the problems are here, not in the rural areas It's an old and outdated procedure and just won't wash anymore"

At an urgently convened meeting on Tuesday after consultations with Minister of Manpower Utilisation Fanie Botha, the city council's management committee rejected a resolution by Moss to 'convene a meeting with representatives from all parties to discuss the causes of the present problem and come to a mutually agreed solution'

Instead the committee praised the council's handling of the present situation It

4 Do not write in the left hand margin

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

which asked for the reinstatement of all dismissed workers "pending the outcome of discussions." This was rejected and the council said it will re-employ workers without loss of benefits if they applied for their jobs by Thursday. Sacked workers who fail to do this stand to lose all accrued benefits, but would retain them if reinstated.

Says Moss "Dismissing workers does not do away with the problem. The council is refusing to look at the real problems and merely resorting to forceful action which will not resolve anything."

The Dunkirk spirit of some newspapers, which has played down worker grievances and encouraged public action to clear rubbish dumps is merely palliative. Encouraging schoolboys and housewives to clear rubbish bags is a short-term answer but does not offer long- or even medium-term solutions.

Fosatu: Crisis in SA labour

Own Correspondent

JOHANNESBURG — The Federation of South African Trade Unions (Fosatu) last night condemned the handling of the Johannesburg municipality strike, saying it pointed to a clear crisis in labour policy in South Africa

Fosatu said that the Johannesburg City Council and the government should note the mood of the workers today. Low wages and bad working conditions, coupled with the high rate of inflation, were giving rise to demands that were legitimate and serious

"They should be considered so by all employers, and employers should move speedily to recognize unions which represent their members and which can define and negotiate these demands

"Unless this is done, management and the state open the way to organizations which are not representative of workers and which do not have the interests of workers at heart

"By opposing representative unions with stooge ones, by bottling up grievances through the use of force and the migrant labour system, and by refusing to allow unions proper report back and consultative facilities in times of crisis, management is burying the chances of open and constructive negotiation"

Fosatu said legitimate worker grievances over starvation wages, poor working and living conditions and the lack of genuine democratic representation were being met with strong-arm tactics and a refusal to meet and discuss worker demands

"The use of state institutions by both central and local government to suppress the strike reveal an alarmingly sinister potential in the Wiehahn labour dispensation

'Representation' is key demand

"Representation and not registration has always been the key demand of the independent trade union movement in South Africa

"The provisional registration of a stooge union set up within the council underlines the importance of this demand

"By agreeing to negotiate with a union no one has heard of, merely because it has been granted a form of government acknowledgement, the council not only destroys its own credibility but also exposes the entire Wiehahn initiative

"The timing of the registration and the swiftness with which the council attempted to use it against the union with majority worker support must be condemned outright

"Registration becomes a tool to be cynically wielded whenever a management wishes to avoid talking to a representative trade union

Fosatu crisis in labour policy

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Fosatu also condemned the detention of Mr Joseph Mavi, the president of the Black Municipal Workers' Union, saying it was clearly not conducive to producing a settlement

"It is all the more incredible that the detention took place at the very time that the union was attempting to get the court to apply justice in favour of their members"

— SAPA.

~~"The last thing you
you retire is the largest
your life. Which could
working to~~

Mr. F. W. J. Armstrong, Ma

Benoni strike case judgment

RDM 7/8/50

140A

Labour Reporter

JUDGMENT will be handed down tomorrow in the case in which 55 East Rand workers have been charged with holding an illegal strike

The case is being heard in the Boksburg Magistrate's Court. Evidence and argument were heard on Monday and Tuesday

The charges arise out of a work stoppage at a Boksburg company, Rely Precision Castings. All 55 of the company's black workers were involved in the incident and most have been dismissed

The workers were arrested soon after the stoppage began and some have laid charges of assault against the police

They are all members of the

Metal and Allied Workers Union, which is affiliated to the Federation of South African Trade Unions (Fosatu)

Earlier this week the company's managing director, Mr H Thomson, and its factory manager, Mr D Harris, gave evidence for the State

The defence called three witnesses, the chairman and two other members of the workers' committee at the company

The State alleges that the workers refused to continue working after an incident at the factory and that they therefore took part in an illegal strike

Defence counsel alleges that the workers believed they had been dismissed by the company and did not continue work for that reason

LABOUR DISPUTES

Cleaning up?

FM 3/8/88

140a

"The consequences in the years ahead bode ill for industrial relations in this country." This is the judgment of Loet Douwes-Dekker, industrial relations expert, on the breaking of last week's strike by 10 000 black municipal workers.

And Sam Moss, opposition leader in the city council, feels that, while a temporary peace reigns, "the emphasis is on temporary. The consequences of the management committee's action will demand a heavy price."

A city council meeting has been scheduled for Monday when committee council chairman Francois Oberholzer's motion — to "commend management committee's dealings with the strike" — is to be debated. The opposition wants the motion to be one of censure.

Oberholzer says he will "explain exactly what happened prior to and during the strikes."

Despite worker allegations, he denies any use of force. Until Wednesday afternoon he denied any knowledge of the agreement reached by the management committee and the Black Municipal Workers Union counsel at the late-night meeting last week.

If, in fact, Oberholzer was unaware of the details of the agreement for almost a week after it was reached, this is a telling indictment.

The union's lawyers say that the committee's lawyers, without admitting liability, undertook that the council would not force strikers to board buses to the homelands, unlawfully detain, restrain or assault union members or unlawfully deprive union men of their possessions.

The case did not go to court as the agreement between counsel was considered sufficient. "These agreements are considered sacrosanct and morally binding on both parties," says a legal expert.

However on Friday workers were removed from the compounds, allegedly by force.

Police in camouflage uniform were in evidence throughout the strike, and labour observers say the detention of BMWU

leader Joseph Mavi and the searching of the union's offices indicate a deliberate attempt by the council to "coerce black workers where management cannot cope."

Douwes-Dekker comments "Clearly the trends introduced by Wiehahn are in abeyance and we can only hope the pendulum will swing back."

The committee's refusal to deal with the BMWU, which claims between 70% and 80% support has also been severely criticised. Oberholzer says he has "never laid eyes on these people" and refuses to be "forced" into dealing with them.

The committee agreed to deal only with the "company union" — the Union of Johannesburg Municipal Workers — which was granted provisional registration three weeks ago and claims a membership of 2 000.

Labour observers fear that the system of provisional registration may be used to favour "stooge" unions and keep those with the mass support out.

"Registration becomes a tool to be cynically wielded if it is to be used where management wishes to avoid talking to a representative union," says a spokesman for the Federation of South African Trade Unions.

lori, Putco's personnel director. He says the company will meet representatives from all the unions, and until "we have all the facts we will not commit ourselves."

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

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

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

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

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

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

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

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

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

UNIONS DISPUTE

Who gets Putco?

FM 15/8/80 ^{Uda}
Trouble is still brewing for Putco more than a month after strike action brought its Johannesburg buses to a standstill.

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

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

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

There are three unions vying for company recognition, and management is refusing to commit itself at this stage. "We're completely open-minded and accept the possibility we may have to recognise more than one," says Ted Pamphi-

C. Jones 21/8/60

SA firm recognizes unregistered union

JOHANNESBURG — A subsidiary of a major South African company has recognized an unregistered black trade union, becoming one of the first locally-owned companies to do so

It is AECI Paints (formerly Prolux Paints), a subsidiary of the giant AECI group, which has recognized the SA Chemical Workers' Union at its Alrode plant, near Alberton. The union is affiliated to the Consultative Committee of Black Trade Unions

It was also disclosed this week that Rennie's Bulk Terminal, which is owned by the locally-owned Rennie's Group, is in the process of negotiating a recognition agreement with the unregistered Transport and General Workers Union at Durban harbour

4 000 members

Although more than a dozen companies have signed recognition agreements with black unions, few have been locally-owned and the fact that two major companies are dealing with black unions may have a significant influence on labour relations

AECI Paints' decision to recognize the union was disclosed in a statement issued by the SACWU, which has a membership of more than 4 000

The union said that the agreement entailed the recognition by the company of union shop stewards and the union's

right to access to company premises at Alrode. A grievance and disciplinary procedure had also been agreed

The union represents about two-thirds of the 200 workers at the plant

Although the SACWU applied for registration last December, it has not yet been registered. In the statement, it said it was "anxiously waiting" for registration

SACWU's general secretary, Mr Dan Tau, said yesterday that the AECI agreement was the first formal recognition agreement the union had signed

He added, however "We have informal arrangements with a number of companies and are hoping to formalize these soon"

Founder member

The union was formed in 1972 and was a founder member of the Consultative Committee. It is based on the Witwatersrand but is planning to organize black workers in Durban and Port Elizabeth

A spokesman for AECI paints, Mr John Russel, this week confirmed that the union had been recognized at the Alrode plant

The fact that the union was not yet registered had not been a stumbling-block to recognition, although the company hoped SACWU would gain registration

The negotiations were very constructive and mature. There

was no animosity," he said

In Durban, the managing director of Rennie's Bulk Terminals Mr John Trathern, confirmed yesterday that his company was negotiating a recognition agreement with the TGWU, a Fosatu affiliate.

The union claims to represent 148 of the company's 168 workers at the Durban docks. The two parties have signed an agreement which gives the union limited facilities at the company

Mr Trathern said that "negotiations have advanced to the stage where we now tacitly recognize the union"

Deductions

Talks designed to lead up to a recognition agreement were under way, and the two parties had discussed the form of 'stop order' facilities whereby the company would deduct union dues from the pay of union members

"An agreement may take some months to conclude, but it is highly unlikely that the talks will not lead to an agreement. The union does represent the vast majority of our workers," Mr Trathern said

A union spokesman confirmed yesterday that a preliminary recognition agreement had been signed and said that talks were also being held with other employers at the docks in an attempt to conclude a harbour-wide agreement

Pulp industry gives nod to black unions

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By STEVEN FRIEDMAN
Labour Reporter

THE paper and pulp industry yesterday became only the second to approve the granting of "stop order" facilities — a form of limited recognition — to an independent black trade union.

A meeting of the industry's industrial council agreed yesterday to allow employers to grant these facilities to a Fosatu-affiliated unregistered union, the Paper, Wood and Allied Workers Union, provided the union complied with certain conditions, according to informed sources.

These are identical to conditions recently imposed on unregistered unions applying for stop orders by the steel and engineering industry's industrial council.

Although official confirmation of the decision could not be obtained yesterday, sources on the industrial council confirmed that the union's application had been approved.

The granting of "stop orders" means that an employer agrees to deduct union dues on behalf of the union from the pay packets of workers at his plant. Unions regard them as both a limited form of recognition and an important source of financial stability.

Yesterday's decision does not automatically entitle the union to "stop orders" from all employers in the industry. However, it means that employers who wish to are now entitled to extend these facilities to the union and it is expected that most will do so.

The steel and engineering industry recently became the first to extend stop orders to independent unregistered unions (unions which do not have links with non-black registered unions in their industry).

It imposed certain conditions on the granting of "stop orders" which, it is understood, have also been imposed by the paper industry.

The conditions were

- The union must lodge its constitution with the industrial council,
- It must provide proof that it has applied for Government registration,
- It must give a written undertaking that it will apply to join the industrial council once it has obtained registration,
- The exemption allowing the union to enjoy "stop order" facilities is valid for six months.

Union stop orders may not be issued on behalf of foreign black workers, although those from the "independent" homelands are eligible.

A spokesman for the PWAU welcomed the decision last night and said it would enable the union to expand significantly.

"The union's support in the industry is growing and the granting of stop orders will hasten this process," he said.

The union had already complied with a number of the conditions and would comply with the rest, he said.

comparison between the organization's structure and the interactions between the organization and its environment. The organization should have a certain "covered" by information where all situation where all, namely, we should not, however, have a fair organization a fair that in order to ensure that in his initial relationships which Every person in conventional equipment means of data-processing these data is carried among them, or they mutually agree of the organization comparing the performance which is followed

on data received from members of the organization, The study of the relationship structure is based expect to find any inconsistencies in it. being the perception of one man only, one cannot found at the top of the chart. The organization chart by one member of the organization, usually to be chart is nothing but the formal structure as perceived usually referred to as an "organization chart". This spite of relying on perception, is that structure. The only formal structure which is clear-cut, in informal structures. many inconsistencies in both the formal and close working relationships. Thus we find, in fact, the first one as one of those with whom he maintains ship with the other, while the other fails to mention two says that he maintains a close working relationship existing between them, e.g. when one of the might, likewise, disagree as to the informal relationship (Two members of the organization same superior) that they are peers (that both of them report to the is superior to the other while the other one would say prevailing between them, e.g. one might say that he

informal structure which might help us to establish the following:
(a) Is there a necessity to introduce changes in the relationships? If the answer is positive, we shall ask ourselves:
(b) Is there a need for more formalization, namely, more mutual perception among organizational members as to the formal structure? Or perhaps: Is there a need to increase the informal activity of members of the organization in order to get them out of the apathy resulting out of too much formalization?
The answer to these last two questions, coinciding with the study of the activities and attitudes of the organizational members, will enable us to establish what is to be done. Changes are not absorbed in the organizational structure, however, unless being integrated into it with the aid of change agents. One encounters, generally, a large amount of resistance to changes and specially when they involve a change in the

Another

union

wins

recognition

The independent labour movement has made a further breakthrough in its drive for recognition — a second industry has decided to allow unregistered unions "stop-order" facilities

The decision — which will allow for the deduction of union dues at source — was taken at a meeting of the Industrial Council for the Paper and Pulp Manufacturing Industry

It follows a similar move last month by the employers' association for the engineering industry, Seifsa

According to a source close to the council registered unions in the paper industry "unanimously" favoured the step

The conditions for the extension of stop-order facilities to the unregistered unions would be the same as those stipulated by Seifsa, he said. They would have to apply for registration and demonstrate majority worker support

The concession has been welcomed by both the unregistered Paper, Wood and Allied Workers' Union and the Federation of South African Trade Unions to which it is affiliated.

"We are committed to independent trade unions, which implies financial independence," said the Transvaal regional secretary of Fosatu, Mr Taffy Adler

"Access to stop-order arrangements will give our unions the beginnings of a secure financial base"

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Unregistered unions get legal boost

By STEVEN FRIEDMAN
Labour Reporter

THE Industrial Court yesterday ruled that all trade unions, whether or not they are registered, can bring matters before the court on behalf of their members.

The ruling, which came in response to legal argument in the court's first major test case, is seen as a significant breakthrough for the black trade union movement.

In another crucial ruling the court agreed to hear evidence on allegations that an employer who had refused to renew the contract of a migrant worker had been guilty of an 'unfair labour practice' even though he was within his legal rights not to renew the contract.

This too is seen as an important victory for black workers because it makes it possible for a contract worker whose employer refuses to renew the contract to seek relief from the Industrial Court even though the employer was legally entitled to refuse to renew the contract.

The judgment was handed down by the court's deputy president, Mr Benjamin Parsons, assisted by two assessors, Professor P A K le Roux and Mr D S Harris.

It followed legal argument in a case brought by the unregistered Metal and Allied Workers Union and a contract worker, Mr Stephen Maponya, against a Johannesburg company, Precision Tools.

The union and Mr Maponya allege that the company refused to renew Mr Maponya's migrant service contract as a reprisal for his union activities. The company denies this was its reason.

The immediate effect of the court's ruling is that counsel for Mr Maponya and the MAWU can now lead evidence before the court in an attempt

to establish their case. The court will sit next month in order to hear this evidence.

The Industrial Court was established following the recommendations of the Wiehahn Commission and one of its chief functions is to hear cases in which workers allege they have been victims of "unfair labour practices".

In a statement issued last night the union described the court's ruling as "a great victory" and "a step in the right direction".

The union said the judgment could create problems for employers who refused to renew labour contracts "without valid reasons".

The union also welcomed the court's ruling that the union had *locus standi* to represent its members before the Industrial Court and described this as "a highly significant breakthrough".

Legal sources last night described the judgment as "heartening" and added that the court had "shown a flexibility and a willingness to cast aside formalism".

On the question of the union's standing in court, the judgment found there was no obligation under industrial law for a trade union to seek Government registration. It also found that a union can exist for the purposes of industrial legislation without being registered.

In addition, in a more significant finding, it also found that trade unions have the right to represent their members in the court.

An earlier Supreme Court judgment, in the "Bosman case", had held that trade unions have no standing to bring legal actions on behalf of their members. Legal sources warned at the time that this meant black workers who wished to protect their rights in court could only do so individually.

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Unregistered union's legal breakthrough

By Sleg Hannig
Labour Editor

Trade unionists and labour lawyers today hailed the first decisions made by South Africa's new Industrial Court on a case of an alleged unfair labour practice.

The presiding officer, deputy president Mr B J. Parsons, assisted by two assessors, ruled that:

● An unregistered trade union concerned in the

case was entitled to bring this case to court.

● Evidence could be heard in connection with the allegation that an employer had committed an unfair labour practice by failing to renew a migrant worker's contract.

Lawyers are still studying the ruling but they see it as throwing open the Industrial Court to unregistered unions acting on behalf of their members, at least in cases of unfair labour practice.

They also believe that, while the employer is entitled to allow a migrant worker's contract to lapse, it may now become illegal to do this where the motive can be shown to be victimisation and where the worker had reason to expect the renewal of his contract.

The court's ruling was commended as a "welcome decision" by a spokesman for the Federation of South African Trade Unions.

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Fosatu treads on union corns

By Sieg Hannig

The predominantly black Federation of South African Trade Unions (Fosatu), has lost one of its potentially most powerful allies abroad, Mr Herman Rebhan, general secretary of the 14-million-strong International Metalworkers' Federation.

This appears from a strongly worded letter in which Mr Rebhan takes Fosatu's general secretary, Mr Alex Erwin, to task for an article in Fosatu Worker News.

Copies of the letter have been widely disseminated, apparently on Mr Rebhan's instructions.

Mr Rebhan attacks the article for failing to mention "one word" of the assistance given by the IMF and the German Metalworkers' Union in the settlement of the recent Volkswagen strike at Uitenhage.

"You have the gall to present this important victory of two IMF affi-

liates as if your organisation had anything to do with it," he writes.

"I know for a fact that you showed your face at the strike and were told to get the hell out of there.

"It is typical of those intellectuals who tend to use the labour movement to appropriate the credit for the efforts that were made by genuine trade unionists who worked with their hands."

Mr Erwin told The Star today that Fosatu's executive viewed the tone of the letter in a serious light and felt it totally uncalled for.

He said Mr Rebhan had "done a considerable disservice not only to his affiliates but to Fosatu and the unregistered labour movement."

Fosatu had not intended to take credit for the outcome of the Volkswagen strike and Mr Rebhan had resorted to absurd accusations over a quite minor issue, Mr Erwin said.

World union chief's blast rocks Fosatu

By STEVEN FRIEDMAN
Labour Reporter

AN ASTONISHING letter in which the head of a major international union organisation bitterly attacks a local union group has caused a stir among metal unions

It could create tension between black metal unions and the International Metalworkers Federation, which represents metalworkers throughout the West, and could also have a bearing on conflicts between local metal unions

In the letter, which has been "leaked" to the Rand Daily Mail, the general secretary of the IMF, Mr Herman Rebhan, attacks the Federation of SA Trade Unions (Fosatu)

The ostensible reason for this is his claim that Fosatu did not give the IMF credit for settling the Volkswagen strike in Uitenhage earlier this year. An IMF official, Mr Karl Casserini, was in Uitenhage during negotiations

But observers believe the attack has been prompted by Mr Rebhan's belief that Fosatu played a role in "breaking up" the IMF SA Co-ordinating Committee

Earlier this year, tension between Fosatu metal unions and their registered counterparts surfaced when Fosatu unions left the IMF committee, which had been hailed as an example of inter-racial union co-operation

The Fosatu unions accused some registered metal unions

of refusing to co-operate with them on the factory floor and said that co-operation between registered and unregistered unions should begin at grass-roots, rather than at committee level.

Mr Rebhan's letter has created the impression that he backs the registered unions in the dispute

Yesterday, however, he said from his Geneva office that he would not comment on the letter because it was an "internal" matter.

In his letter, Mr Rebhan refers to an article in a Fosatu bulletin, "Fosatu Workers' News", which welcomed the union agreement with East Cape motor employers as a "victory for all workers"

Mr Rebhan's reaction to this is that "in all my experience in the labour movement I have never seen such a crude falsification of facts"

He complains that Fosatu has "the gall to present this important victory of two IMF affiliates as if your organisation had anything to do with it" Both motor unions involved in the agreement are Fosatu affiliates

Mr Rebhan claims Fosatu Workers' News' handling of the story "would be a credit to the Stalinist school of falsification of history"

He complains that "intellectuals tend to use the union movement to appropriate credit for the efforts made by genuine trade unionists"

He also claimed that Fosatu

"showed your face at the strike and were told to get the hell out of there". Fosatu officials deny this

In a reference to the Government's decision to cut off Fosatu's funds, Mr Rebhan says that it is "ironic" that "you cry over the fact that Fosatu cannot receive funds" He adds "I assume you include the funds that you receive from outside South Africa."

In a statement yesterday, Fosatu said it was "disturbed by the tone" of the letter

"It seems absurd to use such emotive language over such a petty issue and our executive has referred the matter to the two Fosatu auto affiliates, who have never raised any of the problems referred to by Mr Rebhan" it adds

The Fosatu executive would consider further steps in response to the letter after consulting the two motor unions

It says Fosatu Workers' News' is read by general factory workers whose concern "is that the struggle for higher wages be won, not that any specific organisation or individual be isolated for special mention"

Fosatu's role in the Volkswagen dispute had been "exactly as the two affiliates involved wished — a supportive role. At no stage was Fosatu directly involved in negotiations, nor has it said it was. Our affiliates specifically stated that they wished no direct involvement by any outside body"

ZDM
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Industrial breakthrough

Ford in PE to employ shop stewards

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Mercury Reporter

FIVE full time union shop stewards and 15 part-time shop stewards are to be employed by the Ford Motor Company in Port Elizabeth next week in what has been described as a breakthrough in industrial relations in the country

Mr Fred Ferreira, director of Industrial Relations at Ford said yesterday the stewards would be employed as a result of negotiations between the company and the unions representing the 4000 workers at the company

The stewards will be elected by the workers he said. Their employment will we hope go a long way to resolving any labour problems that might arise

According to Mr Alec Frim, secretary of the Federation of South African Trade Unions, the employment of the stewards is a breakthrough in industrial relations in South Africa

I am not certain but I think it is the first time in the history of the labour movement in South Africa that an employer has agreed to the full time employment of shop stewards he said

Direct link

The shop stewards -- who will take up their positions next week -- will have direct links with workers and be able to negotiate on their behalf

They will be paid at the rate for the job they were doing before they were elected to their new positions

The unions representing the Ford workers are members of Fosatu

One full-time shop steward has been appointed for every 750 workers and 2 part time stewards for every 250 workers

The stewards cannot be sacked by Ford without the agreement of the trade unions concerned

The Volkswagen motor company in Port Elizabeth is negotiating with unions representing their workers for a similar deal

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6/9/80

140A

Don't join just any union says Fosatu

October last year, the amended Industrial Conciliation Act into effect, there have been some rapid developments in the field of unions. Unions are forming and old ones are opening their ranks so that they are being faced with a whole range of choices. However, the danger at present is that the full meaning of these changes is not clear to workers and is not widely discussed.

FOSATU, the powerful non-racial Federation of South African Trade Unions, is over a year old. Already it has a membership of 60 000 workers throughout the country.

Fosatu has 13 affiliates of which nine are unregistered trade unions. In spite of the failure on the part of managements to recognise unregistered unions, workers in the various industries are throwing their weight behind Fosatu which they believe is the only truly non-racial trade union in the country.

In this article, Fosatu general secretary, ALEC ERWIN, a former Natal University lecturer in economics, outlines the movement and the role it is playing in protecting the rights of the voteless black worker for a better labour deal.

Yet we have reached a point where the decisions of individual workers regarding the union they wish to join is of crucial importance. What is decided now will shape the future of trade unionism in South Africa and therefore the future of industrial relations and our wider society.

This may seem a rather demanding statement but if we look at things a little more closely I believe we'll see that it's a reasonable conclusion.

Background

Since 1924 the legislation covering collective bargaining and trade unions have been racist in its intentions and effect. It has driven a wedge between the whites, coloureds and Indians on the one side and Africans on the other by excluding the latter from the collective bargaining structures.

However, at no time have trade unions that were non-racial or for African workers ever been illegal, but they have had to struggle against police harassment, security legislation, Government policy and management hostility.

Yet despite this there has been a long and brave tradition of unionism committed to the non-racial stand. These heavy odds were virtually destroyed in the 1960s which were marked by the

'We are committed to true non-racialism'

near non-existence of black worker organisations.

Then in the early 1970s there was once again a resurgence of black worker organisations. The unions that emerged then followed the old militant tradition and committed themselves to the non-racial union stand.

But there remained very considerable difficulties in implementing the policy. The laws remained racial and the unregistered unions had to struggle for employer recognition which they seldom got. Where links between the races were made, the State security services were particularly active and often forced overly timid registered union officials to break the links.

Yet in spite of these obstacles the unregistered unions, particularly in Natal, did make breakthroughs and recruited

members of more than one race group.

The unregistered unions continued to gain ground and, with the appointment of the Wiehahn Commission in 1977, the Government acknowledged that changes would have to come.

In the struggle for non-racial trade unions an important breakthrough was made with the formation of the Federation of South African Trade Unions (Fosatu) in early 1979.

Uplifting

Fosatu united workers of all races but it set itself the major objective of improving and uplifting the position of the majority of unskilled and semi-skilled workers — also racially defined as black — so in effect Fosatu's predominant membership is black and it largely represents black workers.

However, Fosatu believes that to organise the majority of workers must eventually benefit all workers and its ranks are open to all irrespective of race, creed or sex who are willing to share this common purpose.

I've dealt with Fosatu's position because it represents a strong commitment to the non-racial position but it also says that a real trade union movement has to have succeeded in organising the majority of workers. It is these questions of organising policy and the form of non-racial unions that are now becoming increasingly important for the worker to understand.

From October 1979 new unions have been formed and many of these claim to be mixed or non-racial. The questions that workers have to ask are: What do these unions

mean by that, and are they committed to a truly non-racial position?

To understand this a little better let us first look at the changes in the Industrial Conciliation Act that followed the Wiehahn Commission. To start with, in May 1979, the proposed changes would have excluded the majority of African workers from joining registered trade unions. This was so strongly attacked and rejected that in September the Minister used his powers of exemption to include all African workers who come from within the borders of the old Republic of South Africa.

With this change we in Fosatu decided to seek registration, not because we were now happy with the new law; but because we saw that if we remained unregistered, then the victory our efforts had won might be snatched from workers since we might be destroyed, and trade unionism left in the hands of those prepared to compromise on the non-racial stand.

Divisions

Fosatu had and still has many criticisms of the new law. However, here we are concerned with the racial issue and it was the continuing racial divisions in the law that attracted our greatest criticisms.

In seeking registration we were determined to challenge these racial divisions.

There are two sections of the Act that are crucial here, and these are Sec-

tion 4(6) and 8(3). The first says that a union that has membership of more than one race cannot register unless the Minister grants it an exemption and 8(3) says that even if an exemption is granted for 4(6), that mixed union must hold separate meetings and have separate

branches for each racial group again unless the Minister grants exemption

So in Fosatu we applied for and received in July exemptions from both Sections 4(6) and 8(3).

We did this because we believe the only way to fight the racial problem is to do so in one union. But this unit cannot possibly be achieved if the races are divided into separate branches.

What it stands for...

- The unity of workers without regard to race, creed or sex.
- The shop floor organisation of workers around a shop floor union committee in each factory.
- That workers, not union officials, control and lead their organisation.
- That the Federation makes its own decisions independent of all political parties, or foreign organisations or governments.
- That workers' rights are protected in the work place through the recognition of the right of shop stewards to be involved in negotiating all changes, grievances and dismissals.
- The right of all workers through their organisations to be involved in the negotiations of national minimum conditions in each industry.
- To act on a national level to establish workers' rights and to remove arbitrary and unfair legislation affecting workers.

New
Ford
union

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PORT ELIZABETH — Ford Cortina plant workers who have been involved in a five month dispute with the United Automobile Rubber and Allied Workers of South Africa (UAW) have decided to launch a new trade union

The move by Ford workers, who constitute about 90 per cent of the UAW's Port Elizabeth membership, climaxes a series of efforts by their committee to unseat UAW officials following a heated meeting earlier this year at which a no-confidence vote was passed in the UAW executive

The workers claim the UAW is pro management at Ford and was ineffective in handling last year's dispute at the company

The dissident workers' new nonracial union, which has been engineered by the Ford Workers' Committee, is to be called the Motor Assemblies and Components Workers' Union of South Africa (MACWU)

The committee's chairman, Mr Government Zini, said all Ford members of the UAW were expected to resign by the end of the week

Mr Zini said he expected most of the Cortina plant men to join the new union, which would then start a recruitment drive in allied industries in Port Elizabeth and Uitenhage

CAPE TIMES 10/9/80

Ford workers to launch new non-racial union

Own Correspondent

PORT ELIZABETH — Ford Cortina plant workers who have been involved in a five-month dispute with the United Automobile Rubber and Allied Workers of South Africa (UAW) have decided to launch a new trade union

The move by Ford workers, who constitute about 90 percent of the UAW's Port Elizabeth membership, climaxes a series of efforts by their committee to unseat UAW officials following a heated meeting earlier this year at which a no-confidence vote was passed in the UAW executive

The workers claim the UAW is pro-management at Ford and was ineffective in handling last year's dispute at the company

The executive has refused to hand over office to the dissidents

Mr John Mke, UAW national and local president, said the Cortina plant workers' effort to unseat his executive was unconstitutional

Since the workers' threatened legal action had not materialized he had expected

them to come back to him to discuss their differences, he said

It was only in Port Elizabeth that there was a stir within the union, Mr Mke said. He thought the dispute was based mainly on personal differences

A UAW council meeting last night decided that it would approach the dissident workers in an effort to seal the cracks in the organization

The UAW, an unregistered African union, is a parallel body to a registered coloured trade union, the National Union of Motor Assembly and Rubber Workers (NUMARW)

The dissident workers' new nonracial union which has been engineered by the Ford Workers' Committee, is to be called the Motor Assemblies and Components Workers' Union of South Africa (MACWU)

The committee's chairman, Mr Government Zini, said all Ford members of the UAW were expected to resign by the end of the week

He said the decision to form the new union was taken at a meeting last week in the Holy Spirit Church, Kwazakele,

which was attended by about 600 Cortina plant workers

Mr Zini said he expected most of the Cortina plant men to join the new union, which would then start a recruitment drive in allied industries in Port Elizabeth and Uitenhage

He said MACWU would concern itself with wider issues such as housing and living conditions and implementation of the Sullivan code

The workers' committee claims that there has been widespread worker dissatisfaction with UAW officials over their handling of the Ford strike last year and the bonus issue

Mr Zini said workers felt that the UAW executive was made up of liaison committee members who were "pro-management"

"We have totally rejected liaison committees"

He said another reason for dissatisfaction with the UAW was its failure to resolve the workers' bonus issue

Ford management had said that workers who were not at the plant during its official shutdown last year were not

eligible for bonuses. Most of the workers were on strike then

Mr Zini said "We agreed that the bonus issue should be handed over to the union but they did nothing about it. Although union officials claimed that they were negotiating with management, we got no feedback from them"

He said his committee ended up fighting the issue

The national secretary of the NUMARW and technical advisor to the UAW, Mr Freddie Sauls, said if the dispute within the UAW continued it would be a setback for the black worker's struggle for recognition

He said it would be to management's advantage because it would divide the workers at a time when unity was needed most

Ford director of labour relations, Mr Fred Ferreira, said at the weekend that he was surprised at the news of the formation of a new union

He said it was company policy to recognize it if it represented more than half the firm's workers

8 black trade unions have been registered

Own Correspondent

JOHANNESBURG. — Eight black trade unions have been registered since the government's new labour dispensation came into effect last October, the Director-General of Manpower Utilisation, Mr Jaap Cilliers, said yesterday.

