

INDUSTRIAL RELATIONS EMPLOYERS ORGANISATIONS

JAN - NOV 1988

W/C ARGUS 23/1/88

Busy year for unions employers

LABOUR
AFFAIRS
DICK
USHER



ALL the signs are that it is likely to be a busy year on the labour relations front

Not only will unions be maintaining the pressure on economic issues and defending those gains they've already made, but the question of freedom of association in the public sector is still outstanding, there are major changes to the Labour Relations Act in the offing and the pressures for holidays on Sharpeville Day, May Day and Soweto Day will probably intensify

All of these, and others, are issues on their own. But in the nature of things in South Africa today they are also bound together

Their economic gains are seen by the unions as a result of working class organisations which have been created

But the Labour Relations Amendment Bill and other legislation such as the Temporary Removal of Restrictions on Economic Activity Act are viewed as direct attacks, a State backlash, against the gains and the institutions

The Bill is seen as a major attack on the right to strike and on working class unity in that, in its present form, it will outlaw sympathy strikes and other support actions by unions

Other areas where unions feel these are under attack are the Government's proposals for privatisation of State-owned and parastatal industries and moves to end subsidies on basic food items such as bread

Given that wages are continually

being eroded by inflation, it is highly possible that legislated moves to limit organisation — and therefore further economic gains — will be strongly resisted

At the same time, if last year's pattern continues, many employers are going to show tougher responses to potential or actual strike action

Major areas of confrontation will probably be the public sector and the mines

The opening salvoes in what promises to be a long and hard battle for the right to organise public sector employees were fired last year with the South African Transport Services (Sats) and Post Office strikes

A commission under Professor Nic Wiehahn has made recommendations about employee organisation in Sats, but these have yet to see the light of day

The public sector occupies a central position in the overall economy and employs many thousands of workers. The issue of their organisation is not going to remain dormant

So another major strike is possible

Although the outcome of the miners' strike last year was hailed by some as a victory for South Africa's industrial relations system, not only is this system likely to change if the proposed Bill passes Parliament, but there are several issues outstanding which the National Union of Mine-workers will certainly take up again this year

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Sub-contractors join forces for a better deal

The row between sub-contractors and specialist contractors has taken a new turn, with 12 registered employer associations and independent sub-contractors establishing a national representative body for the "vital support sector of the building industry".

A spokesman for the group, which represents about 60 per cent of the activity on conventional building sites, says they have been "traditionally placed

in a subservient position to the builder contractually and financially"

Now the Electrical Contractor's Association of South Africa comes out in support of a federation of specialist contractors

Mr James Baker, executive director of the ECA, says "This move is long overdue

"Sub-contractors have traditionally preferred independent action and as a result could make

little impact in negotiations aimed at rectifying contractual imbalances that favoured the builder in main contractor-sub-contractor disputes

"By uniting in a common purpose, the federation will be able to present the sub-contractors' case much more forcefully to those bodies responsible for the structuring of contracts for the construction industry"