In addition, there are now 40 mixed trade unions — many of whom are believed to have received permission to enrol black members.

Approached for figures on the composition of the registered union movement, Mr Cilliers said yesterday that 182 trade unions were now registered.

Of these, 80 represented white workers only, 54 coloured workers only, and eight black workers. Another 40 were mixed, either for white, coloured and Asian workers or for all four races.

This meant, he said, that the

all-white unions were now in the minority.

There are no figures available on the number of black or predominantly black unions in the country at present, but it is believed that at least 20 are still unregistered.

None of the black or predominantly black unions affiliated to the two major black union co-ordinating bodies, the Federation of SA Trade Unions and the Consultative Committee of Black Trade Unions, have been granted registration.

Labour observers regard the government's reaction to their registration applications as a key test for the new dispensation.

Thus far, only "parallel" unions — those with close links to their non-black counterparts — or black "company unions"

have been registered.

Recently, several Fosatu-affiliated unions were granted permission by the Minister of Manpower Utilisation, Mr Fanie Botha, to apply for registration on a non-racial basis.

Some labour observers have criticized the fact that most of the "independent" unions — those not closely associated to registered non-black unions — have not yet been registered despite the fact that they applied several months ago.

However, its supporters reply that many registration applications took up to a year to process before black workers were allowed to join registered unions.

Several black or non-racial unions have decided not to seek registration, arguing that to do so would be to submit to increased government control.

Key labour case delayed

Labour Reporter

THE NEW industrial court's first major test case adjourned yesterday as counsel for both parties held talks in an attempt to secure an out-of-court settlement

By last night, however, no formal settlement had been signed

The court reconvened yesterday to hear evidence in the case. It recently handed down an historic judgment on legal issues raised during the case which was hailed by black trade unions.

This judgment opened the way for evidence to be heard and yesterday was set aside for that purpose. However, the hearing was cancelled as lawyers held lengthy talks in an attempt to find a settlement.

The case has been brought by a migrant worker, Mr Stephen Maponya, and his union, the Metal and Allied Workers' Union.

They allege that the company refused to renew Mr Maponya's contract as a reprisal for his union activities. The company denies this.

This is the first major case to come before the court, which was established following a Wiehahn Commission recommendation.

Recently the court found that unregistered trade unions were entitled to bring cases before it.

It also appeared to open up a new legal avenue for contract workers by allowing evidence to be heard on the union's contention that, by refusing to renew Mr Maponya's contract "without good reason", the company had been guilty of an "unfair labour practice".

Test case victory for contract worker

By STEVEN FRIEDMAN
Labour Reporter

THE new industrial court's first test case has ended in a major victory for contract worker Mr Stephen Maponya and his union, the Metal and Allied Workers Union

In an out-of-court settlement yesterday, Mr Maponya's former employer, Precision Tools, a small Johannesburg engineering company, agreed to pay the union R4 000 and recognise it

The agreement accords recognition to the union shop stewards in the factory as well as company recognition of the union itself

The company has also undertaken to grant the union "stop order" facilities, grant its organisers access to its factory

once a week and introduce a grievance procedure for workers

Mr Maponya and the MAWU brought the case to the court after the company refused to renew his migrant service contract. They claimed the company did this as a reprisal for Mr Maponya's union activities

Although the the union had originally asked the court to reinstate Mr Maponya, he has found another job and this issue has thus fallen away

Last month, the court handed down an historic judgment in the Maponya case in which it found that unregistered trade unions were entitled to bring cases before it

It also found that unregis-

tered unions were entitled to bring cases to the court in which they alleged that their members had been victims of an "unfair labour practice".

This opened a legal avenue to black unions after the Supreme Court had found, in the "Bosman case", that black unions had no right to bring an interdict against an employer on behalf of union members who fear victimisation

The industrial court also agreed to allow counsel for Mr Maponya and the union to lead evidence to support their claim that the company had been guilty of an "unfair labour practice" by refusing to renew the contract, even though it was legally entitled to do so

12/9/88

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Judge ^{SAM}
 dismisses ^{12/18/80}
 defamation ^(140M)
 claim ^(S)

DURBAN — A Durban judge yesterday dismissed a claim for R4 000 against a Pinetown subsidiary of a UK company and its managing director, in damages for allegedly defaming an unregistered trade union.

The action against Glacier Bearings and the managing director, Mr William Richards, was brought by the Metal and Allied Workers' Union of South Africa, and its general secretary, Miss June Rose Nala.

The action arose out of a comment by Mr Richards to a reporter from the Financial Mail regarding the controversy of whether the union or Miss Nala were representative of the employees.

Mr Richards was alleged to have stated that "some people tell us that they are forced to sign pieces of paper or get beaten."

The union alleged that the statement, which was published on July 28, 1978, in an issue of the Financial Mail, was defamatory in that it meant, and was understood to mean, that the union and Miss Nala used threats.

Mr Justice J M Diccott found that the article had identified no one as being responsible for intimidating workers to join the union.

The claim was dismissed with costs — Sapa

'Workers' victory'

STAR
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By Sieg Hannig
Labour Editor

A new breakthrough for workers' rights has been achieved by the Industrial Court in its first hearing of an alleged 'unfair labour practice'

"The case has shown that the Industrial Court has strengthened the hand of the workers," commented a lawyer on the out-of-court settlement won by a black contract worker and his unregistered trade union.

In terms of the settlement, the employer, Precision Tools, agreed to pay the Metal and Allied Workers' Union R4 000 and committed itself to a recognition agreement

The agreement provides for:

- Recognition of the union.
- Acceptance of the union's shop stewards.
- Shop steward representation for workers in grievance procedures which provide for arbitration in the event of a deadlock.

The union failed to achieve the reinstatement of Mr Stephen Maponya who was allegedly victimised for his union membership by the firm's failure to renew his migrant contract.

But Mr Maponya got a new job this week and is to receive about R1 000 from the R4 000 being paid to the union.

Firm ordered to recognize union

Cape Times 12/9/88 140A 18M

to hear cases in which workers believe they have been victims of an "unfair labour practice". The Maponya case is the first major test case to be heard by the court

Own Correspondent
JOHANNESBURG — The new Industrial Court's first test case has ended in a victory for a contract worker, Mr Stephen Maponya and his union, the Metal and Allied Workers' Union (Mawu).
 In an out-of-court settlement yesterday, Mr Maponya's former employer, Precision Tools, agreed to pay the union R4 000 and to recognize it.
 The union may use this

money at its own discretion and could even pay a portion of it to Mr Maponya as compensation for loss of earnings.
 The union yesterday hailed the settlement, saying that it opened up the way for increased black unionization at the firm, a small Johannesburg engineering company.
 The agreement accords recognition to the union shop stewards in the factory as well as company recognition of the

union itself.
 The company has also undertaken to grant the union "stop-order" facilities, to grant union organizers access to its factory once a week, and to introduce a grievance procedure for workers.
 Mr Maponya and Mawu brought the case to the court after the company refused to renew his migrant service contract. They allege that the company did this as a reprisal for

Mr Maponya's union activities. Although the union had originally asked the court to reinstate Mr Maponya, he has found another job and this issue has thus fallen away.
 Last month, the court handed down an historic judgment in the Maponya case in which it found that unregistered trade unions were entitled to bring cases before it.
 It also found that unregistered unions were en-

titled to bring cases to the court in which they alleged that their members had been victims of an "unfair labour practice".
 This opened a legal avenue to black unions after the Supreme Court had found, in the "Bosman case", that black unions had no right to request an interdict against an employer on behalf of union members who fear victimization.
 The Industrial Court also

agreed to allow counsel for Mr Maponya and the union to lead evidence to support their claim that the company had been guilty of an "unfair labour practice" by refusing to renew the contract, even though it was legally entitled to do so.
 This was also seen as significant because it raised the possibility that contract workers whose contracts were not renewed and who believed their employer had "no good reason"

to do so could take their case to the court.
 This judgment affected only legal issues raised during the case and the court was due to hear evidence this week. However, counsel for the two parties yesterday hammered out a settlement agreement.
 The Industrial Court was set up following a recommendation by the Wachahn Commission and one of its chief functions is

The fact that ended in victory for a worker and trade union may open the way for further actions in the court by black workers and unions.
 There is no right of appeal against the court's decisions and it is not compelled to take only legal considerations into account. It is therefore not bound by the Supreme Court decision in the Bosman case

s suggested that a discount factor equal (slightly higher than) the interest rate on the loan should be used for this term.

Term 1 is riskier than the stream in Term 2. The lessee requires to have a taxable income to generate cash flow.

The present value of this flow is likely to be equal to Term 3 thus the same discount factor is used.

To facilitate a fair comparison with the most rapid method of depreciation allowed the Receiver of Revenue should be used. Further depreciation in this context includes the investment allowances.

The present value of this flow is likely to be equal to Term 3 thus the same discount factor is used.

1. This stream is the tax shield arising from the tax deductibility of the interest on an asset (the displaced) loan.

This will now be applied to the problem in MAN.

Hopes high for black union

By STEVEN FRIEDMAN
Labour Reporter

BLACK worker hopes that the Putco bus company will soon recognise a black trade union brightened yesterday after the company met representatives of the Transport and Allied Workers Union

The TAWU claims that most Putco drivers belong to it and a union source said yesterday that Putco's "gentlemanly" attitude at the meeting had made the union confident it would be recognised

Meanwhile, Putco's personnel executive, Mr Ted Pamphilon, revealed yesterday that the company had been approached by a second union, the Fosatu-affiliated Transport and General Workers Union. The TGWU has apparently been organising Putco drivers on the East Rand

It is understood that Putco has already decided in principle to recognise a black trade union but the company is seeking clarification on the unions' support among workers and their constitutions before deciding finally

Mr Pamphilon said the company would also meet a delegation from the TGWU

Union recognition was among the demands made by Putco drivers when they struck recently. The drivers' wage demands are still in dispute and the Department of Manpower Utilisation is attempting a settlement

A Transport and Allied Workers Union source said yesterday that no decisions had been taken at yesterday's meeting, but added that negotiations on the issue were continuing

Another meeting could take place within the next week, he said

He said that Putco had received the union delegates "in a very gentlemanly way" and added "we are confident that they will agree to recognise the TAWU soon"

Mr Pamphilon described yesterday's meeting as "a contact and discussion meeting" and said "it is obviously too early for finality to be reached"

Ford workers break away to form a new union

(not 1960s)
POST 14/7/80

By VICTOR MPOFU

WORKERS at the Ford Cortina plant in Port Elizabeth who have been involved in a five-month dispute with their union have broken away to launch a new trade union.

According to Mr Dumile Makanda, chairman of the Action Committee, the breakaway from the Allied Automobile Rubber and Allied Workers (UAW) follows allegations that large sums of money belonging to the union have not been properly accounted for.

The move by Ford Workers, who constitute about 90 percent of the UAW's Port Elizabeth membership, climaxes efforts to unseat UAW officials following a meeting earlier this year when a no-confidence vote was passed in the executive.

The workers claim the UAW is pro-management and was ineffective in handling last year's dispute at Ford. The executive has refused to hand over office to the dissidents.

The Action Committee was never consulted by the union when it solved

the Volkswagen and Goodyear Strike

Mr John Mke, UAW's national and local president, said the Cortina workers' effort to unseat his executive was unconstitutional.

Since the workers threatened legal action had not materialised, he had expected them to come back to him to discuss their differences, he said.

The dissident workers' new non-racial union is to be called the Motor Assemblies and Component Workers Union of South Africa (Macwu), and will be started by the Ford workers' committee.

Mr Makanda said all Ford members in the UAW were expected to resign by the weekend.

He told SUNDAY POST that the decision to launch the new union was taken at a meeting last week in the Holy Spirit Church, Kwazakhele, which was attended by 600 Cortina plant workers.

He said Macwu would concern itself with issues such as living conditions and implementation of the Sullivan Code.

Ford rocked by verbal war over union

1401
1982
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18/9/80

By STEVEN FRIEDMAN
Labour Reporter

THE Ford motor company's Port Elizabeth plant has been rocked by a new war of words between a union affiliated to the Federation of SA Trade Unions and a worker committee believed to support the black consciousness movement.

The chairman of the Ford Workers' Committee, Mr D Makhanda, has said all black workers have broken away from the United Automobile and Rubber Workers Union to form a new one.

He has claimed that UAW, regarded by many employers as militant, is too sympathetic to Ford management.

But a UAW spokesman said yesterday no members had broken away and the union was confident most workers would remain loyal.

"The committee claimed that all black workers at Ford would resign from our union before the end of last week. Nobody has resigned and we can assume that this commit-

tee does not have the support it claims," he added.

The union is to issue a detailed statement later this week, defending its record at Ford and replying to allegations against it.

It is understood Ford is remaining neutral and has said it will deal with any group which represents a majority of workers.

A breakaway would be significant for labour relations because it would indicate that Ford workers had rejected conventional trade unionism - possibly in favour of a more militant body.

Ford became one of the first companies in South Africa to recognise a black union when it agreed to bargain with the UAW several years ago.

Last year, the company was hit by a protracted strike in which black workers, most of whom belonged to the PE Black Civic Organisation (Pebco), a black consciousness organisation, claimed the UAW was "pro-management".

The strike was seen as sig-

nificant because the union was regarded as too "militant" by many employers. Observers believed it could demonstrate that young black workers were losing faith in unionism and turning to more militant avenues.

Both management and union acknowledged, however, that a prime cause of the strike was the lack of a strong union presence on the factory floor and both agreed to look for ways to increase the union's say in shop-floor issues.

The culmination of this was a recent deal in which the company agreed to appoint full-time union shop-stewards.

If the committee, which is believed to be composed of former Pebco supporters, does form a new union, this arrangement could be jeopardised.

Its decision to try to form a rival union is the culmination of a long-simmering dispute about the UAW's role in the strike. The union has been accused of not doing enough to support strikers, a charge it hotly denies.

increases, as the particle penetrates deeper into the medium. The density of energy deposited ($-dE/dx$) is therefore highest at the end of the range (fig. 25).

Relative...

particles or gamma rays. Thus the secondary particles resulting from neutron interactions in matter are often charged particles and these particles then interact with the matter as described in (a). Hydrogenous media such as wax, water or plastic are of particular interest because a neutron can lose any fraction (0-100%) of its kinetic energy in a

single elastic collision with a proton. The maximum nuclear recoil energy E_{max} resulting from elastic scattering of neutrons (of mass m_n and energy E) on a nucleus of mass m_N is given by

$$E_{max} = 4m_n m_N E / (m_n + m_N)^2 \quad \dots \dots \dots (34)$$

Thus E_{max}/E is much smaller for heavy nuclei than for hydrogen.

(c) Gamma rays

The three most important effects in the interaction of gamma rays with matter are the photoelectric effect (described in section 2.1), the Compton effect (section 2.1,p.5) and pair production (section 2.3,p.8). Energy is transferred from the incident gamma photon to a photoelectron, a Compton electron or an electron-positron pair respectively. These charged secondary particles then interact with the medium as described in (a). As in the case of neutrons, the interaction of gammas with matter is a statistical process and is governed by an exponential absorption law of the form given by eq.(33) but with α representing the gamma ray absorption coefficient. This coefficient can, in turn be considered as the sum of components α_{PE} , α_C and α_{PP} , corresponding to the photo-, Compton and pair effects. Thus

$$\alpha = \alpha_{PE} + \alpha_C + \alpha_{PP} \quad \dots \dots \dots (35)$$

The absorption coefficients are largest for the heaviest elements (e.g. lead) and α_{PE} usually dominates for gamma energies below 0.5 MeV, α_{PP} for energies above ~ 10 MeV and α_C for energies around 1 MeV.

A convenient measure for gamma interaction calculations is the half-thickness, analogous to the half-life in radio-activity. This is defined as the thickness $x_{1/2}$ of the particular medium required to reduce the fraction N/N_0 (eq.(33)) to one half for a particular gamma energy.

Thus $N/N_0 = \frac{1}{2} = \exp(-\alpha x_{1/2}) \quad \dots \dots \dots (36)$

Some values of $x_{1/2}$ are given below (in mm)

Energy	Lead	Concrete
1 MeV	9.0	47.0
5 MeV	14.5	100.0

UNION AFFAIRS (H.D.A.)

Against the wall

FM 11/9/82

Three months ago, government cut off all donations to the Federation of South African Trade Unions (Fosatu) Now SA's major co-ordinating body for predominantly black unions is feeling the squeeze

In June, Fosatu was prohibited, in terms of the Fund Raising Act, from accepting contributions 'by or for or on behalf of' the organisation. The Act empowers the Minister of Health, Welfare and Pensions to clamp down in this way "if deemed in the public interest"

At the time, trade unionists in SA and abroad condemned the action while trade union leaders felt it was an attempt to "kill the black trade union movement"

Alec Erwin, Fosatu's general secretary, says the organisation has had to cut back on all its activities "We've had to be stricter on the financing of meetings, transport and publications — all prerequisites for effective trade union organisation. Also, we cannot finance education programmes and legal cases to the same

extent, nor can we expand at a time when expansion is really needed"

Fosatu's 18 affiliates, who have 50 000 signed-up members, have also been hit by the ban. Previously the unions, on average, received 40% of their funds from the umbrella body, and are now largely having to rely on membership dues. Erwin points out that very few unregistered unions have stop-order facilities, so the collection of dues has been made difficult. He adds: "This merely supports the view that the government has placed Fosatu at a distinct disadvantage compared to established unions."

One of the criticisms levelled at the banning was that while government was eager to attract foreign investment, where this was intended for workers, not employers, it actively prevented the money from entering the country.

Says Erwin "The ban was an act of fundamental injustice. The government is not allowing the same degree of support for labour as it is for management"

19/1/60 ROM 140A

Open union hits at 'elitist' split

Labour Reporter

AN UNREGISTERED trade union which is recognised by Ford Motor Company in Port Elizabeth, has hit back at a worker committee which wants to break away from the union, slamming it as an elitist middle-class organisation.

The United Automobile and Rubber Workers' Union made this charge in a lengthy statement replying to allegations levelled against it by the Ford Workers' Committee.

The statement also strongly attacks the idea of black exclusiveness in labour affairs and is a sign of growing tension between those committed to this idea and those who back non-racialism in the union movement.

It is the latest salvo in a heated war of words between the union and the committee, which is believed to be sympathetic to the black consciousness philosophy.

Yesterday the Rand Daily Mail reported that the committee had said all black Ford workers were resigning from the UAW to join a new union to be formed by the worker committee.

The committee charged that the UAW was 'pro-management' and that it had not

helped workers during last year's strike at Ford.

Observers regard the dispute as significant, because Ford has been regarded as a pioneer in labour relations and the dispute could place new strains on the situation at factory.

It is also seen as an attack on the conventional trade union movement by some workers in the Eastern Cape and as a sign of conflict between black consciousness supporters and those who favour non-racial unions.

In its statement, the union defends its role in the Ford strike. It says it was willing to assist striking Ford workers and had done so by rallying support for them.

It had offered to negotiate on behalf of the workers but this approach had been rejected. The union had also played a role in negotiating the agreement which ended the strike.

It also reacts strongly to charges that the union is pro-management.

"These people who criticise so much are more management-orientated than the executive of the union's Port Elizabeth branch will ever be."

'Parallel' unions take knock in Cape

By STEVEN FRIEDMAN
Labour Reporter

THE policy of organising black workers into "parallel" unions — separate black unions established by registered non-black unions — has been dealt a serious blow in the Eastern Cape.

Hundreds of members of a registered "parallel" union have resigned to join a rival Fosatu-affiliated union, the United Automobile and Rubber Workers Union, which has a nonracial constitution.

However, the general secretary of the parallel union says workers have given him no reason for resigning and claims that Fosatu officials have been "instigating" workers to leave the union.

Tension between parallel and independent black unions has increasingly become a feature of the labour scene.

Mr Fred Sauls, adviser to the UAW, said yesterday that about 330 black workers at a Uitenhage firm, Dorbyl Automotive Products (formerly Guestro Industries) had resigned from the registered National Union of Engineering Industrial and Allied Workers to join the UAW.

The union is a "parallel" union recently registered by the Government.

In addition, more than 100 coloured workers had resigned from the union's registered counterpart, the Engineering Industrial Workers Union, to join UAW.

Mr Sauls also claimed that workers at two other Uitenhage plants, Borg Warner and National Standard, had refused to join the parallel union and had applied to join UAW instead.

He said workers had said they were leaving the two unions because there were no links between rank and file workers and the union leadership.

"They say there is only one shop steward to represent all of them, that general meetings of the union are rarely held and that there is no way they can get their grievances dealt with by the union," Mr Sauls said.

Workers also claimed company personnel managers were helping the two registered unions. "They made it clear they do not want to belong to this sort of union," he added.

The general secretary of both registered unions, Mr Archie Poole, yesterday confirmed that workers had resigned, but added that no coloured workers had left his union.

Mr Poole said that only "about 180" black workers had resigned from the "parallel" union and added "This is a problem at one company only. We have no indication that this is a problem at other companies."

According to Mr Poole, the dissatisfaction began because workers were unhappy with the wage increase awarded them in the annual agreement of the Iron, Steel, Engineering and Metallurgical Industries.

"I promised to take the matter up on their behalf, but before I could sort it out they had left to join the Fosatu union. We have heard that instigators from Fosatu were busy at the factory."

"To this day, we have not had a reason for their resignation."

Mr Poole also rejected charges that there were no avenues for workers to participate in union decisions.

"This is nonsense. We have several black and coloured shop stewards. I made it clear to workers that we were just starting the union and that branches will have a full say as soon as we are established," Mr Poole said.

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KENNISGEWING 657 VAN 1980

DEPARTEMENT VAN MANNEKRAG-
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Chemical Workers' Industrial Union Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreeerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres. Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging—Chemical Workers' Industrial Union.

1401A

19/9/80

NOTICE 657 OF 1980

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF
A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the Chemical Workers' Industrial Union.

Particulars of the application are reflected in the subjoined table. Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (Postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union—Chemical Workers' Industrial Union.

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Datum waarop aansoek ingedien is — 7 Maart 1980

Belange en gebied ten opsigte waarvan aansoek gedoen word — Alle persone wat vir die toepassing van die Wet werknemers is en wat in die Chemikalieenwerheid in diens is in die landdrostdistrikte Boksburg, Durban, Pietermaritzburg, Pinetown en Port Elizabeth, maar met uitsluiting van ambagsmanne, chemikusse, klerke (uitgesonderd fabrieksklerke en versendingsklerke), voormanne, assistent-voormanne, skotwerkers en handelsreisigers.

“Chemikalieenwerheid” of “Nywerheid” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om enigen of meer van die volgende handelsartikels te berei en/of te vervaardig en/of te bottel en/of toe te draai en/of te verpak: Skryf- en drukink, kantoorlym, remlvoer-stof, motorchemikalie, bleikmiddels, leersmeer, emaljes, lakvernisse, verwe, verfverduuners, politoere, industriële alkohol, gerektifiseerde of absolute alkohol, blou-sel, wassoda, eter, ammoniak, bensien, brandspiritus, bytsoda, seep, antiseptiese middels, skoonheidsmiddels, reukweermiddels, ontsmetmiddels, geuressens, ekstrakte, klemsel vir kossoorte of asyn, insekdoders, medisinale produkte, parfums en reukwater, farmaseutiese preparate, toiletpreparate, kunsmis, swamdoders, onkruid-doders, plaagdoders, kunsharse, pigmente, distempers, dekverwe, bodenvulstowwe, was, vernisse, kleefstowwe, lyf, digtingsmengsel, sement, stopverf, chemiese produkte, met inbegrip van basiese chemikalie vir industriële gebruik, en chemiese produkte vir fotografiese doeleindes, en dit omvat alle werksaamhede wat daarmee in verband staan en daaruit voortspuit

“Ambagsman” beteken ’n werknemer wat werk verrig wat in die reel deur ’n geskoolde ambagsman gedoen word; en vir die toepassing van hierdie woordomskriving beteken die uitdrukking “geskoolde ambagsman” iemand wat sy vakleerlingskap uitgedien het in ’n bedryf wat ingevolge die Wet op Vakleerlinge, 1944; aangewys is of geag word aangewys te wees, of wat in besit is van ’n vaardigheidsertifikaat wat deur die Registrateur van Vakleerlinge ingevolge artikel 6 van die Wet op Opleiding van Ambagsmanne, 1951, aan hom uitgereik is, of ’n sertifikaat wat deur genoemde Registrateur ingevolge of artikel 2 (7) of 7 (3) van genoemde Wet aan hom uitgereik is.

Posadres van applikant — Suite 2, Himestraat 61, Jacobs, Natal, 4052.

Kantooradres van applikant — Suite 2, Himestraat 61, Jacobs, Natal.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet

(a) Die mate waarin ’n vakvereniging wat teen die aansoek beswaar maak, verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met ’n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrateur

(19 September 1980)

Date on which application was lodged — 7 March 1980.

Interests and area in respect of which application is made — All persons who are employees for purposes of the Act and who are employed in the Chemical Manufacturing Industry in the Magisterial Districts of Boksburg, Durban, Pietermaritzburg, Pinetown and Port Elizabeth, but excluding artisans, chemists, clerks (other than factory clerks and despatch clerks), foremen, assistant foremen, shiftmen and travellers

“Chemical Manufacturing Industry” or “Industry” means the industry in which employers and employees are associated for the purpose of carrying on the preparation and/or manufacture and/or bottling and/or wrapping and/or packing of any one or more of the following commodities: Writing and printing ink, office paste, brake fluid, automotive chemicals, bleaching agents, dubbin, enamels, lacquers, paints, paint thinners, polishes, industrial alcohol, rectified or absolute alcohol, washing blue, washing soda, ether, ammonia, benzine, methylated spirits, caustic soda, soap, antiseptics, cosmetics, deodorants, disinfectants, flavouring essence, extracts, colouring matter for foodstuffs or vinegar, insecticides, medicinal products, perfumes and scents, pharmaceutical preparations, toilet preparations, fertilisers, fungicides, herbicides, pesticides, synthetic resins, pigments, distempers, finishes, bottom fillers, waxes, varnishes, adhesives, glass sealing compound, cements, putty, chemical products including basic chemicals for industrial use and chemical products for photographic purposes, and including all operations incidental thereto and consequent thereon.

“Artisan” means an employee who is engaged in work normally performed by a skilled artisan, and for the purpose of this definition the expression “skilled artisan” means a person who has served an apprenticeship in a trade designated, or deemed to have been designated under the Apprenticeship Act, 1944, or who holds a certificate of proficiency issued to him by the Registrar of Apprenticeship in terms of section 6 of the Training of Artisans Act, 1951, or a certificate issued to him by the said Registrar in terms of either section 2 (7) or 7 (3) of the said Act.

Postal address of applicant — Suite 2, 61 Street, Jacobs, Natal, 4052

Office address of applicant — Suite 2, 61 Street, Jacobs, Natal.

Attention is drawn to the following requirements of section 4 of the Act.

(a) The representativeness of any trade union objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as membership is concerned, only members who are in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) shall be followed in connection with any objection.

M. W. J. LE ROUX, Industrial Registrar.

(19 September 1980)

KENNISGEWING 655 VAN 1980

DEPARTEMENT VAN MANNEKRAG-
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywer-
heidsregistrator, maak ingevolge artikel 4 (2) van
bogenoemde Wet hierby bekend dat 'n aansoek om
registrasie as 'n vakvereniging ontvang is van die
National Union of Textile Workers. Besonderhede van
die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aan-
soek beswaar maak, word versoek om binne een maand
na die datum van publikasie van hierdie kennisgewing
sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres: Privaatsak X117, Pretoria, 0001)

NOTICE 655 OF 1980

DEPARTMENT OF MANPOWER
UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF A
TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the National Union of Textile Workers.

Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

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aangewys is of geag word aangewys te wees, of wat in besit is van 'n vaardigheidsertifikaat wat deur die Registrateur van Vakleerlinge ingevolge artikel 6 van die Wet op Opleiding van Ambagsmanne, 1951, aan hom uitgereik is, of 'n sertifikaat wat deur genoemde Registrateur ingevolge of artikel 2 (7) of 7 (3) van genoemde Wet aan hom uitgereik is, of wat as sodanig deur die Raad gesertifiseer word

Posadres van applikant.—Wareinggebou, uit Imperiallaan, Pinetown, 3600

Kantooradres van applikant — Wareinggebou, uit Imperiallaan, Pinetown.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet.

(a) Die mate waarin 'n vakvereniging wat teen die aansoek beswaar maak, verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word

M. W. J. LE ROUX, Nywerheidsregistrateur.
(19 September 1980)

holds a certificate of proficiency issued to him by the Registrar of Apprenticeship in terms of section 6 of the Training of Artisans Act, 1951, or a certificate issued to him by the said Registrar in terms of either section 2 (7) or 7 (3) of the said Act, or who is certified as such by the Council.

Postal address of applicant.—Wareing Buildings, off Imperial Lane, Pinetown, 3600

Office address of applicant.—Wareing Buildings, off Imperial Lane, Pinetown.

Attention is drawn to the following requirements of section 4 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

M. W. J. LE ROUX, Industrial Registrar.
(19 September 1980)

TABEL

Naam van vakvereniging.—National Union of Textile Workers

Datum waarop aansoek ingedien is.—7 Maart 1980
Belange en gebied ten opsigte waarvan aansoek gedoen word—Alle persone wat vir die toepassing van die Wet werknemers is en wat in diens is—

(a) in die Tekstielnywerheid in die landdrosdistrikte Camperdown, Durban, Pinetown, Port Elizabeth en Uitenhage, *maar uitgesonderd ambagsmanne, voormanne, assistent-voormanne, klein (behalwe fabrieksklerke en versendingsklerke);*

(b) in die Breinywerheid in die landdrosdistrikte Durban, Pinetown en Uitenhage, *maar uitgesonderd ambagsmanne, voormanne, assistent-voormanne, klerke (behalwe fabrieksklerke en versendingsklerke)*

“Tekstielnywerheid” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is om een of meer van die volgende werksaamhede te verrig:

1. Wolwas, ruwol kam, was, skoonmaak of mengel, katoenontpitting, veselbewerking (natuurlike of kunstvesels of mengsels daarvan), kleuring, bedrukking of afwerking, kaarding, spin, opskering, weef, pluising of afwerking van garings of materiale, en alle werksaamhede wat met sodanige werksaamhede en vervaardiging gepaard gaan of daaruit voortspuit, insluitende verkoop, aflewering, distribusie, opberging en administrasie;

2. die vervaardiging, hetsy in die geheel of gedeeltelik, volgens enige proses van welke aard ook al van alle klasse—

(i) komberse, kombersstof, reiskomberse, tjales of kafferbaai, hetsy effe of gepluis of gekleur of bedruk of andersins behandel;

(ii) seildoek, bande of webband;

(iii) vlokkes, watte of opstopseel;

(iv) tekstielgoedere vir hospitaal- en farmaseutiese gebruik, insluitende watte, alle klasse verbande, verbandlinne, gaas, deppers, snykundige wonddekking en sanitêre doekies;

(v) handdoeke, handdoekstof, doek of materiaal of neweprodukte van sodanige handdoeke, handdoekstof, doek of materiaal deur middel van spin, weef, kleur, bedruk of afwerk of volgens enige ander proses van welke aard ook al;

(vi) kamwolartikels of -stowwe;

(vii) vilt en onderlaagvilt;

(viii) garings of draad gespin van natuurlike of kunstvesel of enige kombinasie daarvan van welke aard ook al.

(ix) motortekstielgoedere, insluitende sitplek oortreksels, sitplekgordels en stoffering;

(x) tapyte

“Breinywerheid” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om kousware, ander gebreide klere en allerlei gebreide produkte te vervaardig, en alle werksaamhede wat met sodanige werksaamhede en vervaardiging gepaard gaan of daaruit voortspuit, insluitende verkoop, aflewering, distribusie, opberging en administrasie.

“Ambagsman” beteken ’n werknemer wat werk verrig wat in die reël deur ’n geskoolde ambagsman gedoen word, en vir die toepassing van hierdie woordomskriving beteken die uitdrukking “geskoolde ambagsman”, iemand wat sy vakleerlingskap uitgedien het in ’n bedryf wat ingevolge die Wet op Vakleerlinge, 1944,

TABLE

Name of trade union—National Union of Textile Workers.

Date on which application was lodged—7 March 1980.

Interests and areas in respect of which application is made—All persons who are employees for purposes of the Act and who are employed—

(a) in the Textile Manufacturing Industry in the Magisterial Districts of Camperdown, Durban, Pinetown, Port Elizabeth and Uitenhage, *but excluding artisans, foremen, assistant foremen, clerks (other than factory clerks and despatch clerks);*

(b) in the Knitting Industry in the Magisterial Districts of Durban, Pinetown and Uitenhage (*but excluding artisans, foremen, assistant foremen, clerks (other than factory clerks and despatch clerks)*)

“Textile Manufacturing Industry” means the industry in which employers and employees are associated for the carrying on of one or more of the following activities.

1 Wool scouring, combing, washing, cleaning, blending of raw wool, cotton ginning, fibre working (natural or man-made or mixtures thereof), dyeing, printing or finishing, carding, spinning, warping, weaving, raising or finishing of yarns or fabrics, and all operations incidental to or consequent upon such operations and manufacture, including sale, delivery, distribution, storage and administration;

2 the manufacture either in whole or in part by any process whatsoever of all classes of—

(i) blankets, blanketing, travelling rugs, shawls or kaffir sheeting, whether plain or raised or dyed or printed or otherwise treated,

(ii) duck, tapes or webbing;

(iii) flock, wadding or padding;

(iv) textile goods for hospital and pharmaceutical use including cotton wool, all classes of bandages, lints, gauze, swabs, surgical dressing and sanitary towels;

(v) towels, towelling, cloth or material or by products of such towels, towelling, cloth or material by means of spinning, weaving, dyeing, printing or finishing or by any other process whatsoever;

(vi) worsted articles or materials;

(vii) felt and underfelt;

(viii) yarns or thread spun from natural or man-made fibre or any combination thereof whatsoever.

(ix) automotive textile goods, including seat covers, seat belts and upholstery;

(x) carpets

“Knitting Industry” means the industry in which employers and employees are associated for the purpose of manufacturing hosiery, other knitted clothing and miscellaneous knitted products, and all operations incidental to or consequent upon such operations and manufacture, including sale, delivery, distribution, storage and administration

“Artisan” means an employee who is engaged in work normally performed by a skilled artisan, and for the purposes of this definition the expression “skilled artisan” means a person who has served his apprenticeship in a trade designated or deemed to have been designated under the Apprenticeship Act, 1944, or who

KENNISGEWING 656 VAN 1980
DEPARTEMENT VAN MANNEKRAG-
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheids-
registrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Paper, Wood and Allied Workers Union. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a Die Departement van Mannekragbenutting, Laboriegebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging—Paper, Wood and Allied Workers Union.

Datum waarop aansoek ingedien is—11 April 1980

Belange en gebied ten opsigte waarvan aansoek gedoen word—Alle persone wat vir die toepassing van die Wet werknemers is en wat in diens is in die Pulp- en Papiernywerheid in die landdrostdistrikte Springs, Germiston en Port Elizabeth, maar met uitsluiting van werknemers wat as ambagsmanne, voormanne en assistent-voormanne werksaam is.

“Pulp- en Papiernywerheid” of “Nywerheid” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is om een of meer van die volgende werksaamhede te verrig:

(a) Die vervaardiging van papier en/of karton en/of bordpapier en/of strooibord;

(b) die vervaardiging van pulp ten einde die artikels bedoel in (a) hierbo, te vervaardig;

(c) die vervaardiging van enige neweprodukte deur werkgewers wat die werksaamhede bedoel in (a) en (b), verrig;

en dit omvat alle werksaamhede wat daarmee gepaardgaan of daaruit voortvloei.

“Ambagsman” beteken 'n werknemer wat werk verrig wat in die reël deur 'n geskoolde ambagsman gedoen word, en vir die toepassing van hierdie woordomskriving beteken die uitdrukking “geskoolde ambagsman” iemand wat sy vakleerlingskap uitgedien het in 'n bedryf wat ingevolge die Wet op Vakleerlinge, 1944, aangewys is of geag word aangewys te wees, of wat in besit is van 'n vaardigheidsertifikaat wat deur die Registrator van Vakleerlinge ingevolge artikel 6 van die Wet op Opleiding van Ambagsmanne, 1951, aan hom uitgereik is, of 'n sertifikaat wat deur genoemde Registrator ingevolge of artikel 2 (7) of 7 (3) van genoemde Wet aan hom uitgereik is.

Posadres van applikant—Posbus 145, kwaThema, 1563.

Kantooradres van applikant—Palladiumgebou 9, Vierde Straat, Springs.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n vakvereniging wat teen die aansoek beswaar maak, verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos nulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lende wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrator.

(19 September 1980)

NOTICE 656 OF 1980
DEPARTMENT OF MANPOWER
UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF A
TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the Paper, Wood and Allied Workers Union.

Particulars of the application are reflected in the subjoined table. Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABEL

Name of trade union—Paper, Wood and Allied Workers Union.

Date on which application was lodged—11 April 1980.

Interests and area in respect of which application is made—All persons who are employees for the purposes of the Act and who are employed in the Pulp and Paper Manufacturing Industry in the Magisterial Districts of Springs, Germiston and Port Elizabeth, but excluding employees employed as artisans, foremen and assistant foremen.

“Pulp and Paper Manufacturing Industry” or “Industry” means the industry in which employers and employees are associated for the carrying on of one or more of the following activities:

(a) The manufacture of paper and/or cardboard and/or paperboard and/or strawboard;

(b) the manufacture of pulp for the purpose of manufacturing the articles referred to in (a) above;

(c) the manufacture of any by-products by employers engaged in the activities referred to in (a) and (b); and includes all activities incidental thereto or consequent thereon.

“Artisan” means an employee who is engaged in work normally performed by a skilled artisan, and for the purposes of this definition the expression “skilled artisan” means a person who has served his apprenticeship in a trade designated or deemed to have been designated under the Apprenticeship Act, 1944, or who holds a certificate of proficiency issued to him by the Registrar of Apprenticeship in terms of section 6 of the Training of Artisans Act, 1951, or a certificate issued to him by the said Registrar in terms of either section 2 (7) or 7 (3) of the said Act.

Postal address of applicant—P.O. Box 145, kwaThema, 1563.

Office address of applicant—9 Palladium Buildings, Fourth Street, Springs.

Attention is drawn to the following requirements of section 4 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.

(19 September 1980)

Handwritten notes: *Latalso*, *LEO A*, *gy*, *T224*

die soorte plante aangedui in die onderskeie kolomme van die Bylae hierby in die varieteitslys gehou ingevolge artikel 15 (1) van die voormelde Wet onderskeidelik opgeneem, gewysig en geskrap is

respective columns of the Schedule attached hereto have respectively been entered and amended in, and deleted from the variety list maintained in terms of section 15 (1) of the said Act.

J. F. VAN WYK, Registrateur: Plantverbeteringswet

J. F. VAN WYK, Registrar of Plant Improvement

BYLAE/SCHEDULE

Naam van soort Name of kind	Wysiging Amendment	Skrapping Deletion	Byvoeging Addition
<i>Brassica oleracea</i> L. convar botrytis (L.) Alef (Blomkool/Cauliflower)	Abundantia Syza word/become Abundantia	Cumulus	—
<i>Glycine max</i> L. Merrill (Sojaboon/Soyabean)	—	—	Colombus, GS 7; Impala; Kudu en/and Randsom Basters/Hybrids AS 500; G 537; HV 775; PNR 194 H, PNR 291 H, PNR 296 H, SO 151; SO 202; SO 323, SF 999, SSH 18 en/and SSH 21 Oopbestuif/Open-pollinated GOR 187. Basters/Hybrids SE 555
<i>Helianthus annuus</i> L. (Sonneblom—hoë olie/Sunflower—high oil)	—	—	—
<i>Helianthus annuus</i> L. (Sonneblom—lae olie/Sunflower—low oil)	—	—	—
<i>Lycopersicon lycopersicum</i> (L.) Karsten ex Farwell (Tamatie/Tomato)	—	Roma; Roodeplaat; Albesto en/and Roodeplaat Premier	Basters/Hybrids Meltine, Tella en/and Tristar Oopbestuif/Open-pollinated Hessolme.
<i>Sorghum bicolor</i> Moench	—	—	Basters/Hybrids G 421; NK 190, NK 217, PNR B 816, PNR 8199, PNR 8451, PNR 8475 en/and SSK 3055.
<i>Zea mays</i> L. (Witmeies/White maize)	A321 word / becomes A335 W	—	CG 601, PNR 391, PNR 493, PNR 499, R 103, R 105, R 223, RO 407, RO 409, SABI 93, SABI 97; SSM 2039, SSM 2041; SSM 2043; SSM 2045 en/and SX 23
<i>Zea mays</i> L. (Geel meies/Yellow maize)	—	—	PNR 392, PNR 394, PNR 496, R 224, RO 422; RO 428, SABI 96, SABI 98, SSM 2030, SSM 2046 en/and TX 112.

(19 September 1980)

KENNISGEWING 654 VAN 1980

DEPARTEMENT VAN MANNEKRAG-BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) van die voormelde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Sweet, Food and Allied Workers' Union. Besonder van die aansoek word in onderstaande tabel ver-

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a Departement van Mannekragbenutting, Laboriagegebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (Posadres: Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging.—Sweet, Food and Allied Workers' Union.
Datum waarop aansoek ingedien is.—29 April 1980.

7224

NOTICE 654 OF 1980

19/9/80

DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the Sweet, Food and Allied Workers' Union.

Particulars of the application are reflected in the subjoined table. Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (Postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union.—Sweet, Food and Allied Workers' Union.

Date on which application was lodged.—29 April 1980.

1407

Belange en gebied ten opsigte waarvan aansoek gedoen word—Persone wat vir die doeleindes van die Wet werknemers is en in diens is in die—

(a) Beskuijnywerheid in die landdrostdistrik Springs as verpakkers, etiketteerders, ketelbedieners, wagt, fabriekswerkers, dryweits en arbeiders,

(b) Koelkamer-, Spekbereiding- en Kleingoodere-nywerheid in die landdrostdistrik Springs, uitgesonderd ambagsmanne, voormanne, assistent-voormanne, kleingooderewerkers en spekbereiders,

(c) Mineraalwaterywerheid in die landdrostdistrik Vereeniging, uitgesonderd ambagsmanne, voormanne en assistent-voormanne;

(d) Voedselnywerheid in die landdrostdistrik Springs, uitgesonderd ambagsmanne, voormanne en assistent-voormanne, en

(e) Vleisbedryf in die landdrostdistrik Camperdown, uitgesonderd ambagsmanne, voormanne en assistent-voormanne.

“Beskuijnywerheid” of “Nywerheid” beteken die Nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om met die hand of deur middel van ’n masjien beskuij, wafels, keels, matzos, pretzelstokkies, koeke en Kerspoedings te vervaardig vir verkoop, en omvat ook die verspreiding, deur sodanige werkgewers en/of werknemers, van enigeen van of al sodanige produkte en voorts ook alle werksaamhede wat uit voornoemde werksaamhede voortvloei of daarmee in verband staan

“Koelkamer-, Spekbereiding- en Kleingoodere-nywerheid” beteken die Nywerheid waarin werkgewers en werknemers met mekaar geassosieer is in bedryfsinrigtings met die doel om die volgende werksaamhede te verrig:

Die bevriësing, verkoeling of opberging in koelkamers van enige artikel teen vergoeding; die bereiding of vervaardiging van spek, biltong of rou wors, die bereiding, vervaardiging, preserving, inmaak, bottel of verseeling van gaar vleisprodukte (waarvan vleis die enigste of die hoofbestanddeel is, maar uitgesonderd worsrolletjies, vleispasteie of soortgelyke banket) wat in hoeveelhede en in ’n vorm wat geskik is vir die verkoop aan individuele uiteindelijke verbruikers sonder verdere verwerking of bereiding afgeset word, met inbegrip van gaar sout beesvleis, gaar wors, polonnie, sult, bloedwors, gemaalde vleis, frikkadelle, vleisbolletjies, smere, ekstrakte of ander produkte waarvan die vleis gemaal, opgesny, fyngesny of op ’n ander wyse in stukkies verdeel word as ’n bestanddeel van sodanige produk; die bereiding of vervaardiging van gesoute, geroekte, gedroogte of ingelegde vleis of vleisprodukte (waarvan vleis die enigste of die hoofbestanddeel is); die skoonkrap van derms of die vervaardiging of bereiding van wors- of polonnederms, die ekstraheer of uitbraai van varkvet, braaivet of ander diervette;

en omvat alle werksaamhede wat met enigeen van voormelde werksaamhede in verband staan of daaruit voortspuit, maar omvat nie enigeen van bogenoemde bedrywighede nie indien dit gepaard met die bestuur van ’n teekamer, restourant of ’n kleinhandelslagtery verrig word nie.

“Mineraalwaterywerheid” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om een of meer van die volgende werksaamhede te verrig, naamlik die vervaardiging, bereiding of bottel van—

(a) mineraal-, koolsuur- of spuitwater, gemmerbier, hopbier, nie-alkoholiese vrugtestrope, geurstrope, nie-gegistende drankke of ander soortgelyke drankke;

Interests and area in respect of which application made—All persons who are employees for the purposes of the Act and who are employed—

(a) as packers, labellers, boiler attendants, men, factory operatives, drivers and labourers in the Biscuit Manufacturing Industry in the Magisterial District of Springs;

(b) in the Cold Storage, Bacon Curing and Small Goods Manufacturing Industry in the Magisterial District of Springs; but excluding artisans, foremen, assistant foremen, small goods men and bacon makers,

(c) in the Mineral Water Manufacturing Industry in the Magisterial District of Vereeniging; but excluding artisans, foremen and assistant foremen,

(d) in the Food Industry in the Magisterial District of Springs, but excluding artisans, foremen and assistant foremen,

(e) in the Meat Trade in the Magisterial District of Camperdown; but excluding artisans, foremen and assistant foremen.

“Biscuit Manufacturing Industry” or “Industry” means the industry in which employers and employees are associated for the purposes of manufacturing by hand or machine, biscuits, wafers, cones, matzos, pretzel sticks, cakes and Christmas puddings for sale and includes the distribution by such employers or employees of any or all such products and includes all operations incidental to or consequent upon any of the aforesaid activities.

“Cold Storage, Bacon Curing and Small Goods Manufacturing Industry” means the industry in which employers and employees are associated for the purpose of freezing, chilling or storing in cold storage for reward, the preparation or manufacture of biltong or raw sausages, the preparation, manufacture, preservation, canning, bottling or sealing of meat products (the sole or main ingredient of which is meat, but excluding sausage rolls, meat confectionery of a similar nature) marketed in any quantity and in a form suitable for sale to the final consumers without further processing or preparation thereof, including cooked salt beef, cooked sausages, polony, hrawn, black pudding, mince meat, meat balls, meat pasties, extracts or products in which the meat is minced, cut up, or otherwise subdivided into portions as an ingredient in such product, the preparation or manufacture of salted, smoked, cured or pickled meat or meat products (the sole or main ingredient of which is meat), the scraping of guts or the manufacture or preparation of sausage or polony castings, the extraction or rendering of lard, dripping or other animal fats; and includes all activities incidental to or consequent upon any of the aforesaid activities but does not include any of the activities referred to above if carried on incidentally to the conduct of a tearoom, ice cream parlour or retail butchery

“Mineral Water Manufacturing Industry” means the industry in which employers and employees are associated for the purpose of carrying on any one or more of the following activities, namely manufacturing, preparing or bottling—

(a) mineral, carbonated or aerated water, beer, hopbeer, non-alkoholic cordials, flavoured drinks, unfermented drinks or other similar beverages;

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(b) vrugte- of groentekwasse, -konsentrate of sappe, en omvat—

(i) die aflewering, verspreiding of verkoop vanuit enige perseel van watter aard ook al van enigeen of meer van genoemde produkte indien sodanige aflewering, verspreiding of verkoop onderneem word deur dieselfde werkgewer wat sodanige produkte vervaardig, berei of gebottel het; en

(ii) alle werksaamhede wat met enigeen van voornoemde bedrywighede in verband staan of daaruit voortspruit.

“Voedselnywerheid” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is in bedryfsinrigtings wat geregistreer is of aan registrasie onderworpe is ingevolge die Wet op Fabriek, Masjinerie en Bouwerk, 1944, met die doel om een of meer van die volgende produkte te vervaardig, te verpak, te konsentreer of te preserveer (deur middel van enige proses, uitgesonderd bevriessing)

(a) Glans- of gekristalliseerde vrugte (behalwe gedroogde of gemaalde vrugte),

(b) blatjang, atjar, mayonnaise, toebroodjiesmeer of tafelsous;

(c) aartappelpoeier, kaaspoeier, ertjiemeel, boontjemeel, matsemeel, bruismeel of bindmiddels;

(d) souspoeier, sop (met inbegrip van klaar gemengde droe bestanddele wat by die maak van sop gebruik word), kerriepoeier of speserye;

(e) gekookte of rou macaroni, vermicelli, spaghetti of noedels,

(f) jellie, vlapoeier, blanc-mange, kitsklaar nageregte, versiersuiker, strooisuiker of roomspoeier,

(g) bakpoeier, gis, geurmiddels, kleurmiddels vir voedselwater, ekstrakte of asyn,

(h) klaar voorbereide onthytvoedsel;

en omvat alle werksaamhede wat met enigeen van voornoemde bedrywighede in verband staan of daaruit voortspruit, en omvat verder die vervaardiging of verpakking van kleinkinder- of invalidevoedsel indien dit in die dieselfde bedryfsinrigting geskied waarin enigeen van die werksaamhede in (a) tot (h) hierbo genoem, uitgeoefen word, maar omvat nie die vervaardiging, verpakking, konsentrering of preserveer (deur middel van enige proses, uitgesonderd bevriessing) van die produkte in (b), (c) en (h) hierbo gespesifiseer nie indien dit deur 'n werkgewer op dieselfde perseel onderneem word in verband met 'n ander bedryf of bedrywe waarin sy werknemers op sodanige perseel, as groep geneem, hoofsaaklik werksaam is;

“Vleisbedryf” beteken die bedryf waarin werkgewer en werknemers met mekaar geassosieer is met die doel om een of meer van die volgende werksaamhede te verrig:

(a) Die slag van vee;

(b) die hantering, bereiding, preserveer, verkoop of verspreiding van vleis deur iemand wat ingevolge 'n proklamasie gepubliseer kragtens artikel 14 van die Bemarkingswet, 1968 (Wet 59 van 1968), by die Raad van Beheer oor die Vee- en Vleisnywerhede geregistreer moet wees, of die werksaamheid om vleis in 'n winkel in enige hoeveelhede te verkoop of vir verkoop aan te bied of uit te stal;

(c) die verkoop in sodanige winkel (saam met die verkoop van vleis) van wors, polonies, afval, ham, spek, eiers, botter, pluimvee en gesoute, bevrore of gepreserveerde vleis of vis;

(d) die koop of verkoop van vee indien dit geskied saam met enigeen of meer van die werksaamhede genoem in (b),

(b) fruit or vegetable squashes, concentrates or juices, and includes—

(i) the delivery, distribution or sale from any premises whatsoever of any one or more of the said products, if such delivery, distribution or sale is undertaken by the same employer who manufactured, prepared or bottled such products; and

(ii) all operations incidental to or consequent on any of the aforesaid activities

“Food Industry” means the industry in which employers and employees are associated in establishments which are registered or liable to registration in terms of the Factories, Machinery and Building Work Act, 1941, for the purpose of manufacturing, packing, concentrating or preserving (by means of any process, excluding freezing) any one or more of the following commodities:

(a) Glacé or crystallised fruit (other than dried or minced fruit);

(b) chutney, pickles, mayonnaise, sandwich spread or table sauce;

(c) potato powder, cheese powder, pea flour, bean flour, matzos flour, self-raising flour or binding agents;

(d) gravy powder, soup (including the ready-mixed dry ingredients used in the making of soup), curry powder or spices,

(e) cooked or raw macaroni, vermicelli, spaghetti or noodles,

(f) jelly, custard powder, blancmange, instant puddings, icing sugar, castor sugar or ice cream powder,

(g) baking powder, yeast, flavouring essences, colouring matter for foodstuffs, extracts or vinegar;

(h) ready-to-serve breakfast foods;

and includes all operations incidental to or consequent on any of the aforesaid activities and further includes the manufacture or packing of infant or invalid if conducted in the same establishment in which any of the activities mentioned in (a) to (h) above are carried on, but does not include the manufacture, packing, concentrating or preserving (by means of any process, excluding freezing) of the products specified in (b), (c) and (h) above if carried on on the same premises by an employer in conjunction with some other trade or trades in which his employees on such premises, taken collectively, are mainly engaged;

“Meat Trade” means the trade in which employers and employees are associated for the purpose of carrying on of one or more of the following activities.

(a) The slaughtering of livestock;

(b) the handling, preparation, preservation, sale or distribution of meat by any person who, in terms of a proclamation published under section 14 of the Marketing Act, 1968 (Act 59 of 1968), is required to be registered with the Livestock and Meat Industries Control Board, or the business of selling or offering or displaying meat for sale in any quantity in a shop;

(c) the sale in such shop, in conjunction with the sale of meat, of sausages, polonies, offal, ham, bacon, eggs, butter, poultry and salted, frozen or preserved meat or fish;

(d) the purchase or sale of livestock if carried on in conjunction with any one or more of the activities mentioned under (b);

en omvat alle werksaamhede wat met engeen van voormelde werksaamhede in verband staan of daaruit voortspruit, maar omvat nie die werksaamhede in (a), (b), (c) of (d) hierbo uiteengesit indien dit uitgevoer word deur werknemers in diens by plaaslike owerhede nie.

“vee” beteken ’n bul, koei, vers, os, tollie, kalf, skaap, lam, bok, vark, perd, donkie, wildsbok of ander viervoetige dier wat vir menslike verbruik bedoel is en omvat ook pluimvee.

“vleis” beteken vleis wat vir menslike verbruik bedoel is en omvat ook wildsvleis, perdevleis, donkievleis, haasvleis en pluimvee.

“ambagsman” beteken ’n werknemer wat die werk verrig wat in die reel deur ’n geskoolde ambagsman gedoen word, en vir die toepassing van hierdie omskrywing beteken “geskoolde ambagsman” iemand wat sy vakleerlingskap uitgedien het in ’n bedryf wat ingevolge die Wet op Vakleerlinge, 1944, aangewys is of geag word aangewys te wees, of wat in besit is van ’n vaardigheidsertifikaat wat deur die registrateur van Vakleerlinge ingevolge artikel 6 van die Wet op Opleiding van Ambagsmanne, 1951 aan hom uitgereik is, of ’n sertifikaat wat deur genoemde Registrateur ingevolge of artikel 2 (7) of artikel 7 (3) van genoemde Wet aan hom uitgereik is.

Posadres van aplikant—Palladiumgebou 18, Vierde Straat, Springs, 1560

Kantooradres van aplikant—Palladiumgebou 18, Vierde Straat, Springs

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet

(a) Die mate waarin ’n vakvereniging wat teen die aansoek beswaar maak, verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met ’n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrateur

(19 September 1980)

and includes all operations incidental to or consequent on any of the aforesaid activities, but does not include the operations specified in (a), (b), (c) or (d) above if carried out by employees employed by local authorities

“livestock” means a bull, cow, heifer, ox, tollie, calf, sheep, lamb, goat, pig, horse, donkey, antelope or other quadruped intended for human consumption and includes poultry.

“meat” means meat intended for human consumption and includes venison, horsemeat, donkeymeat, rabbitmeat and poultry.

“artisan” means an employee who is engaged in work normally performed by a skilled artisan, and for the purposes of this definition the expression “skilled artisan” means a person who has served his apprenticeship in a trade designated or deemed to be designated under the Apprenticeship Act, 1944, or who holds a certificate of proficiency issued to him by the Registrar of Apprenticeship in terms of section 6 of the Training of Artisans Act, 1951, or a certificate issued to him by the said Registrar in terms of either section 2 (7) or 7 (3) of the said Act.

Postal address of applicant—18 Palladium Buildings, Fourth Street, Springs, 1560.

Office address of applicant—18 Palladium Buildings, Fourth Street, Springs

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they exist at the date on which the application was lodged and as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.

(19 September 1980)

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KENNISGEWING 659 VAN 1980

PARTEMENT VAN MANNEKRAG-
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Mattheus Willem Johannes le Roux, Nywer-
rateur, maak ingevolge artikel 4 (2) van bo-
Wet hierby bekend dat 'n aansoek om regi-
'n vakvereniging ontvang is van die Metal
Allied Workers Union Besonderhede van die
rd in onderstaande tabel verstrekk.

geregistreerde vakvereniging, wat teen die aan-
voor maak, word versoek om binne een maand
datum van publikasie van hierdie kennisge-
beswaar skriftelik by my in te dien, p/a die
n van Mannekragbenutting, Laboriagebou,
van Paul Kruger- en Schoemanstraat, Pretoria
Privaatsak X117, Pretoria, 0001)

TABEL

van vakvereniging.—Metal and Allied Wor-
wagrop aansoek ingedien is —7. Maart

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NOTICE 659 OF 1980

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF A
TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial
Registrar, do hereby, in terms of section 4 (2) of the
above-mentioned Act, give notice that an application
for registration as a trade union has been received
from the Metal and Allied Workers Union.

Particulars of the application are reflected in the
subjoined table. Any registered trade union, which
objects to the application is invited to lodge its objection
in writing with me, c/o the Department of Manpower
Utilisation, Laboria Buildings, corner of Paul Kruger
and Schoeman Streets, Pretoria (Postal address: Private
Bag X117, Pretoria, 0001), within one month of the
date of publication of this notice

TABLE

Name of trade union.—Metal and Allied Workers
Union.

Date on which application was lodged.—7 March
1980.

Belange ten opsigte waarvan aansoek gedoen word
—Persone wat vir doeleendes van die Wet werknemers is en in diens is—

(1) in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid in die landdrostdistrikte Benoni, Boksburg, Johannesburg, Germiston, Randburg, Durban, Pinetown, Pietermaritzburg, Lower Umfolozi en Camperdown uitgesonderd vakmanne, kwekelinge, vakleerlinge, proelwerkers, voormanne, toesighouers, leerlingingenieurs, tegnisi en maandelikse salaristrekkers,

(2) in die Motornywerheid as arbeiders, werksmanne, uitsnyers, patroonsnyermakers, masjienstrikers en herhalingskontroleurs in die landdrostdistrikte Germiston, Durban, Pinetown en Pietermaritzburg;

(3) in die Buiteband- en Rubbernywerheid in die landdrostdistrikte Randburg en Lionsrivier uitgesonderd ambagsmanne, voormanne en assistent-voormanne.

“Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid” beteken (behoudens die bepalinge van enige Afbakeningsvasstellings gemaak kragtens artikel 76 van die Wet op Nywerheidsversoening, 1956) die nywerhede waarin werkgewers en werknemers met mekaar geassosieer is vir die produksie van yster en/of staal en/of legerings en/of die verwerking en/of herwinning en/of raffinering van metale (uitgesonderd edelmetale) en/of legerings uit metaalskum en/of afval en/of residu's, die onderhoud, vervaardiging, oprigting of montering, bou, verandering, vervanging of herstel van enige masjien, voertuig (uitgesonderd 'n motorvoertuig) of artikel wat hoofsaaklik uit metaal bestaan (uitgesonderd edelmetaal) of dele of samestellende dele daarvan en boumetaalwerk, met inbegrip van staalwapeningswerk; die vervaardiging van metaalgoedere hoofsaaklik uit sodanige yster en/of staal en/of ander metale (uitgesonderd edelmetale) en/of legerings en/of die afwerking van metaalgoedere; die bou en/of verandering en/of herstel van bote en/of skepe, moet inbegrip van die afskraap, bik en/of afklop en/of verf van die rompe van bote en/of skepe en algemene houtwerk wat in verband met skeepsherstelwerk onderneem word, en omvat ook die Elektrotegniese Ingenieursnywerheid, die Hyser- en Roltrapnywerheid en die Plastieknywerheid, maar nie die Motornywerheid nie

“Elektrotegniese Ingenieursnywerheid” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir—

(a) die vervaardiging en/of montering, uit samestellende dele, van elektriese uitrusting, naamlik generators, motore, konvertors, skakel- en kontrole-uitrusting (met inbegrip van relés, kontaktors, elektriese instrumente en uitrusting wat daarmee in verband staan), elektriese verligtings-, verhitings-, kook-, bevriesing- en verkoelingsuitrusting, transformators, oonduitrusting, seinuitrusting, radio- of elektroniese uitrusting, en ander uitrusting wat die beginsels toepas wat gebruik word in die bediening van radio- en elektroniese uitrusting, gloeilampe en elektriese kables en huishoudelike elektriese toestelle en omvat ook die vervaardiging van samestellende dele van bogenoemde uitrusting;

(b) die installering, onderhoud en herstel van die uitrusting in paragraaf (a) hierbo bedoel, maar omvat nie ook die Elektrotegniese Kontraknywerheid nie.

Interests in respect of which application is made
All persons who are employed for the purposes of the Act and who are employed—

(1) in the Iron, Steel, Engineering and Metallurgical Industries in the Magisterial Districts of Benoni, Boksburg, Johannesburg, Germiston, Randburg, Durban, Pinetown, Pietermaritzburg, Lower Umfolozi and Camperdown but excluding journeymen, trainees, apprentices, probationers, foremen, supervisory pupil engineers, technicians and monthly salaried staff;

(2) as labourers, operatives, choppers out, tern cutter makers, seaming machinists and repair checkers in the Motor Industry in the Magisterial Districts of Germiston, Durban, Pinetown and Pietermaritzburg;

(3) in the Tyre and Rubber Manufacturing Industry in the Magisterial Districts of Randburg and Lions River, but excluding artisans, foremen and assistant foremen.

“Iron, Steel, Engineering and Metallurgical Industries” means (subject to the provisions of any Determination Determinations made in terms of section 76 of the Industrial Conciliation Act, 1956) the industries which employers and employees are associated for the production of iron and/or steel and/or alloys and/or processing and/or recovery and/or refining of metal (other than precious metals) and/or alloys from and/or scrap and/or residues; the maintenance, erection, erection or assembly, construction, alteration, replacement or repair of any machine, vehicle (other than a motor vehicle) or article consisting mainly of metal (other than a precious metal) or parts or components thereof and structural metal work, including steel reinforcement work; the manufacture of metal goods principally from such iron and/or steel and/or other metals (other than precious metals) and/or alloys and/or the finishing of metal goods; the building or alteration and/or repair of boats and/or ships including the scraping, chipping and/or scaling and/or painting of the hulls of boats and/or ships and general woodworking undertaken in connection with ship repair and includes the Electrical Engineering Industry, Lift and Escalator Industry and the Plastics Industry but does not include the Motor Industry

“Electrical Engineering Industry” means the industry in which employers and employees are associated

(a) the manufacture and/or assembly from component parts of electrical equipment, namely generators, motors, converters, switch and control (including relays, contractors, electrical instruments and equipment associated therewith), electrical heating, heating, cooking, refrigeration and cooling equipment, transformers, furnace equipment, signal equipment, radio or electronic equipment and equipment utilising the principles used in the construction of radio and electronic equipment, incandescent lamps and electric cables and domestic electrical appliances, and includes the manufacture of component parts of the aforementioned equipment;

(b) the installation, maintenance and repair of equipment referred to in paragraph (a) above, but does not include the Electrical Contracting Industry

"Elektrotegniese Kontraknywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die ontwerp, voorbereiding (uitgesonderd die vervaardiging vir verkoop) en oprigting van elektriese installasies wat 'n integrerende en permanente deel van geboue uitmaak, en die herstel en/of onderhoud van sodanige installasies, met inbegrip van die kableswerk en elektriese bedrading wat daarmee verband staan.