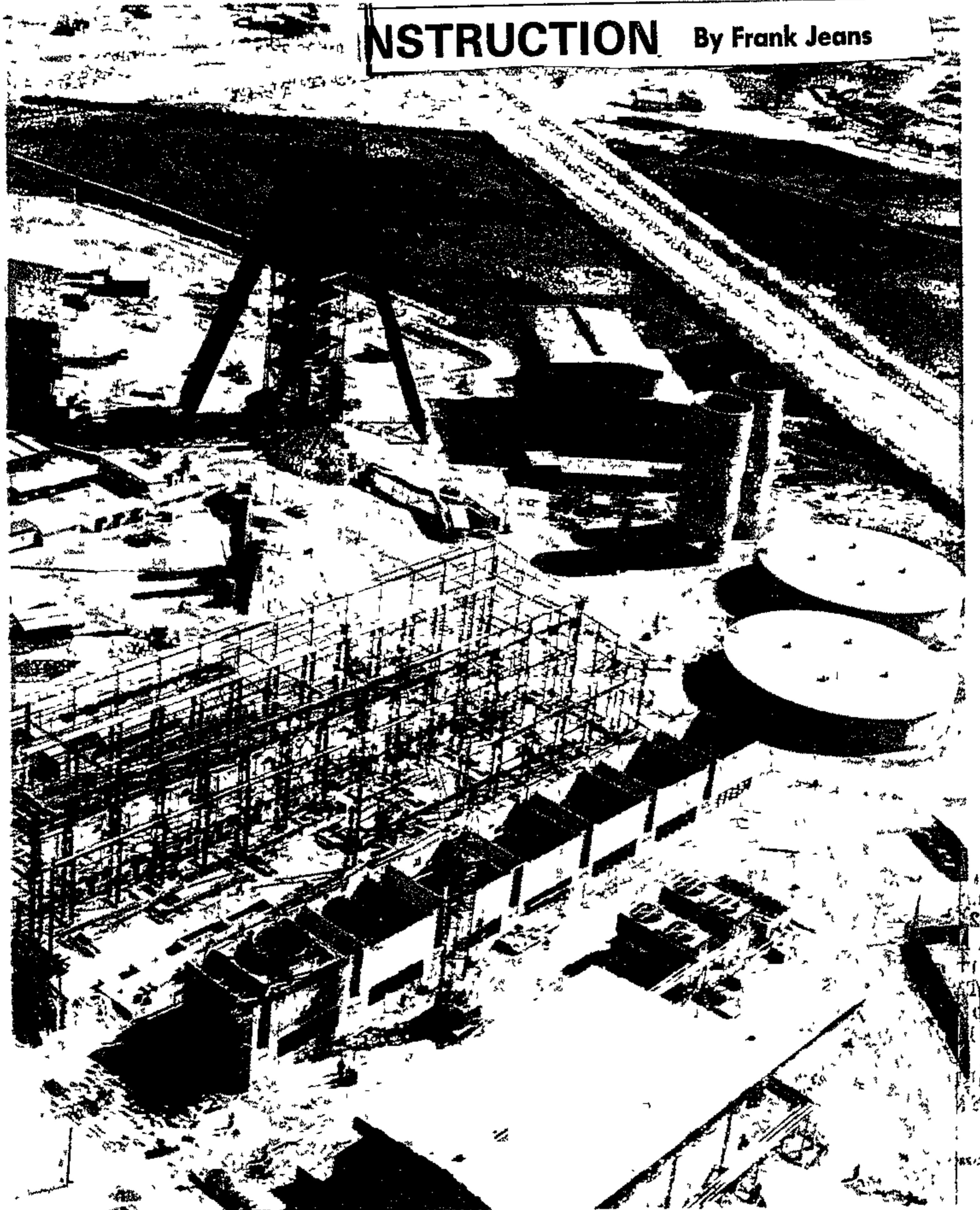
A working group is formulat-

ing a draft operations plan for presentation at an inaugural meeting to be held in Johannesburg soon

One of the specific aims of the federation will be to improve conditions of payment to sub-contractors

"All the sub-contractors want is fair play. They do not want to be taken for a ride and this why this federation will be formed," says Mr Baker

CONSTRUCTION By Frank Jeans



The new Far East vertical shaft at ERPM takes shape. SM Goldstein's civils division in the Transvaal is building extensions at the shaft — a R2,4 million contract due for completion this June.

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Assocom's name change will blur its focus — FCI

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The Federated Chamber of Industries (FCI) has charged that the focus of the Associated Chamber of Commerce (Assocom) would become blurred following the association's decision to change its name to include "industries".

"The formation in Assocom of yet more sub-committees (standards, water affairs, etc), duplicating those of the FCI, also contradicts their stated aim of promoting rationalisation," the FCI said in a statement.

"The FCI believes that the present informal presidents' committee, which was brought into being at the initiative of the FCI and which includes Assocom, AHI, Nafcoc, Aaau and the FCI, is the proper vehicle for strengthening the private sector's voice to Govern-

ment and rationalising the activities of secretariats and sub-committees," the statement said.

"Our experience in the Transvaal, where four months ago we established a new Transvaal branch of the FCI to replace the old Transvaal Chamber of Industries . . . is that there is a need for effective, separate bodies to represent industries' interests.

"There has apparently been difficulty in the Witwatersrand Chamber of Commerce and Industry in giving adequate consideration to industry affairs.