"Hysers- en Roltrapnywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die vervaardiging en/of montering en/of installering en/of herstel van elektriese hysers en roltrappe.

"Plastieknywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die vervaardiging van artikels of gedeeltes van artikels in hul geheel of hoofsaaklik uit plastiek, maar omvat dit me ook die volgende artikels wat van plastiekdoekstof gemaak word nie, nl klerasie, sakke en handalke, stewels, skoene, oorskoene, stoffeeroortreksels en plastiek-hortjiesblindings;

"plastiek" beteken engeen van die groep stowwe wat as 'n essensiele bestanddeel, 'n organiese stof met 'n groot molekulêre massa bevat of daaruit bestaan, en wat, terwyl dit in die afgewerkte vorm is, in die een of ander stadium van die vervaardiging daarvan geforseer is of geforseer kan word, waarvan deur vloei in verskillende vorms gegiet, gekast, uitgestoot of gevorm kan word, gewoonlik vir die aanwending van slegs hitte en slegs druk of van albei saam;

"edelmetale" beteken die edelmetale goud, silwer, platinum en/of palladium en/of 'n legering wat genoemde edelmetale of engeen daarvan in so 'n verhouding tot ander metale bevat dat dit die grootste deel van die waarde van daardie legering uitmaak;

"Motornywerheid" beteken (behoudens die bepalinge van enige afbakeningsvasstellings gemaak kragtens artikel 76 van die Wet op Nywerheidsversoening, die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om een of meer van die volgende werksaamhede te verrig:

(a) Montering, oprigting, toets, hervervaardiging, herverstel, nasien, bedrading, stoffering, bespuiting en/of vernuwing uitgevoer in verband met—

(i) die onderstelle en/of die bakke van motorvoertuie;

(ii) binnebrandenjins en transmissie-onderdele van motorvoertuie;

(iii) die elektriese uitrusting in verband met motorvoertuie, met inbegrip van radio's;

(b) motoringenieurswerk;

(c) die herstel, vulkanisering en/of versoling van bande;

(d) die herstel, versiening en vernuwing van batterye van motorvoertuie;

(e) die besigheid gedryf deur motorvoertuigparkeer- en opbergingsondernemings;

(f) die besigheid gedryf deur vul- en/of diensstasies;

(g) die besigheid wat hoofsaaklik of uitsluitlik gedryf word vir die verkoop van motorvoertuie of motorvoertuigonderdele en/of -reserwedele en/of bybehorende (nuut of gebruik) wat daarby hoort, afgesien daarvan of sodanige verkoop geskied vanuit persele wat verbonde is aan 'n gedeelte van 'n bedryfsinrigting waarin die montering van of herstelwerk aan motorvoertuie uitgevoer word of nie;

"Electrical Contracting Industry" means the industry in which employers and employees are associated for the design, preparation (other than manufacture for sale) and erection of electrical installations forming an integral and permanent part of buildings and the repair and/or maintenance of such installations, including and cable jointing and electrical wiring associated therewith.

"Lift and Escalator Industry" means the industry in which employers and employees are associated for the manufacture and/or assembly and/or installation and/or repair of electrical lifts and escalators.

"Plastics Industry" means the industry in which employers and their employees are associated for the manufacture of articles or parts of articles wholly or mainly from plastics but does not include the manufacture of the following articles made from plastic sheeting material, viz. wearing apparel, bags and handbags, boots, shoes, over-shoes, upholstery coverings and plastic Venetian blinds

"plastics" means any one of the group of materials which consists of or contains as an essential ingredient an organic substance of a large molecular mass and which, while solid in the finished state, at some stage in its manufacture has been or can be forced, i.e. cast, calendered, extruded or moulded into various shapes, by flow, usually through the application singly or together of heat and pressure.

"precious metals" means the precious metals gold, silver, platinum and/or palladium, and/or any alloy containing the said precious metals or any of these in such proportion with any other metals as to be the greater part in value of such alloy.

"Motor Industry" means (subject to the provisions of any Demarcation Determinations made in terms of section 76 of the Industrial Conciliation Act, 1956) the industry in which employers and employees are associated for any one or more of the following activities:

(a) Assembling, erecting, testing, remanufacturing, repairing, adjusting, overhauling, wiring, upholstery, spraying, painting and/or reconditioning carried on in connection with—

(i) chassis and/or the bodies of motor vehicles;

(ii) internal combustion engines and transmission components of motor vehicles;

(iii) the electrical equipment connected with motor vehicles, including radios;

(b) automotive engineering;

(c) repairing, vulcanising and/or retreading tyres;

(d) repairing, servicing and reconditioning batteries for motor vehicles;

(e) the business of parking and/or storing motor vehicles;

(f) the business conducted by filling and/or service stations;

(g) the business carried on mainly or exclusively for the sale of motor vehicles or motor vehicle parts and/or spares and/or accessories (whether new or used) pertaining thereto whether or not such sale is conducted from premises which are attached to a portion of an establishment wherein is conducted the assembly of or repairs to motor vehicles;

(h) die besigheid gedryf deur motorslopingsonder-
nemings;

(i) die besigheid gedryf deur monterings-
inrigtings;

(j) die besigheid gedryf deur vervaardigingsin-
rigtings waarin motorvoertuigonderdele en/of -reserwe-
dele en/of bybehore en/of samestellende dele daarvan
vervaardig word;

(k) die bou van voertuigbakke.

Vir die toepassing van die woordskrywing beteken
"motoringenieurswerk" die vernuwing van binnebrand-
enjins of onderdele daarvan vir gebruik in motor-
voertuie, en wel in bedryfsinrigtings wat hoofsaaklik
of uitsluitlik aldus werksaam is, afgesien daarvan of
sodanige bedryfsinrigting hom besig hou met die uit-
mekaarhaal van en herstelwerk aan motorvoertuie of
nie.

"motorvoertuig" beteken enige voertuig op wiele
wat deur elektriese of meganiese krag (uitgesonderd
stroom) aangedryf word en wat ontwerp is vir trek-
doeleindes en/of vervoer van persone en/of goedere
en/of vragte, en omvat ook sleepwaens en woon-
waens maar nie uitrusting wat bedoel is om op vaste
spore te loop nie en ook nie sleepwaens bedoel om
vragte van 20 ton of meer te vervoer nie en ook nie
vliegtuie nie.

"voertuigbakbou" beteken enigeen van of al onder-
genoemde werksaamhede wat in 'n bedryfsinrigting
vir die bou van voertuigbakke uitgevoer word.

(a) Die bou, herstel of vernuwing van kajuite en/of
bakke en/of enige tipe bobou vir enige tipe voertuig;

(b) die vervaardiging of herstel van komponente vir
kajuite en/of bakke en/of enige bobou en die mon-
tering, regstelling en installering van onderdele in ka-
juite, bakke of op die bobou van voertuie;

(c) die vassit van kajuite en/of bakke en/of enige
soort bobou aan die onderstel van enige tipe voer-
tuig.

(d) die bedekking en/of versiering van kajuite en/
of bakke en/of enige soort bobou met 'n preserveer-
middel of 'n versierstof;

(e) die uitrus, stoffeer en afwerk van die binnewerk
van kajuite en/of bakke en/of boboue;

(f) die bou van sleepwaens, maar uitgesonderd die
vervaardiging van wiele of asse daarvoor.

(g) al die werksaamhede wat hoort by of wat
voortvloei uit die werksaamhede genoem in paragrawe
(a), (b), (c), (d), (e) en (f).

Vir die toepassing van hierdie woordskrywing om-
vat "voertuig" nie 'n vliegtuig nie, en omvat "Motor-
nywerheid", soos hierbo omskryf, nie ook onder-
staande nie:

(i) Die vervaardiging van motorvoertuigonderdele
en/of bybehore en/of -reserwedele en/of -komponente
in bedryfsinrigtings wat beplan is vir die vervaardiging
van metaal, en/of plastiekgoedere van 'n ander aard
en wat sodanige goedere gewoonlik op 'n aansienlike
skaal produseer;

(ii) die montering, oprigting, toets, herstel, regstel,
opknop, bedrading, bespuiting, verf en/of vernuwing
van landbontrekkers, behalwe waar dit gedoen word
in bedryfsinrigtings wat dergelike dienste lewer ten
opsigte van motorkarre, vragmotors of motortrokke;

(iii) die vervaardiging en/of onderhoud en/of her-
stel van—

(aa) die uitrusting van siviele en werkuigkun-
dige ingenieurs en/of onderdele daarvan, afgesien
daarvan of dit op wiele gemonteer is of nie;

(ab) landbou-uitrusting of onderdele daarvan, of

(h) the business of motor graveyards;

(i) the business of assembly establishments;

(j) the business of manufacturing establishments,
where are fabricated motor vehicle parts and/or spares
and/or accessories and/or components thereof,

(k) vehicle body building.

For the purposes of this definition, "automotive
engineering" means the reconditioning of internal com-
bustion engines or parts thereof for use in motor
vehicles in establishments mainly or exclusively so
engaged, whether such establishment is engaged in the
dismantling and repair of motor vehicles or not.

"motor vehicle" means any wheeled conveyance pro-
pelled by electrical or mechanical power (other than
steam) and designed for haulage and/or for the trans-
portation of persons and/or goods and/or loads,
including trailers and caravans, but shall not include
any equipment designed to run on fixed tracks, trailer
designed to transport loads of 20 tons or over or
aircraft.

"vehicle body building" means any or all of the
following activities carried on in a vehicle body building
establishment:

(a) The construction, repair or renovation of cabs
and/or bodies and/or any superstructure for any type
of vehicle;

(b) the manufacture or repair of component parts
for cabs and/or bodies and/or any superstructure and
the assembling, adjusting and installation of parts in
cabs, bodies or on the superstructure of vehicles;

(c) fixing cabs and/or bodies and/or any superstruc-
ture to the chassis of any type of vehicle;

(d) coating and/or decorating cabs and/or bodies
and/or any superstructure with any preservative or
decorative substance;

(e) equipping, furnishing and finishing off the in-
terior of cabs and/or bodies and/or superstructure;

(f) building of trailers, but not including the manu-
facture of wheels or axles therefor,

(g) all operations incidental to or consequent on
activities referred to in paragraphs (a), (b), (c), (d),
(e) and (f).

For the purposes of this definition, "vehicle" shall
not include an aircraft and "Motor Industry" as
defined above shall not include the following

(i) The manufacture of motor vehicle parts and/
accessories and/or spares and/or components in est-
ablishments laid out for and normally producing motor
and/or plastic goods of a different character on a sub-
stantial scale;

(ii) the assembling, erecting, testing, repairing, adjust-
ing, overhauling, wiring, spraying, painting and/or
reconditioning of agricultural tractors except where
carried on in establishments rendering similar services
in respect of motor cars, motor lorries or motor
trucks;

(iii) the manufacture and/or maintenance and/
repair of—

(aa) civil and mechanical engineering equipment
and/or parts thereof whether or not mounted on
wheels;

(ab) agricultural equipment or parts thereof,

(ac) uitrusting bedoel vir gebruik in fabriek en/of werkwinkels.

Met dien verstande dat, vir die toepassing van (aa), (ab) en (ac) hierbo, "uitrusting" nie geag word motorkarre, viagnomotors en/of motortrokke te beteken nie.

(ad) motorvoertuig- of ander voertuigbakke en/of boboue en/of onderdele of komponente daarvan gemaak van staalplaat 3,175 mm dik of dikker wanneer dit uitgevoer word in bedryfsinrigtings wat beplan is vir die vervaardiging en/of onderhoud en/of herstel van die uitrusting van siviele en/of werktuigkundige ingenieurs op 'n aansienlike skaal en wat gewoonlik sodanige werksaamhede verrig.

"Die Buteband- en Rubbernywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is in bedryfsinrigtings wat ingevolge die Wet op Fabriek, Masjinerie en Bouwerk, 1941, geregistreer of aan registrasie onderworpe is, met die doel om een of meer van die volgende werksaamhede verrig:

(a) Die vervaardiging en/of regenerering van rubber,

(b) die vervaardiging van 'n artikel wat heeltemal of hoofsaaklik bestaan uit rubber, die vervaardiging van rubberlym, buite- en binnebande, vervoer- of kragtransmissiebande, tunslange, loopvlakrubber of ander versoolmateriaal, batterykaste, klappe, vormbindebande, slyt- en korrosiewerende voerings vir pompe en dergelike artikels, dokstootkussings of buigsame monterings vir enjins of masjinerie;

en omvat alle werksaamhede wat hoort by of voortvloei uit enigeen van genoemde werksaamhede, maar omvat nie die vervaardiging van skoeisel en die bestanddele van skoeisel nie wanneer vervaardiging plaasvind in 'n bedryfsinrigting wat skoeisel produseer.

"ambagsman" beteken 'n werknemer wat die werk verrig wat in die reël deur 'n geskoolde ambagsman verrig word, en vir die toepassing van hierdie omskrywing beteken "geskoolde ambagsman" iemand wat sy vakleerlingskap uitgedien het in 'n bedryf wat ingevolge die Wet op Vakleerlinge, 1944, aangewys is en geag word aangewys te wees, of wat in besit is van 'n vaardigheidsertifikaat wat deur die Registrateur van Vakleerlinge ingevolge artikel 6 van die Wet

Opleiding van Ambagsmanne, 1951, aan hom uitgereik is, of 'n sertifikaat wat deur genoemde Registrateur ingevolge of artikel 2 (7) of artikel 7 (3) van die genoemde Wet aan hom uitgereik is, of wat as danig deur die Raad gesertifiseer word.

Posadres van applikant—Suite 1, Central Court, Galestraat 125, Durban, 4001

Kantooradres van applikant.—Suite 1, Central Court, Galestraat 125, Durban

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n vakvereniging wat teen die aansoek beswaar maak, verteenwoordigend is, word bepaal volgens subartikel (4) bepaal volgens die lede soos vermeld bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen verwag wat ingevolge artikel 1 (2) van die Wet op voorwaardige lede datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

W. J. LE ROUX, Nywerheidsregistrateur.

(19 September 1980)

(ac) equipment designed for use in factories and/or workshops.

Provided that for the purposes of (aa), (ab) and (ac) above, "equipment" shall not be taken to mean motor cars, motor lorries and/or motor trucks;

(ad) motor vehicle or other vehicle bodies and/or superstructures and/or parts or components thereof made of steel plate of 3,175 mm thickness or thicker when carried on in establishments laid out for and normally engaged in the manufacture and/or maintenance and/or repair of civil and/or mechanical engineering equipment on a substantial scale.

"Tyre and Rubber Manufacturing Industry" means the industry in which employers and employees are associated in establishments which are registered or liable for registration in terms of the Factories, Machinery and Building Work Act, 1941, for the purpose of carrying on any one or more of the following activities:

(a) The manufacture and/or reclaiming of rubber;

(b) the manufacture of any article consisting wholly or mainly of rubber, the manufacture of rubber solution, tyres, tubes, belting (whether conveyor or power transmission), hosepipe, camel-back or other retreading materials, battery cases, flaps, air bags, abrasion and corrosion-resistant liners for pumps and the like, dock fenders or flexible mountings for engines or machinery;

and includes all operations incidental to or consequent on any of the aforesaid activities but does not include the manufacture of footwear and the manufacture of components of footwear when manufactured in an establishment producing footwear.

"artisan" means an employee who is engaged in work normally performed by a skilled artisan, and for the purposes of this definition the expression "skilled artisan" means a person who has served his apprenticeship in a trade designated or deemed to have been designated under the Apprenticeship Act, 1944, or who holds a certificate of proficiency issued to him by the Registrar of Apprenticeship in terms of section 6 of the Training of Artisans Act, 1951, or a certificate issued to him by the said Registrar in terms of either section 2 (7) or 7 (3) of the said Act, or who is certified as such by the Council.

Postal address of applicant—Suite 1, Central Court, 125 Gale Street, Durban, 4001.

Office address of applicant—Suite 1, Central Court, 125 Gale Street, Durban.

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

M W J LE ROUX, Industrial Registrar.

(19 September 1980)

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KENNISGEWING 660 VAN 1980

DEPARTEMENT VAN MANNEKRAG-
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Transport and General Workers Union. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboragebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging—Transport and General Workers Union.

Datum waarop aansoek ingedien is—7 Maart 1980.

Belange en gebied ten opsigte waarvan aansoek gedoen word—Alle persone wat vir die toepassing van die Wet werknemers is en wat in diens is—

(1) in die Padpassasiersvervoerbedryf in die landdrostdistrikte Durban, Pietermaritzburg en Benoni, maar uitgesonderd werknemers werksaam as ambagsmanne;

(2) in die Goederevervoer- en Opbergingsbedryf in die landdrostdistrikte Durban, Pietermaritzburg en Benoni, maar uitgesonderd werknemers werksaam as ambagsmanne;

(3) in die Stuwadoorsbedryf in die landdrostdistrik Durban, maar uitgesonderd werknemers werksaam as ambagsmanne, voormanne en assistent-voormanne;

(4) in die Plaaslike Owerheidsonderneming in die landdrostdistrikte Durban, Pinetown, Pietermaritzburg en Benoni, maar uitgesonderd werknemers werksaam as ambagsmanne, voormanne, assistent-voormanne en klerke;

(5) in die Wagpatrollie- en Beveiligingsdienstebedryf in die landdrostdistrikte Durban en Pinetown, maar uitgesonderd werknemers werksaam as ambagsmanne, voormanne en assistent-voormanne;

(6) in die Sementproduktenywerheid in die landdrostdistrik Durban, maar uitgesonderd werknemers werksaam as ambagsmanne, voormanne en assistent-voormanne.

“Padpassasiersvervoerbedryf” beteken die bedryf waarin werkgewers (uitgesonderd werkgewers wat uitsluitlik skoolkinders tussen hulle verblyfsplekke en die skool wat hulle bywoon, vervoer) en hulle werknemers met mekaar geassosieer is met die doel om iemand teen beloning op 'n openbare pad te vervoer deur middel van 'n kragaangedrewe voertuig (uitgesonderd 'n voertuig in besit van en beheer deur die S A S. en H-administrasie) bedoel om meer as sewe persone, met inbegrip van die drywer van die voertuig, gelyktydig te vervoer, en dit omvat alle werksaamhede wat daarmee gepaard gaan en daaruit voortspruit.

NOTICE 660 OF 1980

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF A
TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the Transport and General Workers Union

Particulars of the application are reflected in the subjoined table Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (Postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union—Transport and General Workers Union.

Date on which application was lodged—7 March 1980

Interests and area in respect of which application made—All persons who are employees for the purpose of the Act and who are employed—

(1) in the Road Passenger Transportation Trade in the Magisterial Districts of Durban, Pietermaritzburg and Benoni; but excluding employees employed as artisans,

(2) in the Goods Transportation and Storage Trade in the Magisterial Districts of Durban, Pietermaritzburg and Benoni; but excluding employees employed as artisans;

(3) in the Stevedoring Trade in the Magisterial District of Durban, but excluding employees employed as artisans, foremen and assistant foremen;

(4) in the Local Authority Undertaking in the Magisterial Districts of Durban, Pinetown, Pietermaritzburg and Benoni; but excluding employees employed as artisans, foremen, assistant foremen and clerks;

(5) in the Watch Patrol and Security Service Undertaking in the Magisterial Districts of Durban and Pinetown; but excluding employees employed as artisans, foremen and assistant foremen;

(6) in the Cement Products Industry in the Magisterial District of Durban; but excluding employees employed as artisans, foremen and assistant foremen.

“Road Passenger Transportation Trade” means the trade in which employers (other than employers exclusively conveying schoolchildren between their place of residence and the school they attend) and their employees are associated for the purpose of conveying for reward on any public road, any person by means of a power-driven vehicle (other than a vehicle in possession of and controlled by the S A R. and the Administration) intended to carry more than six persons simultaneously, including the driver of the vehicle, and includes all operations incidental thereto and consequent thereon.

"Goederevervoer- en Opbergingsbedryf" beteken die bedryf waarin werkgewers en werknemers met mekaar geassosieer is met die doel om een of meer van die volgende werksaamhede teen vergoeding of huur te verrig:

(i) Die vervoer van goedere deur middel van motorvervoer, en sluit in die vervoer van grond, gruis, klip, sand, steenkool of water wat vir verkoop bedoel is en die vervoer van motorvoertuie per veerboot, hetsy sodanige vervoer teen huur of vergoeding geskied, al dan nie, en

(ii) die opberging van goedere, en sluit in die ontvangs, oopmaak, uitpak, inpak, versending, inklaring en uitklaring van of verantwoording doen vir goedere of houergoedere.

"Stuwadoorsbedryf" beteken—

(a) die bedryf waarin werkgewers en werknemers met mekaar geassosieer is met die doel om skepe te laai of af te laai of skepe te laai en af te laai, en dit omvat ook alle werksaamhede wat met enige van voornoemde bedrywighede in verband staan of daaruit voortvloei, met inbegrip van die dryf van opbergingsgeriewe en pakhuis te huur aangebied as 'n selfstandige diens, afgesien daarvan of sodanige werksaamhede op 'n skip of aan wal verrig word;

(b) die bedryf waarin werkgewers met hulle werknemers geassosieer is met die doel om uit die gelede van genoemde werknemers sodanige arbeid te verskaf as wat werkgewers bedoel in (a) hiervan, of enige ander persone nodig mag hê vir 'n bedrywigheid of werksaamheid in (a) hiervan vermeld

"Plaaslike Owerheidsonderneming" beteken die onderneming waarin werkgewers en werknemers met mekaar geassosieer is vir die instelling, voortsetting en afhandeling van 'n handeling, skema of aktiwiteit wat deur 'n plaaslike owerheid onderneem word.

"Plaaslike owerheid" het dieselfde betekenis as wat artikel 1 van die Wet op Nywerheidsversoening, 1956, daaraan toegewys is.

"Wagpatrolië- en Beveiligingsdienstebedryf" beteken die onderneming waarin werkgewers en werknemers met mekaar geassosieer is met die doel om persele, boue, strukture, eiendom, voertuie, skepe of bote of ander vaartuie te bewaak of te beskerm.

"Sementproduktenywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is in bedryfsinstellings wat ingevolge die Wet op Fabriek, Masjinerie en Bouwerk, 1941, geregistreer of aan registrasie onderworpe is, met die doel om een of meer van die volgende artikels te vervaardig: Steen, teëls, dakpanne, blokke, pilare, potte, pype, pyp toebehore, lugroosters of enige ander artikel waarin sement of kalk of beide sement en kalk die vernaamste bindmiddel vorm en wat nie deur middel van oondbrand gehard word of enige ander verhitingsproses ondergaan nie, behalwe vir drogingsdoeleindes om die hard word van die bindmiddel te bespoedig, dit omvat alle werksaamhede wat met enige van voornoemde bedrywighede in verband staan of daaruit voortvloei.

"Ambagsman" beteken 'n werknemer wat werk verrig in die reël deur 'n geskoolde ambagsman gedoen is, en vir die toepassing van hierdie woordomskrif beteken die uitdrukking "geskoolde ambagsman" 'n persoon wat sy vakleerlingskap uitgedien het in 'n vakleerling wat ingevolge die Wet op Vakleerlinge, 1944, aangewys is of geag word aangewys te wees, of wat

"Goods Transportation and Storage Trade" means the trade in which employers and employees are associated for the purpose of carrying out one or more of the following operations for reward or hire:

(i) The transportation of goods by means of motor transport, including the transportation of soil, gravel, stone, sand, coal or water which is intended for sale and the ferrying of motor vehicles, whether or not such transportation is performed for hire or reward; and

(ii) the storage of goods, including receiving, opening, unpacking, packing, despatching and clearing of or accounting for goods or containerised goods

"Stevedoring Trade" means—

(a) the trade in which employers and employees are associated for the purpose of loading or unloading or loading and unloading ships and includes all operations incidental to or consequent on any of the aforesaid activities, including the operation of storage facilities and warehouse offered for hire as an independent service, whether such operations are performed on a ship or on shore;

(b) the trade in which employers are associated with their employees for the purpose of supplying from among their said employees such labour as may be required by employers referred to in (a) hereof or by any other persons for any activity or operation mentioned in (a) hereof.

"Local Authority Undertaking" means the undertaking in which employers and employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority.

"Local Authority" shall have the same meaning as that assigned to it in section 1 of the Industrial Conciliation Act, 1956.

"Watch Patrol and Security Services Undertaking" means the undertaking in which employers and employees are associated for the purpose of guarding or protecting premises, buildings, structures, property, vehicles, vessels or boats or other watercraft

"Cement Products Industry" means the industry in which employers and employees are associated in establishments which are registered or liable for registration in terms of the Factories, Machinery and Building Work Act, 1941, for the purpose of manufacturing one or more of the following articles

Bricks, tiles, roof tiles, blocks, pillars, pots, pipes, pipe fittings, ventilators or any other article of which cement or lime or both cement and lime form the principal binding material and which are not hardened by means of burning in a kiln or subjected to any other heat process except for purposes of drying or for the purpose of accelerating the hardening of the binding agent,

and includes all operations incidental to or consequent on any of the aforesaid activities.

"artisan" means an employee who is engaged in work normally performed by a skilled artisan, and for the purpose of this definition the expression "skilled artisan" means a person who has served his apprenticeship in a trade designated or deemed to have been

in besit is van 'n vaardigheidsertifikaat wat deur die Registrateur van Vakleerlinge ingevolge artikel 6 van die Wet op Opleiding van Ambagsmanne, 1951, aan hom uitgereik is, of 'n sertifikaat wat deur genoemde Registrateur ingevolge òf artikel 2 (7) òf 7 (3) van genoemde Wet aan hom uitgereik is

Posadres van applikant — Central Court 2, Galestraat 125, Durban, 4001.

Kantooradres van app'ikant. — Central Court 2, Galestraat 125, Durban.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n vakvereniging wat teen die aansoek beswaar maak, verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrateur
(19 September 1980)

designated under the Apprenticeship Act, 1944, or who holds a certificate of proficiency issued to him by the Registrar of Apprenticeship in terms of section 6 of the Training of Artisans Act, 1951, or a certificate issued to him by the said Registrar in terms of either section 2 (7) or 7 (3) of the said Act

Postal address of applicant — 2 Central Court, 125 Gale Street, Durban, 4001

Office address of applicant — 2 Central Court, 125 Gale Street, Durban.

Attention is drawn to the following requirements of section 4 of the Act.

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.
(19 September 1980)

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KENNISGEWING 658 VAN 1980

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N
 VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheids-registrateur, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Commercial, Catering and Allied Workers' Union of South Africa. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, op die Departement van Mannekragbenutting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (Posadres: Private Bag X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—Commercial, Catering and Allied Workers' Union of South Africa

Datum waarop aansoek ingedien is—25 Junie 1980.

Reëlunge, en gebied ten opsigte waarvan aansoek

word—Swartes wat vir die doeleindes van die werknemers is en in die Kommersiele Distribusiebedryf, die Teekamer-, Restaurant- en Spyseniers- en die Drank- en Spyseniersbedryf in diens is in die distrikte Alberton, Benoni, Boksburg, Brakpan, Germiston, Heidelberg, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Nigel, Oberholzer, Potchefstroom, Pretoria, Randburg, Randfontein, Roodepoort, Springs, Standerton, Vanderbijlpark, Vereeniging, Westonaria, Durban, Estcourt, Kliprivier, Umfolozi, Newcastle, Pietermaritzburg, Pine-needle, Port Shepstone, Vryheid, Bloemfontein, Kroonstad, Odendaalsrus, Sasolburg, Welkom, Bellville, Goodwood, Kimberley, Simonstad en Wynberg. "Kommersiele Distribusiebedryf" beteken, sonder om wettige betekenis te beperk, die bedryf waarin werknemers met mekaar geassosieer is met die doel om 'n winkel te dryf, en omvat alle werksaamhede wat daarmee gepaard gaan, en "shop" beteken—

...perceel waarheen persone uitgenooi word om, in die groot- of kleinhandel, goedere wat daarin word of goedere van die tipe wat daarin word, te koop; en

...perceel of gedeelte daarvan waarin of waarvan sodanige goedere geberg, verpak, uitgepak, afgelewer of versend word, of waarvan groot- en kleinhandelsbestellings uitgevoer word.

...die besigheid wat hoofsaaklik of uitsluitlik betrek het met die verkoop van motorvoertuie of onderdele en/of -reserwedele en/of -byvoertuie (of gebruik) wat daarby pas, uit, of sulke voertuie of onderdele wat deel uitmaak van 'n perseel wat aanmekaarsit of herstel van motorvoertuie betrek het.

... "Restaurant- en Spyseniersbedryf" sonder om enigiens die gewone betekenis van die woorde te beperk, die bedryf waarin werknemers met mekaar geassosieer is met die doel om persone te voorsien van etes en/of verfrissinge inbegrip van alkoholiese of alkoholvrye drankke of ander drankke, of dit aan hulle te

NOTICE 658 OF 1980

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF A
 TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the Commercial, Catering and Allied Workers' Union of South Africa. Particulars of the application are reflected in the subjoined table. Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (Postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union—Commercial, Catering and Allied Workers' Union of South Africa.

Date on which application was lodged—25 June 1980

Interests and area in respect of which application is made—Black persons who are employees for purposes of the Act and are employed in the Commercial Distributive Trade, the Tearoom, Restaurant and Catering Trade and the Liquor and Catering Trade in the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Germiston, Heidelberg, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Nigel, Oberholzer, Potchefstroom, Pretoria, Randburg, Randfontein, Roodepoort, Springs, Standerton, Vanderbijlpark, Vereeniging, Westonaria, Durban, Estcourt, Klip River, Lower Umfolozi, Newcastle, Pietermaritzburg, Pine-needle, Port Shepstone, Vryheid, Bloemfontein, Kroonstad, Odendaalsrus, Sasolburg, Welkom, Bellville, Goodwood, Kimberley, Simonstown, The Cape and Wynberg.

"Commercial Distributive Trade", without limiting its ordinary meaning, means the trade in which employers and employees are associated for the purpose of conducting a shop and includes all operations incidental thereto,

and "shop" means—

(a) any premises to which persons are invited for the purpose of purchasing, either by retail or wholesale, the goods displayed therein or goods of the type displayed therein; and

(b) any premises or portion thereof in which or from which such goods are stored, packed, unpacked, delivered or dispatched to purchasers, or from which wholesale or retail orders are executed;

but shall not include the business carried on mainly or exclusively for the sale of motor vehicles or motor vehicle parts and/or spares and/or accessories (whether new or used) pertaining thereto, whether or not such sale is conducted from premises which are attached to a portion of an establishment wherein is conducted the assembly of or repairs to motor vehicles.