"A number of their members are joining our new branch, the membership of which is climbing rapidly.

"The FCI will continue in its efforts to collaborate and co-operate with

other industrial bodies.

"Overseas investigation reveals that in many countries in the Western world, there are separate bodies representing commerce and industry and that even where there are joint bodies, other separate organisations exist to represent industrial interests," the statement said.

Wide search for men who shot policeman

Crime Reporter

West Rand police have launched a search for a gang of suspected house-breakers who wounded Magaliesberg CID chief Warrant Officer Dries Peach during a shoot-out

ty guard informed him of an attempted break-in at the Pandora Store, near Zeekoeivlei.

Warrant Officer Peach, who lives nearby, went to investigate and found a gang of about seven men

Welcome, mija

or culturally.

THE HEAT IS ON

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1100
21/88

Youth killed as fighting breaks out in Midlands

MARITZBURG — A youth died in further fighting in Ashdown and in other areas of the Natal Midlands yesterday.

This followed weekend police reports that another eight people had died in fighting in Maritzburg townships, and of continued unrest in Cape Town's KTC squatter camp — which last week left two dead, hundreds of shacks burned down and thousands homeless.

Cosatu yesterday sent an urgent telegram to the Pietermaritzburg Chamber of Industries (PCI) warning that Ashdown workers would be unable to get to work, as they feared their homes and families would not be protected.

The PCI then sent an urgent telex to the National Party MP for Pietermaritzburg North, Mr Danie Schutte, who subsequently met the Ministers of Justice and Law and Order.

The trouble began after an Inkatha prayer meeting was held in Sweetwaters.

Groups of the 15 000-strong crowd allegedly stormed into neighbouring Ashdown and a youth was killed at a bus stop. Several other people were stabbed. — Sapa.



Getting married

Odendaalsrus 'Romeo' Jerry Tsie Heunis (20) outside his home in Odendaalsrus couple said yesterday their wedding plans were on for November, when Annette turned 18. Annette made a dramatic midnight marriage plans.

Assocom's name ^{D/D 10/2/88} (133)

JOHANNESBURG — The Association of Chambers of Commerce of SA (Assocom) has been renamed the Association of Chambers of Commerce and Industry of SA, the association's president, Mr Alec Rogoff, announced yesterday

The association is the largest employer organisation in the country

Mr Rogoff said Assocom's name was no longer a true reflection of the nature and character of the organisation and its constituent chambers



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NEW-NAME ASSOCOM REFLECTION

Mr. T. A. B. 10/2/88 133

JOHANNESBURG — The Association of Chambers of Commerce of SA (Assocom) has been renamed the Association of Chambers of Commerce and Industry of SA, the association's president, Alec Rogoff, announced at a press conference yesterday.

The association is the largest employer organization in the country. Rogoff said Assocom's name was no longer a true reflection of the nature and character of the organization and its constituent chambers.

"Formal ratification of this decision will be effected at a general meeting in May, when attention will also be given to the implications of any possible change to the acronym 'Assocom'," he said.

"The association believes that its

decision will help to eliminate possible confusion about its role and that of other employer bodies, especially as some 40 of its affiliated chambers, countrywide, are already designated as chambers of commerce and industry."

"The latest development, here has been the formation of the Witwatersrand Chamber of Commerce and Industries. Further, at least 30% of Assocom's total membership is drawn from industry."

Rogoff said the proposed action "also confirms the desire of Assocom to promote further rationalization and co-ordination of effort on behalf of the private sector."

"Assocom's initiatives at effecting a merger with the Federated Chamber

of Industries (FCI) have regrettably thus far not met with success and it is unlikely that a formal amalgamation will take place in the near future."

Rogoff said the re-named association would continue to co-operate with sister organizations on matters of mutual interest.

"Concurrent with the change in name, Assocom is creating new structures within its organization to address to an even greater extent the needs of all its members, both large and small."

In particular, the spheres of industrial standards, and water and energy affairs will be the focus of new committees within the association.

"In taking these steps the association also wishes to ensure that it is

properly geared to participate fully in the consultation process with the authorities at all levels.

"This has become particularly significant in the light of the State President's recent reaffirmation of his desire to work closely with the private sector on the implementation of SA's long-term economic strategy and policies."