"Tearoom, Restaurant and Catering Trade", without in any way limiting the ordinary meaning of the expression, means the trade in which employers and employees are associated for the purpose of supplying persons with meals and/or refreshments, including alcoholic or non-

verskaf om op 'n permanente of tydelike perseel of buitenshuise fasiliteit te nuttig, of dit daar te verkry, en omvat sodanige werksaamhede as wat verrig word in persele—

(a) wat gebruik word as openbare restaurante, vis-en-aartappelskifwinkels, kafees, teekamers, pad-kafees en alle wegneemkosverkooppunte, uitgesonderd waar die bereiding en/of verskaffing van klaaretes en/of verversings op of vanuit die perseel van 'n akkommodasie-inrigting geskied; en

(b) waarin of waartuit bedoelde werksaamhede, verrig word ten opsigte van of in verband met enige teater, bioskoop, kafeebioskoop, inrybioskoop of ander vermaaklikheid of funksie onderworpe aan die Afbakeningsvasstelling gepubliseer by Goewermentskennisgewing R. 1414 van 25 Julie 1975,

maar omvat nie werksaamhede nie wat verrig word—

(i) in of vanuit enige bedryfsinrigting waarvoor 'n kantienlisensie, wat vóór 1 September 1978 vir die eerste keer verkry is, gehou word of geag gehou te word ooreenkomstig die Drankwet, No. 87 van 1977;

(ii) in 'n akkommodasie-inrigting;

(iii) by 'n spesiale funksie wat kragtens 'n tydelike dranklisensie, uitgereik ooreenkomstig die Drankwet, 1977, gehou word deur—

(i) die dranklisensiehouer van 'n akkommodasie-inrigting; of

(ii) die dranklisensiehouer van 'n kantien wat voor 1 September 1978 vir die eerste keer gelisensieer is. Met dien verstande dat sodanige funksies bloot sporadies en toevallig is en dat genoemde lisensiehouer nie sodanige funksies as 'n hoof- of gereelde besigheidsvorm of tot voordeel van enige spyseniersorganisasie, uitgesonderd dié van genoemde lisensiehouer, wat regstreeks of onregstreeks met hom geassosieer is, dryf nie.

“Drank- en Spyseniersbedryf” beteken, sonder om enigsin die gewone betekenis van die uitdrukking te beperk, die bedryf waarin werkgewers en werknemers met mekaar geassosieer is vir die doel van—

(a) die dryf van 'n akkommodasie-inrigting ten opsigte waarvan 'n dranklisensie (uitgesonderd 'n maaltyd-wyn-en-bierlisensie) ingevolge die Drankwet, 1977, deur die werkgewer gehou word; en/of

(b) die verskaffing van kos en/of drank op persele ten opsigte waarvan 'n kantienlisensie ingevolge die Drankwet, 1977, gehou word of geag gehou te word, maar sluit 'n nuwe kantienlisensie wat ná 1 September 1978 uitgereik is, uit, en/of

(c) die verskaffing van drank vir buiteverbruik vanuit persele ten opsigte waarvan 'n voorreg van buiteverbruikverkoop ingevolge die Drankwet, 1977, gehou word; en/of

(d) die verskaffing van kos en/of drank by 'n spesiale funksie wat kragtens 'n tydelike dranklisensie, uitgereik ingevolge die Drankwet, 1977, gehou word deur—

(i) die dranklisensiehouer van 'n akkommodasie-inrigting; of

(ii) die dranklisensiehouer van 'n kantien wat vóór 1 September 1978 vir die eerste keer gelisensieer is.

Met dien verstande dat sodanige funksie 'n sporadiese en toevallige onderneming is en dat genoemde lisensiehouer nie sodanige funksies as 'n hoof- of gereelde besigheidsvorm of tot voordeel van enige

alcoholic liquor refreshments or other beverages, partaking on or procurement from any permanent or temporary premises or outdoor facility, and include such activities carried on in premises—

(a) used as public restaurants, fish and shops, cafés, tearooms, roadhouses and all away food outlets except where the preparation or supply of ready-to-consume food and/or refreshments takes place on or from the premises of an accommodation establishment; and

(b) wherein or wherefrom the activities referred to are carried on in respect of or in connection with theatre, bioscope, bio-tearoom, drive-in cinema or other entertainment or function subject to Demarcation Determination published in Government Notice R. 1414 dated 25 July 1975,

but shall not include activities carried on—

(i) in or from any establishment for which a Liquor Licence first obtained prior to 1 September 1978 is held or is deemed to be held in terms of the Liquor Act, No. 87 of 1977;

(ii) in an accommodation establishment;

(iii) at a special function conducted under a temporary liquor licence issued in terms of the Liquor Act, 1977, by—

(i) the liquor licensee of an accommodation establishment; or

(ii) the liquor licensee of a bar first licensed to 1 September 1978. Provided that such functions are purely occasional and incidental under the Liquor Act, 1977, and that the said licensee does not conduct such functions as a major or regular form of business to the benefit of any catering organisation, or of any other person, or of the said licensee, directly or indirectly associated with him.

“Liquor and Catering Trade”, without in any way limiting the ordinary meaning of the expression, shall mean the trade in which employers and employees are engaged for the purpose of—

(a) conducting an accommodation business in respect of which a liquor licence (other than a time wine and malt licence) is held in terms of the Liquor Act, 1977, by the employer, and/or

(b) supplying food and/or liquor on premises in respect of which a bar liquor licence is held in terms of the Liquor Act, 1977, but excluding any new bar licence that has been issued after 1 September 1978; and/or

(c) supplying liquor for off-sales on premises in respect of which an off-sales liquor licence is held in terms of the Liquor Act, 1977, and

(d) supplying food and/or liquor at a function conducted under a temporary liquor licence issued in terms of the Liquor Act, 1977, by—

(i) the liquor licensee of an accommodation establishment; or

(ii) the liquor licensee of a bar first licensed to 1 September 1978.

Provided that such function is an occasional and incidental undertaking and that the said licensee does not conduct such functions as a major or

spysemiersorganisasie, uitgesonderd dié van genoemde lisensiehouer, wat regstreeks of onregstreeks met hom geassosieer is, dryf nie, en/of

(e) die dryf van 'n wegneemkosverkooppunt vir klaaretas en/of verversings op die perseel van 'n akkommodasie-inrigting.

Die bereiding op die perseel van 'n akkommodasie-inrigting van klaaretas en/of verversings vir verkoop op ander persele en die verkoop van sodanige kos en/of verversings op sodanige ander persele is nie by die betekenis van "Drank- en Verversingsbedryf" ingesluit nie.

Vir die doeleendes van hierdie omskrywing beteken "akkommodasie-inrigting" enige perseel waarin of waarop die besigheid van akkommodasievoorsiening met of sonder een of meer etes, gedryf word, maar sluit nie woonstelle in nie.

Posadres van applikant.—Posbus 7135, Johannesburg.

Kantooradres van applikant—Sewende Verdieping, York House, Kerkstraat 46, Johannesburg

Die aandag word gevestig op onderstaande vereistes in artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan op die datum waarop die aansoek ingedien is, en die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum waardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by subartikel (2), moet word in verband met 'n beswaar wat ingedien

M. W. J. LE ROUX, Nywerheidsregistrateur

1980

of business nor to the benefit of any catering organisation, other than that of the said licensee, directly or indirectly associated with him; and/or

(e) conducting on the premises of an accommodation establishment a take-away food outlet for ready-to-consume food and/or refreshments.

The preparation on the premises of an accommodation establishment of ready-to-consume food and/or refreshments for sale on other premises and the business of selling such food and/or refreshments on such other premises shall not fall within the meaning of "Liquor and Catering Trade".

For the purposes of this definition "accommodation establishment" means premises in or upon which the business of supplying lodging with or without one or more meals is conducted, but shall not include flats.

Postal address of applicant.—P.O. Box 7135, Johannesburg, 2000

Office address of applicant—Seventh Floor, York House, 46 Church Street, Johannesburg.

Attention is drawn to the following requirements of section 4 of the Act:

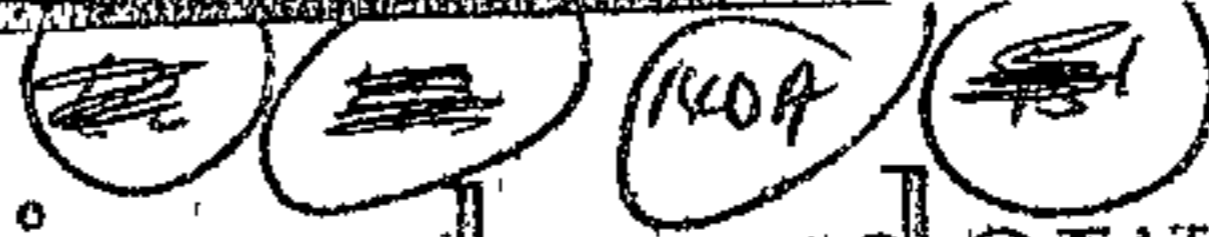
(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.

(19 September 1980)

STAR 19/9/80



Ford trade union showdown

By Sieg Hannig
Labour Editor

In a showdown between black consciousness and black trade unionism, nearly a third of Ford's black workers in Port Elizabeth have cancelled their stop orders for union dues.

The move is a sequel to the two-month strike at Ford's Cortina plant in which 700 blacks lost their 1979 year-end bonus and the Ford-recognised black United Auto

Workers' Union (UAW) was left out in the cold.

Last week a committee representing the strikers concluded an agreement under which Ford will pay the lost bonus at the end of this year.

Bolstered by the victory, the black consciousness group won the support of 800 motor workers at the weekend for the establishment of a black union in opposition to the UAW.

On Wednesday, the leaders of the proposed union, the Motor Assem-

blies and Components Workers' Union of South Africa (Macwusa), submitted 568 stop order cancellations to Ford.

Ford had agreed to stop deductions for UAW subscriptions from its payroll on the receipt of such cancellations, said Mr Dumile Makanda, chairman of Macwusa's interim leadership.

More cancellations were in the process of being signed, and the new union intended to recruit coloured workers as well, he said.

(14019) ROM

Put gold income to good use — unionist

20/9/80

By CHRIS FREIMOND
Southern Africa Bureau

DURBAN. — South Africa faces a "very bleak" future unless the Government substantially re-distributes the nation's wealth, the general secretary of the Federation of South African Trade Unions (Fosatu), Mr Alec Erwin, warned yesterday.

Speaking at the "Work for the Future" conference at the University of Natal in Durban, Mr Erwin said the reallocation of expenditure could start with the present gold tax bonanza.

"If the R2 000-million-plus expected in gold tax were to be apportioned between expenditures such as housing, education and training, transport subsidies and food subsidies, then quite significant and substantial contributions could be made to both employment and the alleviation of the present hardships of the great majority

of blacks in South Africa," he said.

But there was little time for action, he warned.

As the predominantly black emergent trade unions grew, they would become increasingly significant and capable of influencing party politics.

Mr Erwin said the trade union movement in South Africa could, potentially, do far more to create new jobs than many of the other possible solutions to the unemployment crisis.

But emergent unions first had to win similar rights to those enjoyed by unions overseas.

And they had to make more substantial inroads into the managerial power to hire and fire, he said.

Another area where unions wanted a greater share of the decision-making was in re-trenchment, where procedures

could be adopted so that "when the crunch comes, both profits and wages must share the burden".

At the same conference Dr S. J. Smit, a director of Premier Milling, said an economic slump that could hit South Africa at the end of next year would be cushioned by the strength building up in the economy.

Dr Smit said the current recessions in the United States and the Western world in general were "a worry" because of the influence they would have on South Africa.

Another speaker, Mr L. Wilken, managing director of General Motors SA, said a strong economy was the key to significant improvement in the lot of blacks.

However, businessmen still lacked confidence in the economy because of its "roller coaster" trend over the past decade, he said.

Motor workers quit union over money row

20/9/68
C. H. H. H. H.
UAW

WORKERS at the Ford Cortina plant in Port Elizabeth who have been involved in a five-month dispute with their union have broken away to launch a new trade union

According to Mr Dumile Makanda, chairman of the Action Committee, the breakaway from the Allied Automobile Rubber and Allied Workers (UAW) follows allegations that large sums of money belonging to the union have not been properly accounted for.

The move by Ford workers, who constitute about 90 percent of the UAW's Port Elizabeth membership, climaxes efforts to unseat UAW officials following a meeting earlier this year when a no confidence vote was passed in the executive

The workers claim the UAW is pro-management and was ineffective in handling last year's dispute at Ford. The executive has refused to hand over office to dissidents

The Action Committee was never consulted by the union when it solved the Volkswagen and Goodyear strike

Mr John Mke, UAW's national and local president, said the Cortina workers' effort to unseat his executive was unconstitutional

The dissident workers' new non-racial union is to be called the Motor Assemblies and Component Workers' Union of South Africa (Macwu), and will be started by the Ford workers' committee.

Milestone Union deal by SA firm

190A
MIRA VISA BELLA BADA
PDM 20/9/80

By STEVEN FRIEDMAN
Labour Reporter

A SUBSIDIARY of a major South African company has recognised an unregistered black trade union, becoming one of the first locally-owned companies to do so

It is AECI Paints (formerly Prolux Paints), a subsidiary of the giant AECI group, which has recognised the SA Chemical Workers Union (SACWU) at its Alrode plant near Alberton. The union is affiliated to the Consultative Committee of Black Trade Unions.

It was also revealed yesterday that Remies Bulk Terminal, owned by the locally-owned Remies Group, is in the process of negotiating a recognition agreement with the unregistered Transport and General Workers Union at Durban harbour.

Although over a dozen companies have signed recognition agreements with black unions, few have been locally-owned and the fact that two major companies are dealing with black unions may have a significant influence on labour relations.

AECI Paints' decision to recognise the union was revealed yesterday in a statement issued by the SACWU, which has a membership of over 4 000.

The union said that the agreement entailed the recognition by the company of union shop stewards and the union's right of access to company premises at Alrode. A grievance and disciplinary procedure had also been agreed.

The union represents about two-thirds of the 200 workers at the plant.

Although the SACWU applied for registration last December, it has not yet been registered. In the statement, it said it was "anxiously waiting" for registration.

SACWU's general secretary, Mr Dan Tau, said yesterday that the AECI agreement was the first formal recognition agreement the union had signed.

He added, however, "We have informal arrangements with a number of companies and are hoping to formalise these soon."

A spokesman for AECI Paints, Mr John Russel, yesterday confirmed that the union had been recognised at the Alrode plant.

"The negotiations were very constructive and mature. There was no animosity," he said.

In Durban, the managing director of Remies Bulk Terminal, Mr John Trathern, confirmed yesterday that his company was negotiating a recognition agreement with the TGWU, a Fosatu affiliate.

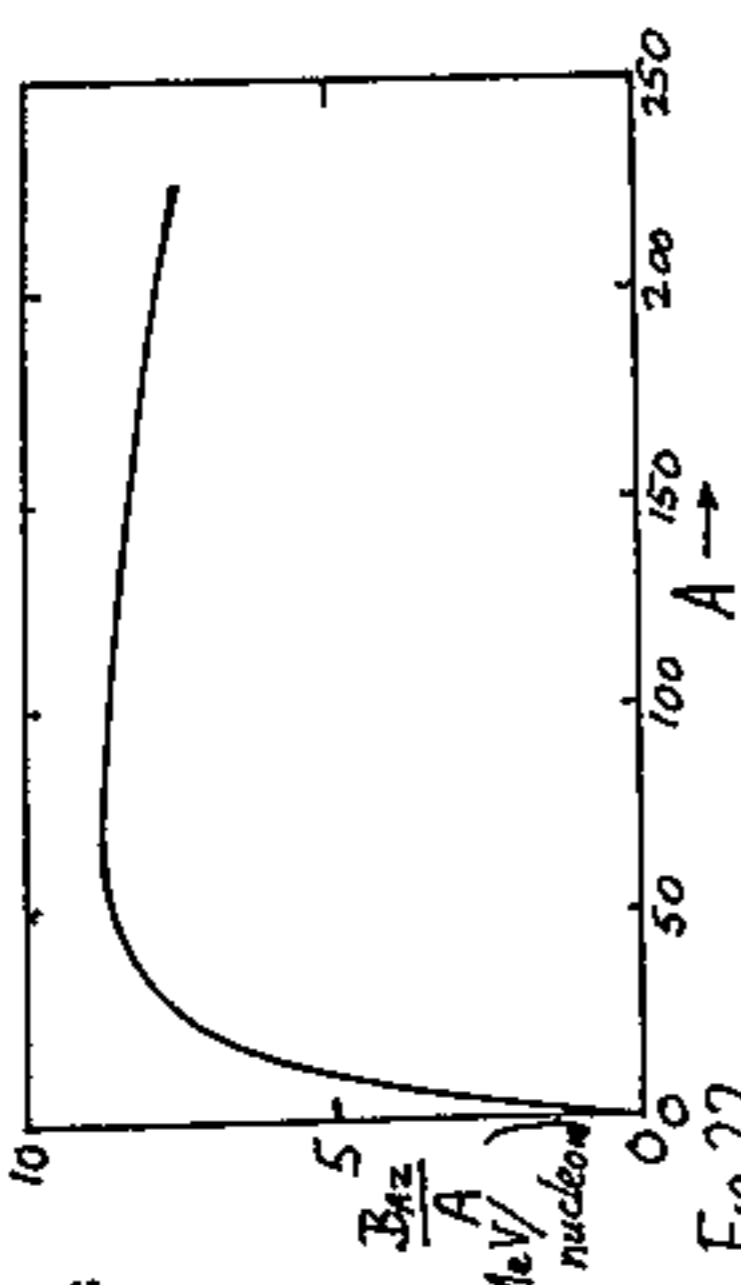
The union claims to represent 148 of the company's 168 workers at the Durban docks. The two parties have signed an agreement which gives the union limited facilities at the company.

Mr Trathern said yesterday that "negotiations have advanced to the stage where we now tacitly recognise the union."

A union spokesman confirmed yesterday that a preliminary recognition agreement had been signed and that talks were also being held with other employers at the docks in an attempt to conclude a harbour-wide agreement.

4.8 Fission and Fusion

In the stable nuclei the nuclear binding energy B_{AZ} increases as the nucleon number A increases. To show the rate of increase we plot the ratio (B_{AZ}/A)



versus A in fig. 22. The ratio is approximately constant and reaches a maximum of ~ 8 MeV nucleon $^{-1}$ for "medium" nuclei ($A \approx 40-120$). The lower values for light nuclei can be attributed to enhanced 'nuclear surface tension'. The lower values for heavy nuclei ($A \gtrsim 120$) can be attributed to the enhanced Coulomb repulsion of the protons in these nuclei.

Fig. 22

If we fuse light ($A \lesssim 10$) nuclei into medium nuclei or if we split (fission) heavy ($A \gtrsim 200$) nuclei into medium nuclei our final system will therefore be more tightly bound than the initial system (fig. 22). In other words, there will be a further release of energy (like latent heat) which will be liberated as the kinetic energy of the reaction products. In order to produce fusion one or both of the initial nuclei must have sufficient energy to overcome their mutual Coulomb repulsion, so as to reduce the nuclear separation to within the range of the nuclear force. Fission occurs spontaneously in some very heavy nuclei and is a form of radioactivity in these cases. It may also be induced by a nuclear reaction, for example by bombarding a heavy nucleus as ^{235}U with neutrons (fig. 23). The product nuclei (fission fragments) produced exhibit a range of A values, average $A = 117$, are initially highly excited and are usually unstable in their ground states and therefore radioactive. Two or three neutrons are also released in the fission process and these are important in the production of self-sustaining fission chain reactions. Most of the energy released in each fission (~ 200 MeV) appears as the kinetic energy of the fission fragments.

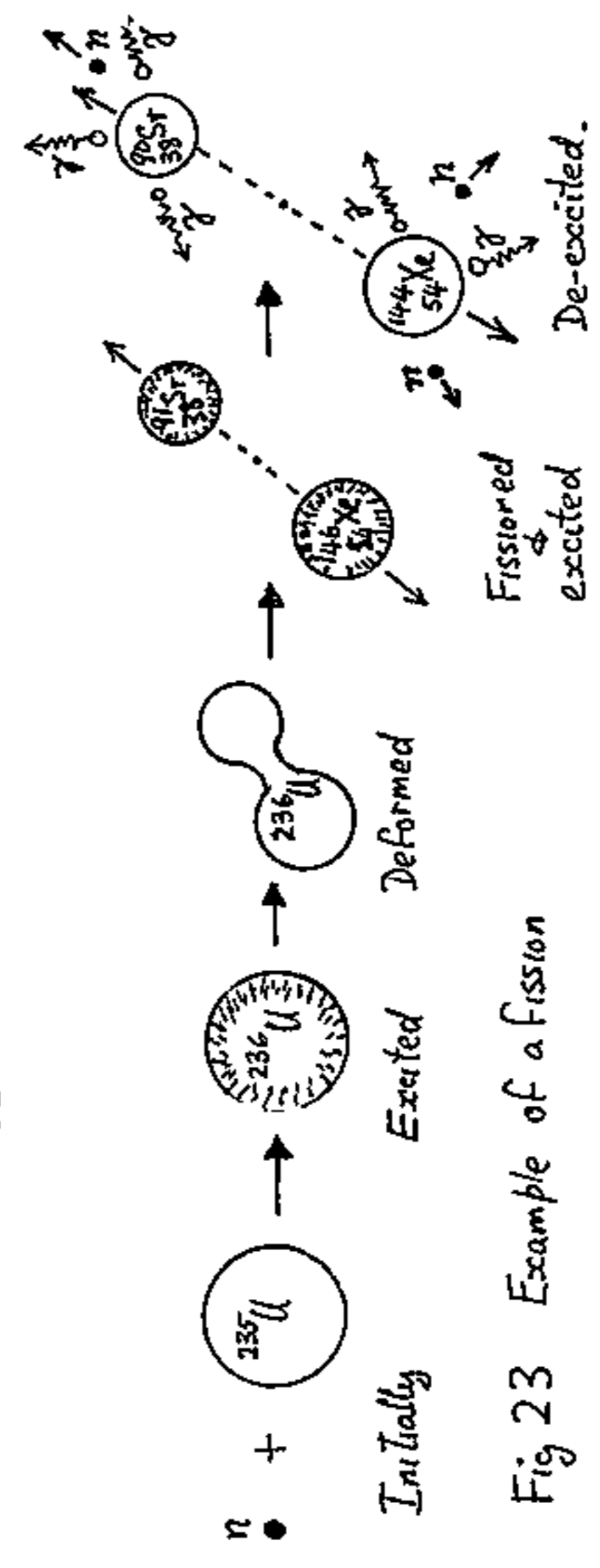


Fig 23 Example of a fission

5. Interactions and Measurements of Nuclear Radiations

We consider only radiations (particles) having kinetic energies in the energy range (between ~ 0.1 MeV and a few $\times 10$ MeV) typical of nuclear physics. The interactions of these radiations with matter are basic to many phenomena and to many aspects of nuclear technology. Examples are the detection of nuclear radiation, the design of radiation shielding and the assessment of radiation dose.

5.1 Interaction of radiation with matter

As a representative group of particles (radiations) we will consider the electron, proton, alpha particle, neutron and gamma photon (e, p, α, n, γ). Within these the charged particles form a natural group or subset which it is convenient to consider together.

(a) Charged particles (e.g. e, p and α) interact predominantly with the atomic electrons in matter. Their interactions with nuclei are extremely rare, in comparison, at the energies we are considering. The interactions lead to the ionization and electronic excitation of the atoms in matter in a process which is viewed as a series of collisions between the

6 Fosatu unions registered

JOHANNESBURG — Six racially open or mixed trade unions had their applications for registration gazetted in the Government Gazette yesterday. They are the first unions belonging to the Federation of South African Trade Unions (Fosatu) to be registered. Registration is a prerequisite for a union's admission to industrial councils which are responsible for wage agreements carrying the force of law. In the case of the Fosatu unions — which have faced strong employer opposition in the past — registration is also seen as a test case of the Wiehahn reforms. The six unions are the Paper, Wood, and Allied Workers' Union, the Chemical Workers' Industrial Union, the Metal and Allied Workers' Union, the Sweet, Food and Allied Workers' Union, the National Union of Textile Workers and the Transport and General Workers' Union. The Government Gazette describes them as catering for "all persons" while two other unions are described as being for "black persons".

Handwritten notes: C. Times, 20/9/80, 140A

a lower velocity than for protons of the same energy. The alpha range is less than the proton range for the same incident energy (see tables below and fig. 24(a)). Furthermore, for either particle, the velocity decreases, and hence $(-dE/dx)$

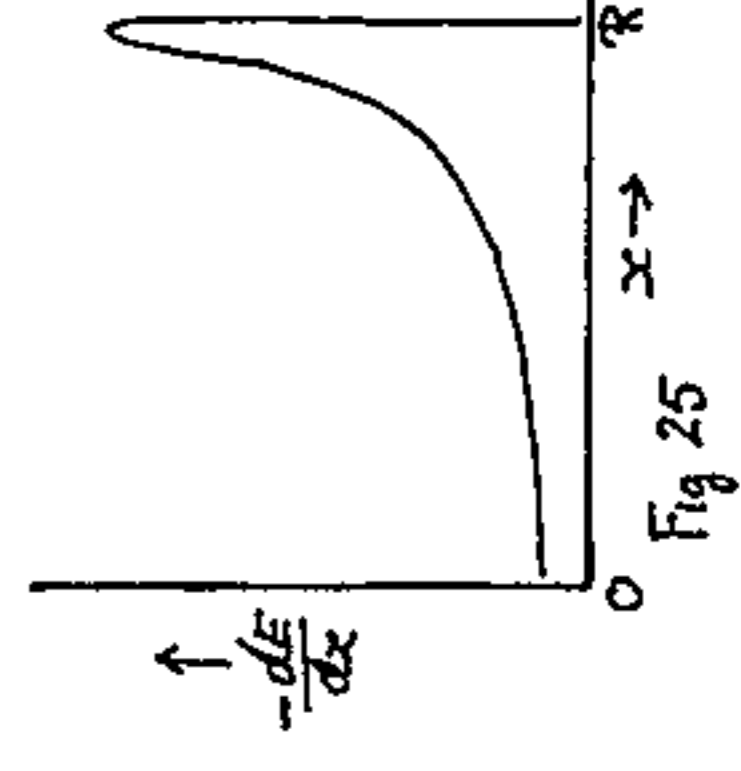
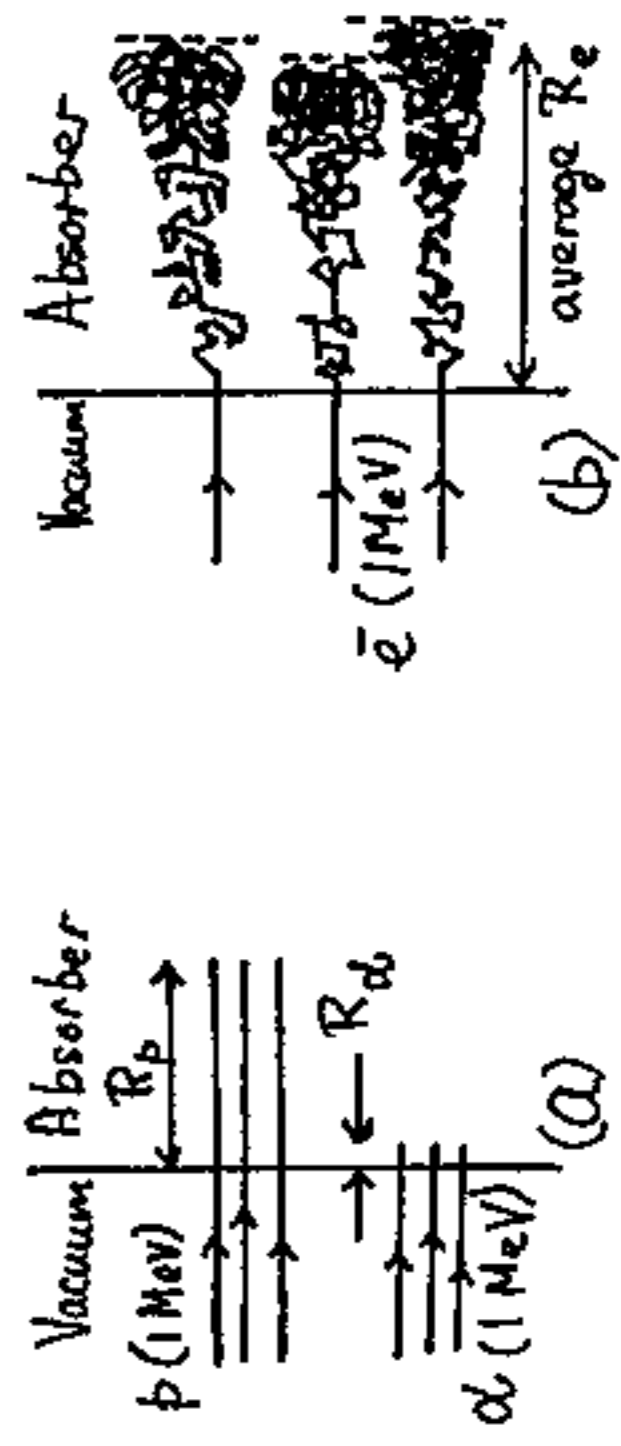


Fig. 24

Unions face last battle in bid to register

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By STEVEN FRIEDMAN
Labour Reporter

APPLICATIONS for Government registration by six Fosatu-affiliated trade unions have been passed by the Industrial Registrar — but it could be several months before the unions are granted registration.

Tensions and rivalries within the labour movement run deep at present and observers expect the Fosatu applications to prompt objections from rival unions, which could delay the eventual granting of registration by some months.

On Friday, the registration applications of six unions affiliated to Fosatu — the non-racial Federation of SA Trade Unions — appeared in the Government Gazette.

This means the Government's Industrial Registrar has approved the unions' constitutions and that other technical obstacles in the way of their registration have been ironed out.

Earlier this year, the Minister of Manpower Utilisation, Mr Fanie Botha, gave the unions permission to apply for registration on a non-racial basis.

However, rival unions now have the opportunity to object to the application and it is expected that several will do so.

In particular, "parallel" unions which have been registered or are seeking registration are expected to attempt to block the Fosatu applications.

They will attempt to argue that they are more representative than the Fosatu unions in the areas in which these unions applied for registration.

The registration application of another independent black union, the Transport and Allied Workers' Union, which is affiliated to the Council of Unions of South Africa (Cusa), has been held up for several months because of an objection lodged by a rival "parallel" union.

Fosatu's general secretary, Mr Alec Erwin, said yesterday that he expected objections from rival unions, particular in the bigger industries.

However, he added "We don't believe the other unions will be able to sustain their objections."

In terms of standing practice within the Department of Manpower, the onus is on unions who object to prove their representative standing.

Mr Erwin also disclosed that the registrar had approved the constitutions of the Fosatu unions without asking them to shed members in certain industries.

There had been fears that the registrar would approve the constitutions only for a very narrow range of jobs in particular industries.

The only union which had encountered difficulties was Fosatu's Transport and General Workers' Union, which had not been permitted to register to represent workers in the public sector.

"We were told unions are not legally permitted to represent workers in both the public and private sectors," he said.

Mr Erwin also expressed concern that the application of a major Fosatu registered union, the National Union of Motor Assembly and Rubber Workers, to represent all races, had not yet been approved.

STAR 23/9/80

Black unions clash at Ford car plant

By Sieg Mannig
Labour Editor

A showdown between black consciousness and black trade unionism lies behind a new trade union which is flexing its muscles at Ford in Port Elizabeth, say informed sources.

The new black Motor Assemblies and Components Workers Union of South Africa (Macwusa) was formed at the weekend because of "dissatisfaction" with the Ford-recognised black United Auto Workers' Union (UAW).

Macwusa has sprung from black consciousness-backed workers who disrupted work for weeks at Ford's Cortina plant last year, leaving the UAW out in the cold.

CREDIT

And it takes credit for a recent settlement under which, it is understood, the former strikers will receive the forfeited year-end bonuses, probably at the end of this year.

The source said the UAW had strengthened the former strikers' hand in negotiations for the payment of the forfeited bonus by providing them with a letter saying it did not object to bonuses being paid out.

The UAW had not taken up the issue itself because it had been told to keep out of the strike.

NEUTRAL

Ford is following a strictly neutral policy in the confrontation.

The company would recognise any union which was representative of its employees — whether it was registered or not, said Mr Fred Ferreira, Ford's industrial relations manager.

He was not prepared to comment on any dealing the company might have with the new union, he said when asked whether Ford had been approached for Macwusa's recognition.

Unfortunately in their natural function of the changing scheme attempting to tend to buy. This can also function is to kill deliver are often mu

One of the most constant change forecasts of quantity of these costs. situation. rate required or quality of inventories do inventory co

12.3 Inventory

Inventory models

In particular those assets that are consumed and so on.

Some theoretical the production high costs in inventory. In purchasing department quantity discounts. The marketing to promise quick goods inventories

inventories is the often make they also affect the sold to minimise with the supplier materials at the over the quantity r cases, the in- ons not only affect for production.

of certain assets. consumed, held,

At this stage our discussion is limited to determining the most economical ordering quantity, (E.O.Q.)

In doing so we shall be concerned with:

- (a) Developing the basic model
- (b) Describing the accounting issues relating to the model's parameters
- (c) Supplying information to implement the various inventory management systems
- (d) Evaluate alternative inventory management systems.

All taken within the context of the simple model and some of its extensions.

12.3.1 Balancing Inventory Costs

Inventory models are designed to achieve two objectives:

- 1 A balance between the cost of acquiring and holding an inventory
- 2 The opportunity cost of not holding an inventory.

Repression

concerns

overseas

unionists

STAR
23/9/80

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By Sieg Hannig
Labour Editor

DURBAN—Concern about the need for further progress in labour relations and about repression of black trade unions was conveyed yesterday to the annual conference of Tucsa

A letter from the British Trades Union Congress read to the conference said the TUC shared with other overseas unions its "concern about the recent wave of repression" against independent trade union organisations of South Africa

The TUC hoped Tucsa would address itself urgently to this problem and oppose the thwarting of development in collective bargaining for blacks

The Canadian Labour Movement also had demonstrated its deep concern to South Africa over the arrest of black labour leaders, Mr Edward Skrabec, counsellor of the Canadian Embassy, told the conference

Stressing the importance Canada attached to its labour code for reforms in South Africa, he said South Africa was not being singled out

But the racial factor in the South African situation "is profoundly objectionable to us"

Canada would maintain a close watch on the South African labour scene, he said

Mr Frank Golino, United States regional labour officer, said external influences such as America's Sullivan principles had contributed to the "fragile momentum" for change in labour relations, by reinforcing perceptible trends

The removal of discrimination and the introduction of equal employment practices ultimately depended on worker participation

Mr David Wright, British consul in Durban, said industrial relations were of paramount importance anywhere and would benefit race relations in this country. The British Government was watching changes with great interest

STRESSING THE IMPORTANCE

STRESSING THE IMPORTANCE

Let us in that spirit then mobilize ourselves into action as a conscientious Objection movement in South Africa - a movement that will help to bring about an end both to the injustices in our society and to the various forms of violence that are used to maintain it - a movement that will help establish true peace -

with the theory of the just war. And I think it would be fair to conclude from the evidence he gave us that the main tradition in Christianity has been a just war one rather than a pacifist one. And perhaps all that that says is that the sinful nature of man as well as the sinful environment in which he exists give him the kind of complicity with evil, which means that instead of choosing between absolute good and total evil, he must often choose between the lesser of two evils. Perhaps that is the only way we can explain that, whatever our views or convictions, we are in fact caught up in a process of change - a process in which the spiral of violence is present. What we need to remember then is that God is not absent from his world even when that process is at its worse - it is his world, he has overcome it, he rules it, he is transforming it and redeeming it. He shares the pain of that process - to him be the glory

I want to end up by quoting from Lambeth Conference resolution on War and Violence

"Jesus, through his death and resurrection, has already won the victory over all evil. He made evident that self-giving love, obedience to the way of the Cross, is the way to reconciliation in all relationships and conflicts. Therefore the use of violence is a self-harmful, contradictory to the Gospel. Yet we acknowledge that Christians in the past have differed in their understanding of limits to the rightful use of force in human affairs, and that questions of national relationships and social justice are often complex ones. But in the face of the mounting incidence of violence today and its acceptance as a normal element in human affairs, we condemn the subjection, intimidation, and manipulation of people by the use of violence and the threat of violence and call Christians, people everywhere

Move to end union 'thieving'

STAR 26/7/80

140A

Labour Editor

"Thieves", disguised as trade unionists, were giving trade unionism a bad name and could not be permitted, the Trade Union Council of South Africa was told here yesterday.

Ill-feeling and in-fighting among trade union factions—related particularly to recently formed groups outside of Tucsa—surfaced strongly after a proposal that efforts be made to resolve differences between competing unions.

Mrs Lucy Mvubelo, general secretary of the black

National Union of Clothing Workers, said it was the duty of Tucsa to protect workers against so-called liberals, "who were promising people the moon" but were, in fact, only "fattening their pockets".

The call for conciliatory moves came from Mr Alan Fine of the Witwatersrand Liquor and Catering Trades Union, who said that ill-feeling and competition among unions harmed the labour movement in general and played into the hands of the bosses. He said Tucsa had the

choice of declaring war on other unions or taking the lead in overcoming the conflict.

A former Tucsa president, Mr Ronnie Webb said "It's the free riders who have declared war on us".

Mr Archie Poole, of the Engineering Industrial Workers' Union, pointed out that the South African Co-ordinating Council of the International Metal Workers' Federation ceased to function last year because of differences between unions belonging to the Confederation of Metal and

Building Unions and those belonging to Fosa (Federation of South African Trade Unions), which is predominantly black.

After minor amendments, the conference adopted, with only four abstentions, the resolution giving alarm at the establishment of competing unions.

The resolution also urged that unions exert every effort to resolve differences by means of discussion and negotiation.

The resolution was referred to Tucsa's executive for processing and investigation.

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By VICTOR TSUAI

MR DUMILE Makhanda, chairman of the Ford Workers' Action Committee has condemned a recent accusation by the executive committee of the Port Elizabeth branch of the United Automobile Rubber and Allied Workers of South Africa (UAW) that the Action Committee is misleading workers and the public.

The accusation follows the split after a five months dispute between the Port Elizabeth branch and the Action Committee which consequently formed the Motor Assemblies and Component Workers' Union of South Africa (Macusa).

In a hard-hitting statement, the UAW had condemned the "misleading statements of the so-called Action Committee chairman, Mr Dumile Makhanda".

"It is astonishing that

Ford Action Committee slams union

after I was elected by 1000 people in a general meeting in the presence of Mr John Mke, he could today call me 'the so-called chairman'." Mr Makhanda replied.

"They are organised on a national basis to deprive the workers of their rights. They are not fighting for a free labour movement, but are there to enforce and endorse the labour restrictions," Mr Makhanda said bitterly.

"Mr Mke failed to negotiate effectively with the Ford management about annual bonuses and reinstatement of workers af-

ter the workers' strike, but the Action Committee did it successfully

"Mr Mke should cook his own pot and leave us alone," he said

UAW said this week that unsubstantiated allegations were also made that the union had been pro-management.

The UAW has challenged people making what it claims to be "wild and vague accusations" against it to openly substantiate them.

"They must show us they are more militant than the union officials, not by singing freedom songs in the company and

protection of the workers, not by attacking their fellow workers under the protection of the Press, but by showing they can better the leadership of the Port Elizabeth-Uitenhage area, and in South Africa

"Let us then see who is pro-management" the union statement said

"The same people who criticise so much are more management orientated than the executive of the Port Elizabeth branch ever will be

"What is clear to us is that the Action Committee deliberately gave misleading statements to the Press regarding meetings and the dispute

"We can only come to the conclusion that there is a deliberate attempt by the so-called Action Committee to undermine the executive union and its officials and to mislead the workers, the public and sympathetic organisations"

Ford plan could 'recoil'

By STEVEN FRIEDMAN
Labour Reporter

A RECENT agreement at the Ford Motor Company in Port Elizabeth which has been hailed by several labour observers, could create new friction at the company

This is the view of Dr Marianne Roux, a Rhodes University sociologist. Dr Roux was one of a group of researchers who were last year commissioned by the company to conduct an in-depth study of labour relations at Ford.

Recently, Ford announced it had agreed to the appointment of full-time shop stewards at its Port Elizabeth plants. This agreement — between the company and two Fosatu-affiliated unions — was hailed as a breakthrough by some unionists and labour observers.

Shop stewards are union representatives on the factory floor. Trade unionists believe they play a vital role in ensuring that workers have an effective voice within the factory, where most worker grievances originate.

Ford's agreement to the new system in which shop stewards will be paid by the company but will devote themselves full-time to union work, was seen as an attempt to increase union representation on the factory floor and thus make strikes less likely.

Observers believed the new system confirmed Ford's reputation as a leader in labour relations and could herald similar agreements elsewhere.

Dr Roux, however, said: "While the company no doubt sees the appointment of this official as a progressive step towards smoother labour relations, it may have unwittingly brought into being a further area of potential conflict."

Writing in the SA Labour Bulletin, she argues that full-time shop stewards will find it difficult to meet the expectations of both Ford and the union.

While they will be selected by workers, they will be paid by the company and workers doubt whether they will be able to identify with worker interests, she says.

Paid shop stewards might also lose touch with other workers and "cease to represent adequately workers' feelings".

The new system could "recoil" on the company if the shop steward lost contact with workers and could also "recoil" on the union if its shop-stewards' committee did not have the full backing of union members.

Putco could be in for inter-union trouble after yesterday's meeting between the Transport and Allied Workers Union and the company's management

Describing the talks as "fruitful," TAWU secretary Mr Mike Mohatla said they had paved the way for a recognition agreement between the company and the union covering the entire Reef.

One of the outstanding obstacles to agreement, he said, was the Springs depot — which the rival Transport and General Workers Union (TGWU), a Fesatu affiliate, has claimed as a stronghold

But TAWU had a big "lapsed membership" in Springs, said Mr Mohatla and was in the process of reviving it

STAR 9/10/80

Union squabble looms in Springs

332
140A
143
124

By November 5, when the next negotiations with Putco begin, TAWU would be able to show majority support among the Springs drivers

"The TGWU will need magic to keep us out," Mr Mohatla said

But his claims have been branded as nonsense and propaganda by Mrs Lydia Kompe, Transvaal secretary of the TGWU.

"The fact is that Mr Mohatla's union has neglected its members on the East Rand," she said "If they have

four members at the Springs depot I would be most surprised"

TGWU shop stewards last week invited Mr Mohatla to the depot to ask him not to create confusion among the drivers, Mrs Kompe said

"The stewards are still waiting for him

"The independent union movement is still too weak for this kind of unnecessary conflict," Mrs Kompe concluded "The only group that benefits from it is management"

Victory for bus drivers

SUN POST
19/10/80

140A

DAVEYTON bus drivers can board their buses feeling satisfied.

This week most of their grievances were solved at a meeting attended by the Daveyton Bus Drivers Committee, senior officials of the East Rand Administration Board (ERAB) and members of the Daveyton Community Council.

The drivers were threatening to strike, if their problems were not dealt with.

The drivers grievances included the following:

- They are not paid for working on Sundays and public holidays;
- They want a six day week;
- In the case of accidents, drivers are left to deal with the cases alone;
- During school holidays and other public holidays, they are told that students have to pay the adults' fares, 15c, instead of the usual 7c. This has angered the community.
- They wished to join a union

A statement released by the drivers committee's vice-chairman, Mr G Nkeane, said ERAB officials told them at the meeting that they were not against the drivers joining a union.

The bus drivers have joined the Transport and General Workers Union, which is affiliated to the Federation of South African Trade Unions (Fosatu).

The statement further said that ERAB would not recognise the union until it is registered and that ERAB was still studying the union's constitution, which they received a week ago.

By STEVEN FRIEDMAN
Labour Reporter

PUTCO worker spokesmen are confident the Wage Board will award workers a new wage increase after yesterday's sitting at which the Board heard oral evidence on the wage dispute at the company.

"Something beneficial to workers will definitely come out of this," a worker spokesman said yesterday after the hearing.

Yesterday, the Wage Board sat in Johannesburg to hear evidence from worker and Putco representatives on the dispute, in which workers have rejected a 15% wage rise introduced by the company and have demanded a R35-a-week increase.

This demand, together with demands for the recognition of the Transport and Allied Workers Union, sparked a strike at the company in early July which brought black transport services in the Johannesburg area to a virtual halt.

However, workers have decided to lower their original

RDM 21/10/80 (333) (152) (140A)

Putco workers hopeful of new wage increase

demand.

A memorandum submitted to the Board before yesterday's sitting by the drivers' action committee and the union asks for a R25 per week raise to be back-dated to July.

If Putco cannot afford this, it argues, "the State should step in".

The sitting took place against a background of driver discontent at the slow pace of official attempts to settle the dispute. Tension was rife over this issue and a second strike was narrowly averted.

In their memorandum, the union and committee repeat their rejection of a wage increase measured in percentage terms, arguing that this would mean "the lowest paid workers

lose out, and they are living on starvation wages."

It argues that the R35-a-week demand is "not excessive". Such an increase would bring the lowest paid Putco workers a wage of R67,50 per week, only slightly above the Household Effective Level, calculated as the minimum a black Johannesburg family needs to live.

The Wage Board gave no indication yesterday of when it would reach a decision on the drivers' claims.

● Putco will meet representatives of the Transport and General Workers Union, a Fosatu-affiliated union, to continue discussions on a union recognition agreement today.

140A

The Search for Union Goes On

Alec Erwin, general secretary of Fosatu, talks to union organisers. A major problem — an alliance between the so-called "responsible" unions, some of which are in the State.

At last month's annual conference of the Trade Union Council of South Africa (Tucsa) scathing attacks were levelled at certain unions generally termed "independent".

The Tucsa offensive is seen to reflect increasingly bitter competition in the organisation of black workers. What marks

out the independent bodies from their Tucsa competitors?

DREW FARRINGTON talks to Mr Alec Erwin, general secretary of the largest independent union grouping — the Federation of South African Trade Unions (Fosatu).

Q In view of sharp policy differences between the various independent union groupings, does it make sense to talk of an "independent" labour movement?

ERWIN: There is not "movement" as such, but a common history to a large extent, a shared outlook. All the unions originated in black worker organisations rather than as a result of a policy decision by a white registered body. All share the experience of hostile management and

a similar strategy and perception of management. They have moved in negotiating from shop-floor strength, in organising workers before seeking recognition.

Q Cusa and Fosatu has all sorts of means of controlling unions of the Western Province groupings — which have experienced this. The view we take is that the control imposed by registration can be countered by strong shop-floor or ganisation and democratic union practices.

Q: Do you accept the implication implied at the Tucsa conference, that Fosatu affiliates are too tightly controlled from the centre to be called "independent"?

ERWIN: It is true that our affiliates are expected to adopt a common policy, and that we pool resources and effort — but we see this as being crucial for the building of a strong labour movement. Tucsa's major weakness is precisely its incoherence, its lack of a clear policy stand.

Q: The latest Tucsa conference is seen as heralding intensified conflict between the established and independent unions...

ERWIN: We do not see Tucsa as homogeneous. A majority group within Tucsa is making a decision and policy stands with which we cannot agree. We will talk to any union which shares our views.

Q: There have been whippers of impending State action against certain independent unions — the Western Province General Workers Union, for example — which refuse to register. How does Fosatu view the future?

ERWIN: First let me say that we are strongly against any action designed to force trade unions to register. A union movement should express workers' wishes and cannot be legislated for. Our shop-floor strength makes us reasonably confident of the future. Our main problem is the continuing alliance between the so-called "responsible" unions, certain employers and the State.

Other independent groupings are the Council of Unions of South Africa (Cusa), the

140A

○ Since the Uitenhage strikes, trade union action is on the increase and some employers are moving to recognise the growing unions. At the same time, workers are leaving the more conservative parallel unions for their more 'militant' rivals. Labour Reporter STEVEN FRIEDMAN examines this trend.

'The workers are coming to us, asking to be organised'

AM 24/10/30

THE strikes which rocked Uitenhage earlier this year are over. But their effect is still felt — chiefly in Uitenhage, but throughout the East Cape as well.

Union membership has risen sharply since the strikes. The former "parallels" and established unions who have opened to blacks are losing ground steadily.

A growing number of employers are responding by recognising unions affiliated to the nonracial Federation of SA Trade Unions, unions which many of them were desperately shying away from only a short time ago.

And, in an area in which labour issues are closely interwoven with continuing political tensions in the townships, most observers believe more strikes can be expected throughout the Eastern Cape.

Labour events in the East Cape often foreshadow events elsewhere. And there is no better place to look at the growth of unionism and of worker action than in the small but heavily industrialised town of Uitenhage.

Four Fosatu unions in the motor, textile, chemical and food industries, are active there and the United Auto Workers are obviously the major union in an area dominated by motor assembly and component plants.

All the unions report growing membership since the strikes. Even at plants like Goodyear, which fired workers during the unrest, membership continues to rise, according to Fosatu unionists in the area.

"It's slower here than at other companies. But workers are angry and don't seem to have been scared off by the firings," says a Goodyear shop steward.

Other factories are showing a sharper growth in union membership and both union and employer sources agree union activity is on the increase.

Since the Government cut back on Fosatu's funds, union resources have been substantially trimmed. But that doesn't seem to matter, Fosatu men say.

"We aren't able to send people to stand outside factory gates recruiting. But that doesn't seem to matter — workers are coming to us and asking to be organised," says Fosatu unionist Mr Fred Sauls.

Some of the growth-in-union membership has been at the expense of the established unions in the area, the "parallels" and established conservative unions who have opened to blacks.

Recently, scores of black and coloured workers resigned from "parallel" unions to join the Fosatu unions. In a ballot at Veldspun, a local textile plant, workers chose a Fosatu union and rejected a Tucca-affiliated rival.

Fosatu and other independent black unions have consistently charged that employers favour the established unions and help them to organise.

Some in Uitenhage and elsewhere in the area still deal with these unions, but others are turning away and negotiating with more "militant" unions (although Fosatu is certainly not militant in the East Cape union spectrum).

Elsewhere, an attempt to introduce a "parallel" met with unanimous worker rejection and the company is now negotiating with UAW, says Mr Veefoot Ah Shene, a UAW organiser. "The parallel unions and their

becoming a Fosatu of another," smiles Mr Sauls, as he produces a card of about 100 Fosatu card cutters from members of a "parallel" at one plant.

Mr Ah Shene says: "Workers see these unions as glorified benefit societies. They offer workers benefits, but when negotiating time comes along, they keep on talking about management's prerogatives."

"We don't believe in management prerogatives, only in management-worker prerogatives. Workers are demanding to have the same say as shareholders."

He also claims that UAW is more democratic than its established rivals.

Another factor in the decline of 'benefit society' unions as their critics dub them, is that some are introduced to workers by management.

"Workers here won't tolerate that. They see a union being introduced by management and they want nothing to do with it," says Mr Ah Shene.

Employer sources confirm this trend. Unions are expected to see take off here haven't — perhaps because they weren't very active here before now," says Mr Brian Mathew, director of the Midlands Chamber of Industries.

One factor which unionists cite to explain the growth of membership is 'constant communication' between union leadership and members.

Regular shop stewards meetings are held together with work and seminars at which grass-roots leadership is taught negotiating and union skills.

Sources on both sides also confirm a growing employer willingness to deal with the more militant unions.

Unionists say some managements originally took a tougher line after the strikes, but attitudes have softened. "Employers are realising that workers demand to participate in decisions," says Mr Ah Shene.

Companies which are dealing with Fosatu unions in Uitenhage and elsewhere in the area include Winward Batteries, Dorg-Warner, GKW, Beal Batteries, Veldspun, Industex, and Cape of Good Hope Textiles.

The unions also have long-standing agreements at Volkswagen and SKF in Uitenhage and with the Port Elizabeth motor giants.

"Management accept that we must deal with those who have credibility. Companies are turning to leaders who

members," says Mr Mathew. The Midlands Chamber itself has played a role — its labour guidelines stress the need for employers to recognise workers' freedom of association.

Mr Fred Ferreira, industrial relations director at Ford, agrees that there has been a change in management attitudes. Not only are more companies talking to unions, but some are talking much more sharply," he says.

The reason is that many companies in the area are multinationals with a global international profile. The pressure on them to move ahead is greater.

But, in Uitenhage as elsewhere in the area, employers are also faced with a sharp growth in worker militancy. They thus have a greater need to seek ways to channel worker grievances onto the negotiating table.

Indeed, unionists in the area say a major factor in the growth of union recognition is "the fact that we showed that the unions are disciplined."

Mr Ah Shene says: "While we demand to negotiate on a wide range of issues in the factory, we are able to control our members — where we can get what we want by negotiating, not striking."

An interesting feature of the Uitenhage area is co-operation between black and coloured workers. Both parties pacted in the strikes and UAW shop stewards co-operate closely with those in Fosatu's registered motor union in the area.

The doubts which Port Elizabeth black workers voice about co-operation with their coloured colleagues seem less of an issue in Uitenhage.

Another key difference, which plays a role in union growth in Uitenhage, appears to be the dovetailing between the unions and Ubeo, Uitenhage's Pebeo.

While a battle rages in Port Elizabeth both between Pebeo supporters and the UAW, in Uitenhage several key UAW officials are also senior Ubeo men and there appears to be no conflict between the two organisations.

Attempts by Macwasa in Port Elizabeth to woo unionists away from UAW appear to have been unsuccessful.

Unionists say there is no conflict because Ubeo men are involved in UAW.

Some link between black unions and

in labour relations. Fast-growing unions in several areas make no bones about their belief that unions must not isolate themselves from community issues.

Not that UAW in Uitenhage actively involves itself in community issues. It insists that this is not a union's job. But the coincidence of office-bearers means that the two organisations' activities dovetail to some extent.

In the inter-union battle at Ford, one side has the skills, the other substantial support. In Uitenhage, the skills and the support coincide.

Black observers in the Eastern Cape argue that Fosatu's hold over the Uitenhage area is weakening as worker militancy proceeds apace.

This could occur, but there are few signs of it — at least in the near future. One reason is clearly the dovetailing of union and community groups.

This dovetailing has applications for the Government's determination to 'keep unions out of politics'. That may simply mean a bar on links with political parties. But if it means that unions must isolate themselves from the townships, its prospects of defusing conflict are slim.

For people in the area, employers and workers alike, believe labour and community issues can be separated.

Indeed, while arguing that many of the problems in the area are merely the result of "tooting troubles" as black unionism takes off, Mr Mathew stresses the fact that "we have had progress in the labour field which hasn't been matched in other areas."

Local employers, he says, recognise this and are involved in housing and education projects in an attempt to defuse political tensions.

And, while labour relations in the area appear to be developing fast, there is a growing realization that the strike wave of 1930 will be repeated and that there will be more industrial upheavals.

Since the strikes, several small stoppages have hit Uitenhage farms.

Firstly, as one local man puts it, strikes are a factor of industrial life. "No industrialized Western country has avoided strikes, and they've learned to live with them. Why should we be any different," he argues.

But, more importantly, the East-Cape remains a volatile political area. Black militancy continues to grow and black demands are not being rapidly met.

"I don't believe we're going to convince blacks of anything until they occupy senior positions themselves. We're particularly concerned about education as a means of bringing that about," says Mr Mathew.

But improved black education and status for black workers in industry are likely to increase demands for change — as Ford has found in Port Elizabeth.

Local observers stress that the Eastern Cape is a volatile political area and some of this volatility will inevitably spill onto the factory floor, where black workers see a potential for making progress.

Employers, argues Mr Ferreira, must adapt to the situation. But more upheavals are probably unavoidable.

That is why unionism is making progress in Uitenhage. And that is why tensions on our factory floors are going to be with us for a long time.

Some years ago, and came up with the slogan "there's a Ford in your future". He might well have been talking about South African labour relations.

For Ford has a habit of being the first to experience new labour trends. And, just as that company's strike last year heralded strikes throughout the country, so a battle raging now between two unions at Ford's Port Elizabeth plant may provide pointers for other factories and the country as a whole.

The battle is heated and has sparked claims on both sides. It is being watched with interest, for it may well point to a new union military.

One of the unions is the United Automobile and Rubber Workers Union (Uaw), which is affiliated to the Federation of SA Trade Unions (Fosatu). It was recognised by Ford some years ago.

For long, this union, like other Fosatu unions, was regarded as dangerously radical. Ford's decision to recognise it was hailed, however, as a sign of the company's willingness to deal with genuine worker representatives.

The other union is the Motor Assembly and Component Workers Union (Macwusa), which was officially launched at a meeting earlier this month.

It was formed by disenfranchised workers at the Ford Cortina plant, who felt that the Uaw was too "pro-management" — a charge that Uaw men hotly deny.

Its chairman, Mr Dumile Makhandu, a clerical worker at Ford, claims that the Uaw "simply transmits management's decisions to the workers".

Members of Macwusa's office-bearers are members of Pecco, which sprang to prominence last year, died down and is now in the process of being revived.

But Macwusa men stress that Pecco played no part in launching the union.

An important feature of the new union is its stated belief that unions must be involved in "community issues", that they must look beyond the factory floor and take an interest in township conditions.

Thus far, Macwusa has recruited about 600 of the 900-odd black workers at Ford's Cortina plant, about 500 of whom have resigned from the Uaw.

It has also been active at two other neighbouring plants, General Motors (which also deals with Uaw) and Feltek, a textile company which makes motor car fittings. Both companies have representatives on its interim executive.

It aims to win recognition at Ford, thus supplanting the Uaw, and then to go on to other motor and components plants and perhaps to other industries.

For its part, Ford has prudently opted to stay out of the battle. It has said it will recognise any union with majority membership and has withdrawn to watch from the sidelines. Company spokesmen refuse to discuss the dispute.

The breakthrough has its origins in last year's strike, which threw up tensions between the Pecco-linked Ford workers' committee and the Uaw.

It is generally acknowledged that one reason for the strike was

140H
24/10/80

Ford's militants of yesterday becomes moderates of today

STEVEN FRIEDMAN examines the claim that Ford in Port Elizabeth has a habit of being the first company in South Africa to experience new labour trends.

The fact that Ford's recognition of the Uaw had been channelled, by mutual consent, through the government's liaison committee system.

The union remained weak on the factory floor and the workers' committee saw it as "pro-management".

The union's image was dented when its president, Mr John Mike, agreed to interpret for management during the strike — a move which the Uaw now concedes was a mistake.

Macwusa men charge the Uaw with not negotiating toughly enough during the strike and of not winning back strikers' bonuses when they returned to work.

Uaw spokesmen insist they intervened only when requested to do so by workers and that the union played a significant role in hammering out the settlement that brought workers back to work.

The post-mortem after the strike led to significant changes at Ford. Both the company and the Uaw recognised the need for a strong union presence on the factory floor and both worked to bring this about.

Several changes were introduced, culminating in an agreement that the union's members could elect full-time shop stewards, whose job it would be to take up worker grievances and do union organising work at the plant.

But the dispute between the two factions continued.

Earlier this year, a Uaw meeting, attended chiefly by Cortina plant workers, voted Mr Mike and his Port Elizabeth branch executive, out of office and elected their own committee, made up of worker committee representatives.

But the meeting was unconstitutional and the executive remained in office.

The dissidents left to form Macwusa. The "militant" Uaw was now challenged by a "moderate" union.

Thus far Macwusa has recruited a majority of Cortina plant workers and

has made some headway at GM and Feltek. It believes it can expand further.

The Uaw concedes Macwusa has support in the Cortina plant, but insists it has little worker backing outside it.

"At best, they could win a majority in Ford as a whole. That would make them, in effect, a company union. But they have little support outside Ford and they aren't likely to gain any," says Mr Veefoort Ah Shene, a Uaw organiser.

Labour observers in the area are not so sure. They see Macwusa as a growing force and expect it to win majority support at Ford. This support, they argue, could spread to other companies in the area.

Ford has two plants in Port Elizabeth besides Cortina. But worker militancy has always stemmed chiefly from Cortina.

The reasons for this are significant. "Cortina plant workers are younger and have a higher standard of education. We are more worried about exploitation," say Mr Makhandu and members of his executive.

In other words, younger, more articulate, workers with higher expectations are coming into the factories and they are

more prepared to challenge long-held management prerogatives.

An early, although perhaps temporary, birth could be Ford's full-time shop steward system.

The shop stewards are elected by Uaw members, and Macwusa members may reject them. They could thus be unable to channel worker grievances because they are shunned by grass-roots workers.

What does Macwusa stand for?

Macwusa men stress

negotiate, that they want to fulfil all the traditional functions of a union. Their complaint, they say, is simply that Uaw hasn't been tough enough.

Their union, they claim, is non-racial, a "people's union." But Macwusa members say tension between black and white workers at Ford is high and they have doubts about coloured workers.

"We're not sure whether we can trust them. They have been given some of the crumbs of apartheid and they don't always identify with us."

But they stress that they are prepared to recruit workers of other races who "identify with the struggle."

Macwusa rejects also government registration, which Uaw has accepted. "Registering means becoming part of the system," its executives say.

But one of the chief divides remains the issue of community involvement. Uaw men argue that unions cannot be involved in community political issues. Their role lies in the factory, they say.

But Macwusa men want their union to be actively involved in community issues. "You can't separate a worker's work life and his home life. Everybody who pays rent in the township is a worker," says Mr Makhandu. Organisations like

Pecco "need a helping hand" from unions.

The government, of course, is concerned to prevent unions from community involvement, although only direct links with a political party are

But community involvement is regarded as important by a growing number of black unions. Not that they want to be directly involved, but they do believe in co-operation with community organisations.

Indeed, Mr Brian Mathew, director of the Midland Chamber of Industries, argues that some level of community involvement by unions is inevitable, and employers will have to come to terms with it.

The Uaw's leadership are skilled unionists, and there's no doubting their commitment to unionism. Interestingly, the union is making significant strides in Uitenhage, where it enjoys the support of key Uaw members.

Macwusa has no traditional union background, but it has support whatever its future, its emergence is important.

Labour relations take place in a political context and, particularly in South Africa, political tensions are felt on the factory floor.

In such a situation what appeared to be militant yesterday is likely to seem moderate today. The backlog of black worker grievances is sufficient to ensure that

As black workers become better trained, better educated, and as they win rights in the factories, militancy seems certain to increase. Other new and more militant unions have shown remarkable growth — in East London for example.

Letters —
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SUN POST
26/9/80
140A

A group of black workers stage a strike

A GROUP of factory workers have brought their grievances under the spotlight.

On Saturday, they took to the stage and acted out a story many black workers are familiar with.

The setting is Rely Precision Castings in Boksburg. Police arrest 55 workers after they down tools in sympathy with a colleague, who they considered unfairly dismissed.

The workers' foundry manager called them in to cope with "rioting".

All the workers are fired.

Management claims the first worker was sacked for loafing outside the workshop. Fellow workers say this is not so — he merely wanted to speak to his Induna about a difficult casting he had to grind.

The workers appeared in court. Each is fined R60 or 60 days imprisonment, with a six-month

suspended jail sentence. This unique production of "workshop theatre" is a dramatisation of a true story.

The play, *Ilanga Lizo-phumela abasebenzi* (The Sun Shall Rise for Workers) is mainly in Zulu. It was produced with the help of an acting group, the Junction Avenue Players' Company, and the Federation of South African Trade Unions (Fosatu).

Two of the actors in the production were involved in the original strike.

Eleven of the 55 sacked workers have returned to their jobs since the strike early this year. All are members of the Metal and Allied Workers Union, a Fosatu affiliate.

Mr Taffy Adler, Fosatu's Transvaal regional secretary, said the play has come about spontaneously and was an attempt to — SUNDAY POST Correspondent.

Uitenhage Unions Volatile

DAIC 7 JAN 28/1980

1401

The strikes which rocked Uitenhage earlier this year are over. But their effect is still felt.

Union membership has risen sharply since the strikes. The former "parallels" and established unions who have opened to blacks, are losing ground steadily.

A growing number of employers are responding by recognising unions affiliated to the non-racial federation of SA Trade Unions, Fosatu. — Bodies which many of them were desperately shying away from only a short time ago.

Labour events in the Eastern Cape often foreshadow events elsewhere. And there is no better place to look at the growth of unionism and of worker action than in the small but heavily industrialised town of Uitenhage.

Four Fosatu unions, in the motor, textile, chemical and food industries, are active there and the United Auto Workers, Uaw are obviously the major union in an area dominated by motor assembly and components plants.

All the unions report growing membership since the strikes. Even at plants like Goodyear, which fired workers during the unrest, membership continues to rise, according to Fosatu unionists in the area.

"It's slower here than at other companies. But workers are angry and don't seem to have been scared off by the firing," says a Goodyear shop steward. Both union and employer sources agree union activity is on the increase.

"Workers are coming to us asking to be organised," says Fosatu's Mr Fred Sauls.

Recently, scores of black and coloured workers resigned from "parallel" unions to join the Fosatu unions. In a ballot at Veldspun, a local textile plant, workers chose a Fosatu union and rejected a

rival affiliated to the Trade Union Council of South Africa

Fosatu and other independent black unions have consistently charged that employers favour the established unions and help them to organise

Some in Uitenhage and elsewhere in the area still deal with these unions, but others are turning away and negotiating with more "militant" unions (although Fosatu is certainly not militant in the Eastern Cape union spectrum)

Elsewhere an attempt to introduce a "parallel" met with unanimous worker rejection and the company is now negotiating with Uaw, says Mr Veerfoot Ah Shee a Uaw organiser.

"The parallel unions and their equivalents are dying out here. This is becoming a Fosatu stronghold," smiles Mr Sauls, as he produces a wad of about 100 Fosatu applications from members of a "parallel" at one plant

"Workers see these unions as glorified benefit societies. They offer workers benefits, but when negotiating time comes along, they keep on talking about management's prerogatives," says Mr Ah Shee

"We don't believe in management prerogatives only. In management-worker management prerogatives are demanding to have the same say as shareholders"

He claims also that Uaw is more democratic than its established rivals. Another factor in the decline of "benefit society" unions, as their critics dub them, is that some are introduced to workers by management

"Workers here won't

deal with the more militant unions

Unionists say some managements originally took a tougher line after the strikes, but attitudes have softened. "Employers are realising that workers demand to participate in decisions," says Mr Ah Shee.

Companies which are dealing with Fosatu unions in Uitenhage and elsewhere in the area include Willard Batteries, Borg-Warner, GKV, Bosal Batteries, Veldspun, Indusley, and Cape of Good Hope Textiles

The unions also have long-standing agreements at Volkswagen and SKR in Uitenhage and with the Port Elizabeth motor giants

"Management accept that we must deal with those who have credibility. Companies are turning to leaders who have support, and can control their members," says Mr Mathew

The Midland Chamber itself has played a role in labour guidelines stress the need for employers to recognise workers' freedom of association

Mr Fred Ferreira, industrial relations director at Ford, agrees that there has been a change in management attitudes. "Not only are more companies talking to unions, but some are raising minimum wages sharply," he says.

One reason is that many companies in the area are multinational, with a high international profile. The pressure on them to move ahead is greater

But, in Uitenhage as elsewhere in the area, employers are faced also with a sharp growth in worker militancy. They thus have a greater need to seek ways to channel worker grievances onto the negotiating table.

Indeed, unionists in the area say a major factor in the growth of union recognition is "the fact we showed that the unions are disciplined."

"While we demand to negotiate on a wide range of issues in the factory, we

Since the strikes in Uitenhage factories earlier this year, trade union action is on the increase and some employers are moving to recognise the growing unions. At the same time, workers are leaving the more conservative parallel unions for "militant" rivals. LABOUR REPORTER STEVEN FRIEDMAN examines this trend.

are able to control our members where we can get what we want by negotiating, not striking," says Mr Ah Shee

An interesting feature of the Uitenhage area is the co-operation between black and coloured workers. Both participated in the strikes and Uaw shop stewards cooperate closely with those in Fosatu's registered motor union in the area.

The doubts which Port Elizabeth black workers voice about co-operation with their coloured colleagues seem less of an issue in Uitenhage

Another key difference, which plays a role in union growth in Uitenhage, appears to be the dovetailing between the unions and Ubcu, Uitenhage's Febco.

While a battle rages in Port Elizabeth between Febco supporters and the

Law in Uitenhage several key Uaw officials are also senior Ubcu men. There appears to be no conflict between the two organisations

Attempts by the break-away Motor Assembly and Component Workers' Union, in Port Elizabeth to woo unionists away from Law in Uitenhage appear to have been unsuccessful

Unionists say there is no conflict because Ubcu men are involved in Uaw. Some link between black unions and community groups is a growing factor in labour relations. Fast-growing unions in several areas make no bones about their belief that unions must not isolate themselves from community issues

Not that Uaw in Uitenhage actively involves itself in community issues. It insists that this is not a union's job. But the coincidence of office-bearers means that the two organisations' activities dovetail to some extent

In the inter-union battle at Ford, one side has the skills, the other substantial support. In Uitenhage, the skills and the support coincide

Black observers in the Eastern Cape argue that Fosatu's hold over the Uitenhage area is weakening as worker militancy proceeds apace

This could occur, but there are few signs of it. One reason is clearly the dovetailing of union and community groups

This obviously has implications for the government's determination to keep unions "out of politics." That may simply mean a bar on links with political parties. But if it means that unions must isolate themselves from the townships, its prospects of defusing conflict are slim. Few people in the area,

employers and workers alike, believe labour and community issues can be separated

Indeed, while arguing that many of the problems in the area are merely the result of "teething troubles" as black unionism takes off, Mr Mathew stresses that one cause of labour unrest is that "we have had progress in the labour field which hasn't been matched in other areas."

Local employers, he says, recognise this and are involved in housing and education projects in an attempt to defuse political tensions

And, while labour relations in the area appear to be developing fast, there is a growing realisation that there will be more industrial upheavals

First, as one local man puts it, strikes are a factor of industrial life. "No industrialised western country has avoided strikes, and they've learned to live with them. Why should we be any different?" he asks

But, more importantly, the Eastern Cape remains a volatile political area. Black militancy continues to grow and black demands are not being rapidly met

"I don't believe we're going to convince blacks of anything until they occupy senior positions themselves. We're particularly concerned about education as a means of bringing that about," says Mr Mathew

But improved black education and status for black workers in industry, are likely to increase demands for change — as Ford has found in Port Elizabeth.

Employers, argues Mr Ferreira, must adapt to the situation. But more upheavals are probably unavoidable

That is why unionism is making progress in Uitenhage. And that is why tensions on the factory floors are going to be with us for a long time

JOHANNESBURG

Non-racial trade unionism received a major boost this week when three motor assembly unions agreed to form a powerful, non-racial, national union.

The union, which is registered, appears to be the first major registered union in the country with a fully non-racial constitution.

Its emergence also means that black workers affiliated to the non-racial federation of SA Trade Unions (Fosatu) have become members of a registered union for the first time.

This is seen as an indication of government determination to bring black workers into its official bargaining system.

All three unions are affiliated to Fosatu. Two are based in Port Elizabeth and one in Cape Town, although the unions have members throughout the country.

The way to the merger was cleared when the Minister of Manpower Utilisation, Mr. Fanie Botha, allowed the registered National Union of Motor Assembly and Rubber Workers (Numarw) to enrol black workers on a fully non-racial basis.

Merger talks between Numarw and two other Fosatu unions, the predominantly black United Automobile and Rubber Workers (Uarw) and the (coloured) Western Province Motor Assembly Workers Union had been under way for some time and this decision opened the way for a formal merger.

At a meeting in Port Elizabeth this week, members of the three unions gave their approval to the merger, which will

come into effect next month.

The merger move is seen as an indication of growing co-operation between black and coloured workers in the motor assembly industry.

It will also boost the union's chances of winning employer recognition.

Employers who refused to recognise Uaw when it was unregistered may now be prepared to deal with black worker representatives in a registered union.

The Fosatu motor unions have shown a marked growth in the Uitenhage area in recent months, but are locked in a battle with a rival union at the Ford plant in Port Elizabeth.

In terms of the merger, the other two unions will disband and their

3 motor unions merge

members will join the union executive, the executive of the two unions which are dissolving to merge with Numarw will continue to exist and will advise the present executive of the union.

While some registered unions have been granted permission to open their doors to black workers, most must still have racially separate branches and their executives are restricted to one race only.

Fosatu unions, however, have demanded fully non-racial status and this has now been granted to Numarw.

Six unregistered Fosatu unions have been given official permission to apply for registration on a non-racial basis but have not yet been registered — DDC.

The union has members in Port Elizabeth, Uitenhage, East London, Cape Town, Durban and Pretoria and represents workers in battery, tyre and components companies as well as in the motor assembly industry.

Mr Sauls said yesterday that the union's constitution would be fully non-racial. Union branches will be mixed and all members will be eligible to stand for the union's executive.

Until non-racial elections were held for a new



MR SAULS

Car workers merge into strong union

rdm
30/10/80
140A

By STEVEN FRIEDMAN
Labour Reporter

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The Fosatu motor unions have shown a marked growth in the Uitenhage area in recent months, but are locked in a battle with a rival union at the Ford plant in Port Elizabeth

In terms of the merger, the other two unions will disband and their members will join the NUMARW. The union's general secretary, Mr Fred Sauls, said

yesterday it had been decided to merge in this way because the NUMARW was already a registered union

The union has members in Port Elizabeth, Uitenhage, East London, Cape Town, Durban and Pretoria and represents workers in battery, tyre and components companies as well as in the motor assembly industry

Mr Sauls said yesterday that the union's constitution would be fully nonracial. Union branches will be mixed and all members will be eligible to stand for the union's executive

Until nonracial elections were held for a new union executive, the executives of the two unions which are dissolving will continue to exist and will advise the present executive

While some 27 registered unions have been granted permission to open their doors to black workers, most must still have racially separate branches

Fosatu unions, however, have demanded fully nonracial status and this has now been granted to NUMARW

Six other Fosatu unions have been given official permission to apply for registration on a nonracial basis

CML Times 3/10/80

Unions: Fosatu Assocom differ

1408

JOHANNESBURG — The conditions which the Association of Chambers of Commerce attach to trade union recognition have come under attack from the Federation of South African Trade Unions (Fosatu)

In its employer guidelines on union recognition, issued yesterday Assocom strongly supported fully (racially) integrated registered trade unions the Industrial Council system and the "useful purpose" of works and liaison committees

It opposed the recognition of unregistered unions because this could lead to a proliferation of unions in the same industry But it may be necessary for management to negotiate with representatives of an unregistered union where the union represents the majority of its workers

Such negotiations should be subject to an assurance that the union will apply for registration and that negotiations should not undermine the Industrial Council system

Mr Alec Erwin general secretary of Fosatu welcomed Assocom's emphasis on the need for non-racial unions and for flexibility in industrial relations

But he said, the acceptance of the need for flexibility was contradicted by the conditions attached to negotiations with unregistered unions "The registration process is still very racial," Mr Erwin said in support of negotiations with unregistered unions

Assocom had to accept that the Industrial Council system needed to be modified through negotiations with unions On the works and liaison committee system he said that Fosatu felt it was obsolete and should be replaced by union-linked shop-steward committees — Sapa

STAR 31/10/80

(12)

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(15)

Workers allege 'planned' sackings

Warehouse workers of the strike-hit Toyota Marketing Company in Sandton believe some of their dismissals were "planned" by management.

More than 100 were sacked on Tuesday after downing tools in protest against the alleged imposition of unreasonable work

quotas on the picking department. Toyota management claims the dismissals were the outcome of a two-week "go-slow" by workers

In a statement released yesterday by the Metal and Allied Workers Union, the workers said "they believe the company had planned

to cut down on the picking department"

Reports had reached them some time ago that the warehouse manager was intending to "remove union members and hire new staff"

In support of their claims, the workers allege

○ About 30 new workers — registered with the Sandton administra-

tion board as "security guards" — had recently been hired to join the pickers

○ Sales staff had been trained as pickers

○ Some of the new workers had been told to wait at home "until they were needed"

Management comment on the allegations could not be obtained

MOTOR UNION MERGER

Strength from unity

The Eastern Cape motor unions have again taken an important step which will have ramifications for the black labour movement throughout SA

Last week three auto unions agreed to merge — a move which will create the strongest independent non-racial union in the country. At a unity conference held in PE last weekend the United Automobile Workers' Union (UAW), the National Union of Motor Assembly and Rubber Workers' Union (Numarwosa) and the Western Province Motor Assembly Workers' Union (WPMWU) effectively announced their merger. All three are affiliated to the Federation of SA Trade Unions (Fosatu), and the International Metalworkers' Federation.

The move follows a long-awaited go-ahead from government to allow Numarwosa, hitherto a coloured union, to open its ranks to black members. The union submitted an application for nonracial status nine months ago, and two weeks ago the Department of Manpower Utilisation gave its permission.

The UAW will enter the new union body next week while the WPMWU will join its ranks on January 1.

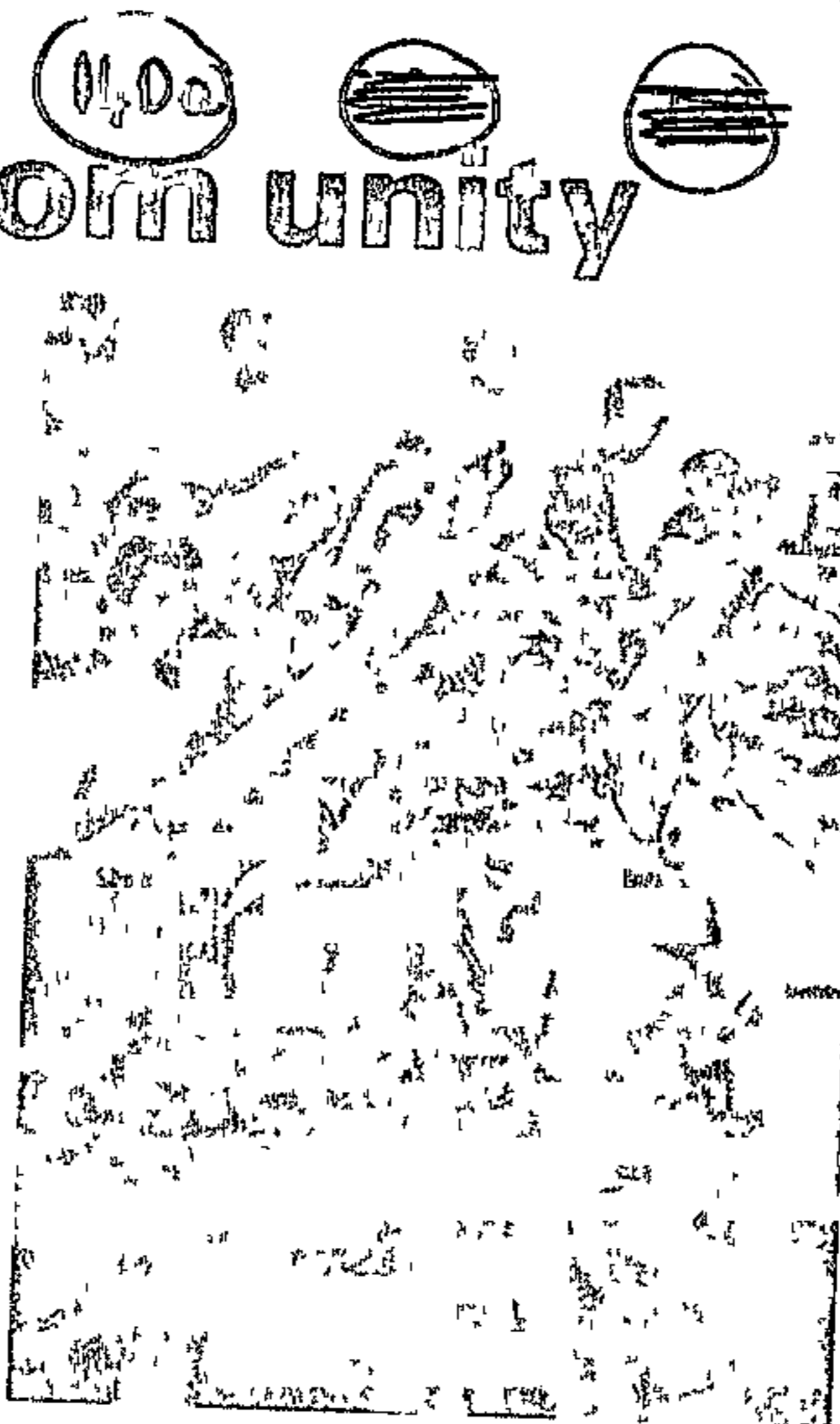
Although the final step of signing the merger agreement was dramatic, it was the end-product of a long association between the unions. The possibility of UAW and Numarwosa becoming one union has been in the pipeline since UAW's emergence, since which the two unions have acted "as one" during negotiations and the signing of agreements with management.

WPMWU's association with Numarwosa goes back even further to the early Sixties when merger talks were initiated. But there was strong worker resistance to the move during the mid-Sixties when both unions were in the throes of changing their leadership and policies, and the decision was postponed indefinitely.

The most significant aspect of the merger is that the unions will now have greater thrust and bargaining power. The new union will have a paid-up membership of nearly 12 000 — 1 000 from WPMWU, 7 000 from Numarwosa, and 4 000 from UAW. It will now also cover the entire automobile and rubber industry as well as the components industry.

But, just as important, the initiative is a commitment to "unify the labour movement and to see workers as workers, no matter what colour," as one union leader put it.

The final merger blueprint, announced to executive members of the unions'



Motor industry workers now with unity

branches on Sunday, was met with euphoria. Union leaders and rank and file members expressed strong support for the unification. However, a number of serious practical problems still face the emergent body.

The greatest of these is the "legal" stance which Numarwosa has to adopt. Because it is the only registered union, it

FM 31/10/80

has, in legal terms, to "adopt" UAW and WPMWU.

But the constitution drawn up takes careful account of this. The *modus operandi* decided on stipulates that, although the executive council of Numarwosa will be the legal body vested with the administration of the union, the executive councils of all three would form an advisory council and would make decisions which would be binding on the council. The advisory council is to operate for not less than six months.

Another resolution passed was that all branches, regional committees and shop stewards of the respective unions would continue functioning until such time as new elections are held.

One stumbling block — which nobody felt was of major significance — was naming the new union. This problem has been referred back to union branches for consideration.

There is another sensitive area which, although unrelated to the merger, may cause problems for the emergent body. There is dissension among the ranks of Ford Cortina plant workers, some of whom have resigned from UAW to join the recently-formed Motor Assembly and Component Workers' Union (Macwusa). Macwusa has recruited the majority of the plant's workers — some 600 of the total workforce of 900 — and is planning to recruit at General Motors.

The new union has slammed UAW for

its "conservative and pro-management" stance and also its lack of involvement in community issues. Although UAW has strongly denied these allegations, a split in the ranks of workers — particularly along colour lines — may well put a spoke in the wheel for the merger union.

Dumile Makanda, a Macwusa organiser says "We will definitely benefit from the merger. There are members of UAW and Numarwosa who are not satisfied with it — particularly workers at GM and Ford — and they will join our ranks. There are a number of workers who feel they have no place in the merging unions."

But a spokesman for UAW says he does not foresee major problems — even if Macwusa wins a recognition agreement from Ford. "Strong organisation and producing the goods for membership is what will finally count," he says.

Despite these problems and doubts, the overriding feeling among workers was that there was enough support and commitment to the ideal to overcome any practical problems that may arise.

TOYOTA MARKETING COMPANY
A settlement of the dispute at the Toyota Marketing Company in Sandton was reached today, with the company agreeing to reinstate all dismissed workers and to recognise their trade union.

This represents a major breakthrough for the Fosatu-affiliated Metal and Allied Workers' Union (MAWU) which has been embroiled in a bitter recognition struggle with Toyota Marketing since the beginning of 1978. Agreement was reached today after a meeting between management and a negotiating team representing both MAWU and Fosatu.

It provided for the reinstatement of more than 100 warehouse workers dismissed after a stoppage last week. The prod from tariffs which sparked the strike have been acknowledged as "reasonable" by the workers, Toyota managing director Mr Colin Adcock said, and would remain in force.

The recognition of MAWU by the company, and the granting of all facilities needed to operate within the company. These include stop-order facilities and organising access to company premises. A new system of communication, whereby union members — comprising at least half the warehouse workforce, according to a Fosatu spokesman — will be represented by the union, and other workers by a reconstituted liaison committee.

The Fosatu spokesman welcomed the agreement, and called on other motor components manufacturers to follow Toyota's lead in recognising representative workers' bodies.

Toyota drops its union stand in dispute

42
1408

ADM
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By STEVEN FRIEDMAN
Labour Reporter

THE strike at Toyota's Sandton warehouse has ended with the company offering to recognise an unregistered black trade union — a significant reversal of its policy and a major breakthrough for the union

The unregistered Metal and Allied Workers' Union, which is affiliated to the Federation of South African Trade Unions, has been battling for recognition at Toyota for more than a year

Last year, the company's managing director, Mr Colin Adcock, said Toyota was opposed to recognising an unregistered trade union

The fact that the company has agreed to recognise a Fosatu-affiliated unregistered union is also seen as an important breakthrough for unions in the motor and allied industries

Last week, the entire black warehouse workforce at Toyota Marketing, a Sandton subsidiary of the motor giant, Toyota (SA), struck in protest at a management ruling that workers had to meet certain quotas or face dismissal

About 100 workers were involved in the stoppage

All were dismissed and told to report back to the company yesterday, when they would be told which workers were to be re-employed

However, after talks with Fosatu, the company decided to reinstate all workers and offered to recognise Mawu

A joint statement issued yesterday by Fosatu, Mawu and Toyota Marketing, says the agreement followed Fosatu-initiated discussions between the company and Fosatu officials on Friday

This was followed by further meetings between Fosatu and the company at the weekend as well as meetings between Mawu officials and union members

As a result, the three parties met yesterday morning to hammer out a settlement

According to the statement, "immediate problems relating to communication, work targets and the warning system" have been resolved, and the entire warehouse staff has returned to work

Workers have agreed that the work targets are not unreasonable and that "the main problem was one of communication", according to the statement

At the same time, the company offered to recognise Mawu and to give it "all facilities necessary to operate within the company"

The details of a recognition agreement will now be negotiated between the union and the company, but it is understood Toyota has agreed to negotiate with Mawu on its members' grievances until a formal recognition agreement is signed

The company has agreed to recognise union shop stewards and to give Mawu organising facilities in the Sandton plant

According to the statement, yesterday's meeting took place in an atmosphere of "complete co-operation" Both parties will now study "all aspects of communication to ensure the success of future negotiations"

Workers back moves to merge 3 unions

STAR 7/11/80 (13/4)
(14DA)
(192)

In what has been described as a "triumph for the cause of worker unity" 12 000 workers have unanimously approved the merger of three separate motor assembly unions.

Since two of the unions have a coloured membership and one is for blacks, the move is also seen as a victory for non-racial trade-unionism

The unions are the National Union of Motor Assembly and Rubber Workers (NUMARW) — a registered body with a notably strong following among coloured workers in the Eastern Cape — the mainly black United Automobile and Rubber Workers' Union (UAW) and the Western Province Motor Workers' Union. All three bodies are affiliated to Fosatu.

The decision to merge, taken at a joint meeting of the union executive committees last week, had since been "unanimously" approved by the membership, NUMARW general secretary Mr Fred Sauls said today.

From next week, black members of the UAW would begin to join the NUMARW. Members of the Western Province Union would follow at a later stage, he said.

Mr Sauls said the consolidation of the unions had been in the pipeline since 1972. The last obstacle to unity was overcome this year with the granting of Ministerial permission for the NUMARW to open its ranks to blacks

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3,500 downed tools over cash dispute

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Pretoria Bureau (1404)

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

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

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

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

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

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

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

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

They then decided to stop work.

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

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

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DD 18/11/80, (122) (137)
Motor workers' union
in merger move (140A) (138)

PORT ELIZABETH — The newly-launched Motor Assemblies and Component Workers' Union of South Africa (Macwusa) has made a move towards merging with two other militant unregistered trade unions

Macwusa officials met representatives of the South African Allied Workers' Union (Saawu) and the Western Province General Workers' Union here at the weekend.

The Macwusa move comes in the wake of an announcement by three affiliates of the Federation of South African Trade Unions (Fosatu) that they had decided to form a non-racial union. One of the merged

Fosatu affiliates is the United Automobile, Rubber and Allied Workers of South Africa, from which Macwusa broke away.

The three militant unions have rejected government registration.

Mr Dumile Makhanda, Macwusa chairman, said the talks at the weekend were informal, and the three unions would meet again soon.

"We realised we had a lot in common with Saawu and the Western Province Union, except for a difference here and there in administration. We thought it would be to the benefit of the workers if we merged."

STAR 19/11/80 (140A) (141) (142)

Putco recognition for unregistered union

The long-awaited recognition agreement between Putco and the Fosatu-affiliated Transport and General Workers' Union was signed yesterday.

The conclusion of the agreement — which has taken close on four months to thrash out — represents a further victory for independent unions and their strategy of negotiation from shop-floor strength.

Its key provisions are:

• Recognition of the union at all Putco depots where majority worker

support can be shown.

• Negotiation on all matters, including wages

• Worker representation through union procedures rather than solely through traditional company "indabas."

• A commitment to continue negotiating with the TGWU, even if Fosatu-affiliated unions withdraw their applications for registration.

The agreement was "procedural," the union spokesman said, and a fuller accord would be negotiated at a later stage.

Black unions conflict worsens

STAR
21/11/80
134
140A
131

South Africa's largest black trade union grouping — the Federation of South African Trade Unions — has launched a blistering attack on its registered trade union rivals.

This latest round in an ongoing conflict poses a dilemma for the Government, which seeks the support of both groups, but will have to side with one of them.

In a Press statement released today Fosatu accuses a number of registered unions of "obstructing" the registration of its affiliates. Six Fosatu unions, representing about 10 000 black workers in a range of industries, have applied for registration, on condition that it is non-racial.

However all the applications were being held up by objections from unions already registered, the statement says.

Under present procedures, registered bodies may object to the registration of newcomers in industries where they consider themselves representative.

The objections, says Fosatu are "frivolous" and "racially styled". In many cases, they rested on claims of majority support among workers in a particular race category.

This exposed the "bankruptcy of the professed nonracialism of these unions" the statement says. "It is totally inconsistent to profess a non-racial stand — while attempting to use racial provisions to prevent non-racial unions from registering."

The activities of the registered bodies were a "disservice to trade unionism," it adds.

The statement calls for the rejection of race as an industrial interest, and for the objections to be ignored.

● The Minister of Manpower Utilisation, Mr Fanie Botha, will meet with unregistered unions on the intended labour legislation on Thursday.

Industries welcome State promises

STAR
25/4/80
140A

The Government promise of streamlined employment services and vocational guidance for workers was today welcomed by the SA Federated Chamber of Industries' Labour Affairs Committee.

The chairman, Mr R J Ironside, said that social security and protection of the health of workers was an essential prerequisite for the maintenance of industrial peace.

He was reacting to the announcement made yesterday that the Government had accepted recommendations by the Wiehahn Commission for removing racial discrimination in the labour field. The proposals in the latest report deal mainly with employment, security and health aspects of labour relations.

Mr Ironside said that

the chamber also looked forward to early implementation of nonracial representation at national and regional levels on all bodies created for the maintenance of workers' health and safety and for the creation of more jobs.

Mr Alex Irwin, general secretary of the Federation of South African Trade Unions (FOSATU) said that any step to remove racial discrimination in labour matters was in the right direction.

FOSATU also welcomed Government attention to occupational health and safety. This was a most important area in labour relations, Mr Irwin said.

He added that in spite of the proposals having been accepted by the Government, they would take a great deal of time, money and effort to be implemented.

STAR 28/11/80 (122) (100A) (122) (766)

Black labour federation

uneasy over changes

The country's biggest federation of black trade unions might pull out of the Government's new labour dispensation if many of the latest proposals for changes to the law are not dropped

The Federation of South Africa Trade Unions (Fosatu) made this clear in a statement today following what it called a "very unsatisfactory meeting with the Minister of Manpower Utilisation, Mr Fanie Botha, yesterday

The statement said Fosatu believed that the "positive steps proposed

by the Government recently were "heavily outweighed by other proposed amendments which would lead to the credibility of the whole package collapsing.

The fact that the meeting with Mr Botha took place was probably a step in the right direction, said Fosatu. But if there were further meetings, they should be much longer and involve all unregistered unions.

Fosatu unions have applied to register under the Government's new labour dispensation. But Fosatu warned today that

it would not be prepared to participate if new, unacceptable proposals were implemented.

The proposals would have the effect of exerting greater potential control over the activities of emerging trade unions, the statement said

Fosatu said the following proposals were unacceptable

Measures to "freeze out" unregistered unions, such as the prohibition on order facilities for them and no legal standing for their agreements with employers.

1 000 BMW workers on wage strike

Labour Reporter

ABOUT 1 000 workers at the BMW motor factory at Rosslyn, near Pretoria, struck yesterday in support of wage demands.

This makes BMW the second Pretoria motor plant to be hit by a strike in the past few weeks. Workers at the Datsun plant in the area struck recently.

A company spokesman, Mr Pierre de la Rey, said yesterday he expected the plant to be back in full production today. However, worker sources said they believed it was unlikely to reopen until Monday.

According to management, the strike occurred because workers were impatient with delays in wage negotiations between BMW and an employees' council in the plant.

However, worker sources said they had struck in support of demands for a 50c an hour wage increase.

They said management had offered workers 25c an hour, which had been rejected. A subsequent offer of 30c was also rejected, they said.

According to workers, BMW's minimum wage is B1,33 an hour.

A non-racial registered union, the National Union of Motor Assembly and Rubber Workers, has been organising workers at BMW. The union is affiliated to Fosatu.

At present, the union does not represent the majority of BMW workers and has there-

fore not been involved in negotiations on the wage issue.

However, a union spokesman said yesterday that workers who were not union members would be asked at a meeting today whether they were prepared to have the union negotiate on their behalf.

Mr De la Rey said yesterday that BMW had been negotiating workers' annual wage increases for some weeks with the employees' council.

A group of workers had become impatient with the delay and had stopped work yesterday morning. They said they would not resume until management told them the size of their increase.

Management had discussed this with the employees' council but had decided this was not possible. "We then sent the entire workforce home," Mr De la Rey added.

He said negotiations had continued throughout the day and that the company expected to announce the new increases this morning. "We expect everybody to return to work then," Mr De la Rey said.

He confirmed that the union was active at the plant, but said it was not yet representative. For this reason, management still negotiated with the employees' council, he said.

Worker sources said yesterday that they were under the impression that the dispute would not be resolved today. "We were told to collect our pay for the week and then to come back on Monday when the problem would be settled," a worker said.

The union spokesman said workers had "lost faith" in the employees' council because it had failed to consult them adequately on the wage issue.

Despite this, he said, not yet union members and the union would meet workers today to find out whether non-members wanted the union negotiate for them.

Trade union official attacks employers

26/11/80

(1408)

(Mercury) Reporter

A LEADING trade union official yesterday attacked employers for 'hiding behind the State' when strikes broke out instead of settling disputes with the workers concerned.

Miss Shireen Motala, national education organiser for the Federation of South African Trade Unions (Fosatu), made the attack during a workshop jointly organised by Fosatu and Diakonia, the Durban-based inter-Church aid and welfare agency.

Miss Motala said employers had called in the police and the security po-

lice instead of settling the disputes themselves.

She said South Africa's future industrial relations situation did not appear to be very stable. Management was making little effort to improve the quality of the lives of workers.

Employers, she asserted, should stop 'playing games' and start talking with unions which were represented on the shop floor instead of nego-

tiating with 'maverick' unions.

Miss Motala said the Government accused unions of being too political. On the other hand the State was continually interfering between the employer and the employee.

Mr Rob Lambert, lecturer in industrial sociology at the University of Natal in Durban, said workers were no longer accepting their subordinate role in society.

He was hopeful for the future because workers were standing up for their rights not in a wild or erratic way but in a positive manner.

People were moving away from their private concerns and were co-operating with one another.

Fund plan

It was the role of the Church as a community organisation, Mr Lambert declared, to back and support workers when they stood up for their rights.

He proposed the establishment of a 'Victimisation Fund' as one of the positive moves the Church could make in tackling the situation.

Real wages are falling drastically and it is likely that conflict will intensify, he added.

'It is not good waiting for a major strike before we get ourselves organised'.

WORKERS FIGHT TO REBAIN JOBS

PD 28/1/50

EAST LONDON —

Workers who were dismissed by Collondale Cannery here in August, but have refused to collect their pay packets, yesterday made an unsuccessful attempt to get their jobs back.

The managing director of the cannery, Mr Corder Tihney, said he received a phone call from the general secretary of the African Food and Canning Workers' Union, Mr Jan Theron, who is based in Cape Town, indicating the workers wished to meet the cannery management.

Mr Tihney said about 150 people arrived outside the

cannery at 7 am yesterday, and demanded their jobs back. He said he had already hired others to fill their jobs and he could not dismiss them as they were working well.

He claimed the workers replied, "Kick all those out and give us back our jobs."

The request was refused, and Mr Tihney told those who had been dismissed to collect their pay packets. They declined to do this.

Mr Tihney confirmed Security Branch policemen were present at the factory while he was speaking to the crowd.

Afterwards Mr Lorder Njozela, 42, who was employed at the cannery until the dispute with management in August, was taken in by the police for questioning, but was released a few hours later.

Mr Tihney said the factory was working at full strength (450 people) at present, but added, "I have said all along, if and when we have vacancies, we will rehire those who have lost their jobs."

The assistant secretary of the African Food and Canning Workers' Union, Miss Deborah Komose, said yesterday a meeting would be held in the next

few days to decide what action should be taken about collecting outstanding pay packets.

The dispute between about 400 workers and the Collondale management centres around the retrenchment of five men at the end of August.

The management claim ed it was necessary to start a retraining programme because the drought had caused a drop in the amount of fruit arriving at the cannery.

The workers took a different view. They claimed fruit was arriving at the factory as usual, but the men were being

retrained because they were members of the African Food and Canning Workers' Union.

About 400 men and women downed tools as a result. They were dismissed after 48 hours but were told they could re-apply for their job on September 8. Most of them did not do so — mainly because they did not want to lose all the benefits which would accrue to them for long service.

Management claims by not returning to work within the stipulated 48 hours, the workers dismissed themselves —

Klaas van der Poel

CURRICULUM VITAE

Research from Pittsburgh, Holland. He has
for 10 years and worked for that company
in several countries around the world.
design and development of systems for
training control and production optimisation.
Management Information Systems and Operations
Tools of the Universities of Cape Town and
of the consultants group of the Computer
specialises in requirement definition and

800 on strike refuse to quit factory

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By STEVEN FRIEDMAN
Labour Reporter

ABOUT 800 workers at the Raleigh Cycle plant at Springs have downed tools in protest against the dismissal of two of their colleagues

Late yesterday the Engineering and Allied Workers' Union said the workers had been fired but were refusing to leave the premises because they still regarded themselves as employees

The union's general secretary, Mr Calvin Nkabinde, said yesterday that he had offered to negotiate but that management had not taken up his offer.

He said management appeared to be attempting to resolve the dispute by holding meetings with officials of either the Department of Manpower Utilisation or the industry's industrial council

Company comment could not be obtained yesterday

According to Mr Nkabinde, the stoppage was sparked on Thursday by the dismissal of two workers for fighting

Yesterday Raleigh told workers that those who wished to work could, but that those who refused should leave, Mr Nkabinde said

"Workers said that they wanted to work but that they would not until the two were reinstated. They refused to leave because they did not regard themselves as dismissed."

Fosatu switch could sink labour deal

140A
29/11/80
RPM

By STEVEN FRIEDMAN
Labour Reporter

THE GOVERNMENT's new labour dispensation is now almost certain to be dealt a crucial blow, unless changes are made to legislation due to be introduced during the next parliamentary session

This emerges from a statement issued yesterday by the non-racial Federation of SA Trade Unions, whose unions have agreed to register, thus entering the Government's official bargaining system

The statement says categorically that Fosatu will change its mind and pull out of the system if the legislation goes ahead unchanged

While details have not been announced, the Minister of Manpower Utilisation, Mr Fanie Botha, has spelled out the legislation broadly

"Fosatu believes that the positive steps that have been proposed are going to be heavily outweighed by (other) points and that the credibility of the whole package will collapse and therefore jeopardise constructive reform

"Fosatu will not be prepared to participate in such a process"

A decision to pull out of the official system would deal a crushing blow to its credibility. Fosatu is the largest of the groups which have agreed to register and its non-cooperation

would mean that virtually all major black union groupings had opted out of the new system

It is known that the Government is anxious to see Fosatu unions enter the official bargaining system

According to the statement, Fosatu's objections to the legislation are directed against

- Measures to "freeze out" unregistered unions by banning "stop order" facilities for them and declaring agreements between them and employers to have no legal standing

This, Fosatu said, is "contrary to the principle of freedom of association" and "will destroy credibility among workers and internationally"

- Moves to deport contract workers who strike illegally

Fosatu said this would deny these workers "basic justice" because they would be deported before they were found guilty in the courts.

It added, "No law can prevent official or unofficial wild-cat strikes. Strikes occur because there are problems and these cannot wait for lengthy and cumbersome procedures to resolve them"

This measure "will not stop strikes but will jeopardise the credibility of the legislation"

- The control of foreign funds for strikes, whether legal or illegal

"In the case of a legal strike, this clearly restricts unions'

freedom of association. More generally, there is distrust as to how this will be implemented," Fosatu said

- Alleged statements by the authorities that new powers of investigation and discretion would be given to Government officials,

- Proposed Government involvement in strike ballots

"There is already sufficient legislation to deal with irregularities," according to Fosatu

It said the proposed changes "make the mistake of mixing real improvements with changes that have the effect of exerting greater potential control over the emerging trade unions"

This would "create a climate of distrust and loss of credibility

Fosatu's statement follows talks between Mr Botha and a range of black unions — the first time a Cabinet Minister has invited a wide range of these unions to talks

Fosatu said "the fact that the meeting took place at all is probably a step in the right direction"

It complained, however, that unionists had insufficient time to clarify "complex issues" and that the meeting was unsatisfactory

It said that "if there are to be future meetings, they should be for longer periods and involve all unregistered unions"

MOTOR PLANT

140A

20 W's
29/6/54

offers strikers 35c rise

Labour Reporter

MANAGEMENT at the BMW motor plant at Rosslyn, near Pretoria, yesterday offered to raise the minimum wage by 35c to R1 60 an hour in a bid to end the strike there.

However, it is not clear if the offer to the employee council will get them back to work.

While some union sources expect workers to accept the offer, others claimed that some workers had said they would hold out for their original demand of a rise of 50c an hour.

The management yesterday handed workers notices of the increase offer and asked them to return on Monday to decide if they would accept it.

The plant remained closed yesterday.

While most sources expect workers to accept the rise, a spokesman for the National Union of Motor Assembly and Rubber Workers said yesterday: "Some workers say they still want 50c. We don't know what will happen on Monday."

The union is organising workers at the plant, but has not yet asked management for recognition because it does not represent a majority.

About 1 000 workers at the plant struck on Thursday in support of wage demands. According to management, they simply wanted the company to announce the size of the increase.

Union sources, however, said workers had rejected a 30c an hour offer, and demanded 50c.

A statement yesterday by BMW said the new wage scales had been introduced after an agreement between management and the employee council.

It said the workers had "appealed" to management and the council to come to an agreement on wage negotiations "which had been in progress for the past six weeks."

It added that all workers arrived at the plant yesterday and were given their wages and notices of the increases — which will come into effect in January.

"It was mutually agreed by the council and management not to let employees work today — to give the employee council an opportunity to discuss the increases with the workers," the statement said.

Firm is fined R100 for victimisation

Staff Reporter

A COMPANY was found guilty by the Boksburg Magistrate's Court yesterday of victimising a worker, and fined R100. It is understood to be the first successful private prosecution over victimisation.

The prosecution was brought by Mrs Angel Makhanya a nursing sister of Daveyton, against her former employer, S A G Ceramics, after the Transvaal Attorney-General declined to prosecute.

The magistrate, Mr G van Wyk, ordered the State to pay Mrs Makhanya's costs. These are likely to be considerable, because she launched the prosecution more than a year ago, with the aid of the Federation of South African Trade Unions.

Besides fining S A G Ceramics R100, Mr Van Wyk ruled that the firm should bear its own costs.

Mrs Makhanya told the court she was dismissed on August 11, 1978, because of activities as shop steward for the Building Construction and Allied Workers Union.

The success of the prosecution comes after an initial court ruling against her, and a successful appeal to the Transvaal Provincial Division of the Supreme Court.

Last year Mr Van Wyk ruled that Mrs Makhanya did not have title to prosecute her employer. But the Supreme Court found that she had "direct and substantial interest" in victimisation proceedings, and had title to bring a private prosecution. The case

was referred back to the magistrate.

In summing up yesterday, Mr Van Wyk said S A G Ceramics had claimed the reason for the nursing sister's discharge was her neglect of patients at the firm.

He said the charge that she had also "influenced" workers had been added as an "afterthought". The inference could be drawn that Mrs Makhanya's "influencing" of her fellow workers was one of the reasons for her dismissal, though it was not the only reason given.

Mr Van Wyk said there had been contradictions in evidence for the defence.

Though it had been said in evidence that there had been many complaints about Mrs Makhanya at the firm, only two had been entered on her record card.

Mrs Makhanya also denied that she had been warned about her behaviour by her employers.

The Wage Act contained a presumption that the employer was guilty of victimisation until he had proved the contrary. Mr van Wyk said S A G Ceramics had not convinced the court that Mrs Makhanya's dismissal was not due to victimisation.

Speaking in mitigation, Mr F G Preller for the firm, said it was likely that a claim of illegal dismissal and compensation for loss of wages would now be brought against S A G Ceramics. There was also a strong likelihood that other workers might institute similar actions.

PARALLEL UNIONS

Foreign look-in



The issue of parallel unions — those established by white registered bodies for black workers — is once more under scrutiny. A nine man delegation from the International Metal Federation (IMF) is in SA studying labour developments, as well as the activities of its affiliates — some of whom have established parallel unions

The delegation is visiting SA as the result of a heated debate at the IMF's conference in Geneva last year where a hard-hitting resolution was put forward condemning the action of certain affiliates operating in SA and asking for action to be taken against them. The resolution was withdrawn only on the understanding that an IMF delegation would investigate the allegations first hand.

The eight unions affiliated to the IMF represent a broad spectrum of the labour movement in SA. Three are affiliated to the Federation of SA Trade Unions (Fosatu), two to the Trade Union Council of SA (Tucsa) and three are independent.

The development of parallel unions has been condemned by Fosatu and other independent trade unions who argue that registered trade unions are organising black workers in cahoots with management. They cite cases where managements have called in "tame" white unions to organise black workers in an effort to "undermine independent unions which had already organised black workers" and to "channel union organisation in their plants".

In defence, parent unions argue that parallel unions are merely a stepping stone to greater unionisation of black workers.

The IMF delegation is also investigating accusations that black workers are coming off second best where they are being organised by white unions. One example quoted is that some white unions protect their skilled and semi-skilled members during wage negotiations at the expense of the unskilled (black) workers.

The delegation is also to meet unaffiliated trade unions and employer organisations such as Anglo American and the Steel and Engineering Industries Federation of SA (Seifsa).

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Cash budgets

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KEY TO COSTING TUTORIALS

Strikers at BMW return

Labour Reporter

ALL 1 000 striking workers at the BMW plant at Rosslyn, near Pretoria, returned to work yesterday

Their return follows an agreement between the company and its employee council last week which raised wages by 35c an hour

The minimum wage at the plant will be R1,60 an hour from the beginning of January.

Workers had originally demanded a 50c-an-hour rise, according to their union, but appear to have decided to accept the substantial increase agreed to on Friday

A company statement yesterday said the plant was now "fully operational" and that workers had reported for work "as usual" yesterday

This was confirmed by a spokesman for the National Union of Motor Assembly and Rubber Workers, which has been organising workers at the plant

Unions hit out at draft labour ^{Also} Bill

By STEVEN FRIEDMAN
Labour Reporter

TOUGH controls on trade unions contained in a controversial draft labour Bill drawn up by the Department of Manpower Utilisation were slammed yesterday by a wide range of trade unions

Unionists said the draft contained "unacceptable controls" and that it was "totally unacceptable" One accused the authorities of "trying to bring Poland here"

Yesterday, the Rand Daily Mail revealed the contents of the draft Bill, which contains several important measures aimed at improving the legal position of workers and unions but also includes the toughest controls on unions in the country's history

Most sources approached yesterday expected the Bill to be modified, at least in part, before it was put to Parliament next year

Yesterday the general secre-

tary of the Federation of SA Trade Unions, Mr Alec Erwin, said the draft Bill as it stood "thoroughly jeopardises any chance the new legislation has of starting out on the right footing"

Referring to controversial legislation introduced after the Wiehahn Commission reported in 1979, he said "This means we will be getting off on the wrong footing for the second time"

The controls in the draft were "totally unacceptable" and "confirm our suspicions that reform would be mixed with Government control"

Mr Erwin called on established registered unions to "make their voice heard" in protesting against the Bill

The director of the Confederation of Metal and Building Unions, Mr Ben Nicholson said he was reluctant to comment fully without seeing the draft Bill, but added "If this is correct, the draft Bill seems to

provide for extraordinary control over unions"

The CMBU is largely composed of established registered unions

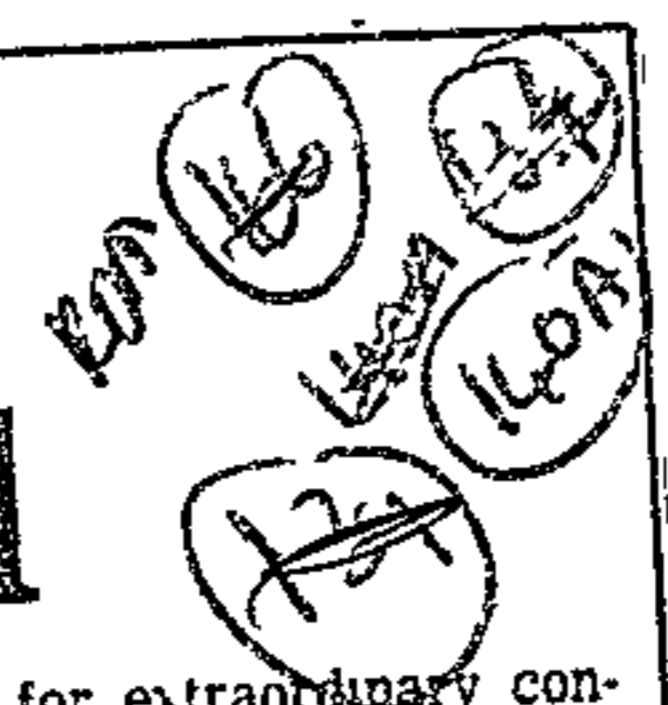
Mr Nicholson said he was in favour of "some sort of control" but said that controls over unregistered unions suggested in the draft Bill "could drive unions underground"

The general secretary of the SA Allied Workers Union, ⁱⁿ Samuel Kikine, said the draft was "an attempt to bring the Polish system to South Africa"

SAAWU has refused to register under the Government's labour dispensation.

The general secretary of the National Federation of Black Workers, Mr Matthews Oliphant, said the draft was a case of "one step forward, nine steps back"

Rightwing unions are also likely to react to any further clamps on political activity as they have indirectly supported the HNP on some occasions



Unions 'driven off shop floor'

By Drew Forrest

The Federation of South African Trade Unions, which represents about 25 000 workers nationwide, has accused a growing number of companies of attempting to force black unions into the "bureaucratic mould" of their white counterparts.

In a statement released yesterday Fosatu attacked these companies, in the

paper, biscuit-making and chemical industries, for seeking to drive trade-unions off the shop-floor and into industrial councils, where all negotiation would take place.

Fosatu unions have opted for registration, which would give them access to industrial councils. But they are adamant that the latter should not replace bargaining structures at

plant level

There was a further worrying trend towards the revival of the "discredited" official committee system as a substitute for elected committees of shop-stewards, the statement said

Fosatu would fight these trends, as they were "in the interests of employers and a minority of skilled white employees,

while ignoring the needs of the mass of black workers."

Of particular concern to Fosatu is the Sappi paper plant in Springs, to which the Fosatu-affiliated Paper Wood and Allied Workers' Union had effectively been denied access

Sappi public relations officer Mr B Craddock could not be traced for comment yesterday.

700

seek
jobs back

STYL 3/12/50
The unregistered
Engineering and Allied
Workers Union is to seek
an urgent court order re-
quiring the reinstatement
of 800 workers dismissed
from Raleigh Cycles in
Springs last week

The workers were
sacked on Friday follow-
ing a dispute over the
alleged summary dismissal
of two colleagues for
fighting on the job

Kelloggs agrees to increase wages

A 60 percent wage increase at bottom level and commensurate increases throughout the grades were agreed to yesterday by the Sweet, Food and Allied Workers Union and Kelloggs of South Africa.

A spokesman for the Federation of South African Trade Unions said today the achievement of these wage increases was "evidence of the wisdom of in-plant negotiations between the union and the company."

The union wished to thank Kelloggs for their acceptance of the need for in-plant negotiations.

The spokesman said negotiations for a further agreement concerning working conditions at Kelloggs were underway and were expected to be concluded early next year.

"In addition, the two parties have agreed to negotiate a future wage increase for the last half of 1981."

By STEVEN FRIEDMAN
Labour Reporter

ONE of the most substantial wage increases in recent years — 60% for some workers — is contained in an agreement signed this week between a multi-national company, Kellogg SA, and the Fosatu-affiliated Sweet, Food and Allied Workers Union.

The agreement appears to be the first outside the Eastern Cape to recognise union demands for a "living wage" rather than one based on various poverty datum line surveys.

Kellogg's managing director, Mr Murray Rogers, said yesterday the agreement partly met union requests that companies move away from the various "poverty datum lines" towards a "realistic living allowance".

The increase is also the result of one of the few wage agreements negotiated between companies and unregistered trade unions.

In a statement yesterday, the union hailed the agreement as an illustration of "the need for in-plant negotiations" between companies and unions on wage levels.

Many companies have refused to negotiate wages with unions, arguing that this should be done on an industry level only.

For several years, many companies have been relying on various poverty datum lines to set their minimum wages. These calculate the minimum a family needs to survive.

However, during the East Cape motor strikes, unions demanded that companies ditch this standard, arguing that it allowed workers "only to exist".

They demanded that employers switched to a "living wage" negotiated between unions and employers.

Kellogg appears to be the first company outside the Eastern Cape to accept this and to negotiate on this basis with a union.

Mr Rogers said wages were

Food firm wage deal hailed

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rpm
5/12/80

not yet up to the standard negotiated in the Eastern Cape. However, the new rates would be reviewed in the middle of next year in the light of increases in the cost of living.

In terms of the agreement, the company's "probationary wage" goes up to R46 a week and its factory operatives will earn a minimum of R50 a week.

This means that workers at the bottom of the scale will see their wages rise by 60% and proportional increases are contained for the other grades.

In its statement, the union says, "The achievement of such a substantial increase is evidence of the wisdom of in-plant negotiations between unions and the company and the union wishes to acknowledge Kellogg's acceptance of the need for in-plant negotiations."

It adds that "the new wage levels are a testimony to both parties' acceptance of a realistic negotiating framework."

Negotiations for an agreement are already under way and are expected to be concluded early next year.

Mr Rogers said yesterday the new levels would come into effect early next month.

BLACK UNIONISTS CALL FOR EXPULSION AS METAL INDUSTRY REACHES BOILING POINT

LONG-SIMMERING differences between South African trade unions in the metal industry reached boiling point this week when black unionists demanded the expulsion of certain predominantly white unions from membership of the 40-million-strong Geneva-based International Metalworkers Federation.

The demand was made to a nine-man IMF delegation who visited South Africa this week specifically to probe the effects and political consequences of the new labour dispensation, and who flew home today after urging trade unions to resolve their differences and to merge in order to make a "meaningful contribution to the whole South African debate".

The delegation also called on employers to work with trade unions to improve the social climate in South Africa and to ensure legislation in the next session of Parliament meets with recommendations of the Wiehahn Commission, which the IMF is reported to "endorse absolutely".

It was in meetings with the IMF's 11 South African affiliate unions, consisting of about 85 000 members, that unions belonging to the predominantly-black Federation of South African Trade Unions voiced irreconcilable differences with unions in the mainly white and coloured Confederation of Metal and Buiding Unions.

According to a union official who does not wish to be named, the main grievance against some of the IMF's South African affiliates is that they are racialistic because they have formed parallel unions for members of other races instead of integrating, or they are registered only as white unions.

"The IMF policy is one of non-racialism and equal opportunity for all workers. In our opinion these unions are not toeing the line.

"We have tried in vain for years to establish some basis of co-operation with these unions are not toeing the line. We can never be co-operation between paternalistic white unions that are no better than benefit societies for well-paid, privileged workers who have never been in conflict with management, and black unions based on the shop floor, always in confrontation situations with management, fighting for the rights of black workers.

"We told the IMF delegation this week that we can't be affiliated to an organisation which also

By MAUREEN GRIFFIN

has racialistic unions as affiliates. If they are not expelled, our membership will have to take a decision whether we want to continue our affiliation with the IMF."

Approached for comment, spokesman for the delegation Werner Thoenessen said "We are here to look into the effects of the new labour dispensation, and particularly the organisational and political consequences.

"Members of the delegation have agreed that all our opinions, assessments and conclusions will have to be formulated once the visit is over. Therefore we will not comment on anything resulting from the visit."

Unity

But Ben Nicholson, general secretary of the South African Electrical Workers Association and director of the newly-formed Federation of Electrical Trade Unions of South Africa — consisting of a white, coloured and black union — told the Sunday Tribune this week.

"The leader of the delegation assured me it was not IMF policy to talk about expulsions, but rather to bring unity to the movement.

"Although the delegation believes unions must integrate, and although there were different fac-

tions within the delegation, members of it expressed understanding of the federation of unions of different races as a step in the right direction.

"They have also recognised there was a need at one stage for separate unions, and some have expressed understanding of why parallel unions were started."

He predicted the delegation would have difficulty in writing a report on the visit that would find agreement with all shades of opinion within the delegation.

"They did, however, agree there should be a merger of trade unions with similar interests, and in the general context, a merger of all unions.

"They believe it is in

the interest of workers in general and the country as a whole that there should be as limited a number of trade unions as possible."

Tubby Faure, national chairman of the all-white Amalgamated Engineering Union of South Africa, responded angrily to the accusation of racialism.

"We have never turned our back at any time on any worker who needs help, irrespective of his colour. He doesn't have to belong to the union to get assistance.

"I am not prepared to be dictated to and I don't like dictators. To accuse us of not toeing the line sounds like dictatorship."

Steve Scheepers, general secretary of the Radio TV Electronic Allied Workers Union in Johan-

nesburg said "Ours is a coloured union with a parallel union for African members.

"But we expect to integrate in January. At the moment we have to get permission from the Minister to do so, and as yet we have not applied for such permission. However, when unions become fully autonomous next year, we will naturally integrate."

Archie Poole, general secretary of both the Engineering Industrial Workers Union of South Africa (coloured) and the National Union of Engineering Industrial and Allied Workers (African) said the two unions would possibly merge next year. "We are putting out feelers to discover how members feel."

GET

'REEM

OUT!

Handwritten notes and scribbles on the right side of the page, including circled numbers and signatures. One circle contains the number 1289, another contains 189, and a third contains 160A. There are also some illegible scribbles and what appears to be a signature or initials.

MOTOR INDUSTRY WAGES

Ripple effects

FM 19/12/80
The effect of the wage agreement reached after the mid-year Volkswagen strike in the eastern Cape is finally being felt throughout the motor industry. Workers in the Transvaal, Western Cape, and Border areas are demanding parity with eastern Cape company scales.

The National Union of Motor Assembly

and Rubber Workers (Numarwosa) is presently negotiating with a number of motor companies to secure wage agreements for 1981. In East London talks have reached a stalemate at Mercedes-Benz where the union is demanding a R1,60/hour minimum wage, which would bring the firm in line with July pay scales at Ford, Volkswagen, and General Motors. The scales were part of a package accepted by Numarwosa following pay disputes at Ford and Volkswagen this year.

Mercedes-Benz claims it cannot meet the union's R1,60/hour demand because it has suffered major losses at both its car and truck plants during the last three years. But Numarwosa has received a mandate from more than 800 Mercedes-Benz workers to press ahead, at a recent mass meeting, workers rejected outright management's R1,36/hour offer.

John Gomomo, chairman of the Numarwosa committee at Volkswagen, says he is not surprised the workers are standing firm. "In the eastern Cape workers have demanded a living wage. We have not just demanded this for VW workers. We have demanded this for all workers in SA."

At Rosslyn, Pretoria, BMW workers have achieved parity with the eastern Cape companies. Management agreed to a R1,60/hour minimum wage after 1 000 workers struck a month ago.

But in the Cape, Leyland and the Western Province Motor Workers Union last week settled on a R1,36/hour minimum wage after the union had demanded R1,60/hour.

140a
PUTCO STRIKE

FM

26/12/80

Behind the standstill

Although Putco bus services are almost back to normal, the issue behind the wildcat strike which brought the company's Soweto services to a standstill last week remains unresolved.

Labour unrest has plagued Putco since June. Since then management has signed a recognition agreement with the Transport and General Workers' Union (TGWU) which represents workers at the Springs depot. Recognition negotiations are presently underway with the union representing Soweto depots — the Transport and Allied Workers Union (TAWU).

Negotiations to end the strike this week were sticky. Says Denzil Bradley, a spokesman for TWS, the public relations agency Putco has called on to deal with the press: "It's like coming to grips with a slippery eel. The issue changed from

day to day."

But workers are adamant that only one issue remains — the company's disciplinary procedure. This has been a bone of contention since the first strike when workers claimed that active union members were being victimised and that workers were fired indiscriminately. Last week they reiterated their earlier demand that Putco divisional manager Frederick Vorster resign. Vorster is responsible for hiring and firing workers.

The company is adamant that Vorster, who has been with Putco for 17 years, remain at his post.

But it has made two concessions. Firstly, that future dismissal decisions be referred to the area manager if workers feel the divisional manager's decision is unfair. Secondly, it has reconfirmed that as soon as TAWU substantiates its membership at any Putco depot, recognition will be granted and the mutually agreed disciplinary and grievance procedure implemented.

By the time the FM went to press, TAWU and management had not yet met to discuss the strike. The union says Putco refuses to meet with it until 'all the strikers return to work. We hope that once this has happened we will be able to negotiate with management on the part of the workers,' says Michael Mohatla, TAWU organiser. Putco however denies that it has refused to meet with the union.

After a meeting with two driver delegates and a union member on Monday, management stated that 'all ex-employees can apply for work without the loss of previous accumulated service rights. It also undertook to consider the cases of those not re-employed — some 80 of the 380 drivers who were still on strike on Monday.'

Bill Disregards Labour Court

By Drew Forrest
A recently published draft bill — the Manpower Training Bill — has been sharply criticised for its failure to extend the powers of South Africa's new industrial court.

The Bill appears to have been drafted without the court in mind, say labour lawyers, who comment that "it is pointless to set up an industrial court and then to deny it effective powers."

The draft follows existing labour law by proposing that apprenticeship contracts should lay a charge against their employers. Civil action would be possible after an act of unfair labour practice.

The lawyers point out, however, that the industrial court has no criminal jurisdiction and that as a court of law it has no power to hear civil disputes.

A "golden opportunity" to strengthen the court will be lost if its jurisdiction is not extended into this area of wage recovery, the lawyers say.

Meanwhile, the Federation of South African Trade Unions (Fosatu) has expressed misgivings over another section of the draft Bill — which appears to envisage controls over labour relations training by unregistered unions.

Fosatu general secretary Mr Alec Erwin said yesterday that controls over the training of unionists for union activity was "a matter for labour, not the State."

Under Section 31 of the proposed Bill, any centre used by an unregistered union for labour relations training would have to be registered. Such training would have to be "in accordance with training courses approved by the registrar."

The vice-chairman of the National Manpower Commission, Professor P J van der Merwe, has said no State controls on the ideological content of training courses are intended.

Wishing to enter the business world with a background in accounting and other subjects

Wishing to qualify as attorneys, advocates or advisers (see also the chapter on Entrance to Legal Profession)

Wishing to qualify as teachers of Commercial Subjects

seven basic first-year curricula, leading to several streams. All the curricula have accounting as a core. There are options with minimum and maximum contents in Mathematics and Statistics, and these subjects are offered as second majors, along with Economics.

The curriculum structure is detailed in Schedule A.

The courses are designed in such a way that the student acquires a sound knowledge for his final year in his first and second years. For example, a knowledge of commercial and financial law is essential for the final-year courses on accounting, auditing and auditing.

LA & LB

Students intending to proceed to Economics II should take Economics IA. Economics IB is a terminal course and does not lead naturally to Economics II. However, students who wish to proceed to another curriculum after their first year may apply to the Head of the Department of Economics for permission to take Economics II after Economics IB.

Mathematics/Statistics curricula are intended for students with a good background in mathematics. The attention of students in these curricula is drawn to the entrance requirements for Mathematics I, as detailed in the entry of the Department of Mathematics in the last section of this prospectus.

REGISTERED

Under Section 31 of the proposed Bill, any centre used by an unregistered union for labour relations training would have to be registered. Such training would have to be "in accordance with training courses approved by the registrar."

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Strike may end in the new year

Pretoria Bureau
THE STRIKE by 500 employees of the Metal Box plant in Rosslyn, near Pretoria, would be resolved early in the new year, the director of the company, Mr. P. W. Seddon, said yesterday.

He said the management would talk to representatives of the employees on January 5 to find out what had led to a sudden stoppage of work on December 22.

The stoppage forced the management to pay the workers, and they were told to return to work on that date.

Mr Seddon said they did not specify their grievances, but had just discontinued work

He assumed that they they had been inspired by the increase allegedly given to workers at a nearby motor assembly plant.

Mr Seddon said he was not prepared to talk to a group because his company had a workers' council through which employees should air their grievances to the management.

He disclosed that his Rosslyn branch was used mostly for training blacks for better jobs.

Mr Seddon added that wages varied according to work done.

A minimum hourly wage was R1,20 and the maximum R5.

Some black employees were therefore earning up to R10 000 a year.