"All these decisions have also been taken in the hope that they will facilitate rationalization of effort within the business community and eliminate unnecessary duplication of services wherever possible."

"We hope it will make a positive impact on the perceptions of the business sector regarding the role of Assocom in policy-making in SA," — Sapa

SA clothing gets world recognition

^{SA Times 10/11/86}
THE umbrella body of South Africa's clothing industry, the National Clothing Federation, has won recognition from the top world body, the International Apparel Federation.

Previous attempts by the NCF to join the IAF, which represents the clothing industries of the US, Japan, Australia and 15 European countries, have been snubbed.

"This is a milestone in our history," says NCF president Terence Kinnear. "We are delighted our application was approved unanimously by IAF directors, particularly at a time when South African representation on other world bodies is being curtailed."

"Our clothing industry can only benefit from the closer contact with some of the world's biggest markets."

133 B/day 12/2/88

Unions call for stand on labour Bill

Employers talk of joint action

UP TO NINE major employer organisations will meet today, under the auspices of the SA Consultative Committee on Labour Affairs (Saccola), to discuss calls, by Cosatu and a number of its affiliates, for employers to take a public stand against aspects of the Labour Relations Amendment Bill.

Employer spokesmen say the meeting is expected to discuss responses to the call, including whether there is sufficient common ground among participants for joint Saccola discussions with Cosatu and subsequent action.

Assocom, the FCI, Seifsa, the Chamber of Mines, the AHI, Bifsa, the Automobile Manufacturers Employers' Organisation, the Motor Industries Federation, and the SA Federation of Civil Engineering Contractors are expected to attend.

Of Saccola's remaining two affiliates, it is understood the Sugar Manufacturing and Refining Employers' Association has expressed an interest in the meeting, but will not be

ALAN FINE

sending delegates from Durban, while the SA Agricultural Union, whose members are unaffected by the Bill, will not attend.

The FCI and Seifsa have already expressed a willingness to meet union organisations to discuss the Bill, with a view to finding common ground on the Bill and possible further steps.

However, Assocom manpower secretary Vincent Brett said yesterday he believes such moves are premature.

Assocom does not think it is correct to pressure the parliamentary standing committee while it is considering the Bill, and will rather wait and see what is contained in the published version, he said.

In the meantime, Assocom is prepared to discuss its views with unions if they so wish, he said.

AHI labour committee chairman Anton Roodt said he will comment after today's Saccola meeting.

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CCI president urges Assocom

to think again

THE president of the Cape Chamber of Industries, Mike Getz, has seriously questioned the ability of Assocom to speak on behalf of industry, especially industry in the Western Cape, and has called on Assocom to think again as regards its designation as the body to speak for both commerce and industry. In a written statement, Getz says it is important

that there is clarity as to who speaks for whom in the business world. "Confusion has been introduced and compounded by Assocom's decision to claim that it speaks for a significant industrial constituency

and to so designate itself."

He acknowledges that the Chambers of Commerce can and do address issue of common interest, but when it comes to problems at national level or those which affect differently the interests of the commercial and industrial community, industrialists in the Western Cape turn to the CCI

the Western Cape is industry which employs 24% of the total working population. "Commerce, including catering and accommodation services, employs 15% of the economically active."

Engineering is the largest sector by establishment, while apparel and textiles are the largest employers in the Western Cape. Almost 60% of CCI members belong to these sectors. The Cape engineers and the clothing manufacturers are not only the two largest local employer organizations of industry, but are also significant regional groupings within their own national federations. "CCI is, therefore, exposed to industry and its viewpoint not only corporately and by sector at Western Cape level, but at national level too. This reinforces in an important way the relations between chamber and individual members on matters of industrial concern. Certainly without an involvement in the industrial employer groupings at national level it is difficult to see how the Chamber of Commerce movement can hope to represent its industrialist members at anything above the third level of government. "In seriously advancing itself as a voice of industry, Assocom must incur the costs of an appropriate infrastructure, which already exists elsewhere. "This a wasteful and expensive duplication of effort. It has added confusion and divisiveness to the SA business scene. Assocom should think again."

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T. L. FRANCK

SEE REPORT

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Assocom on the offensive

Assocom has taken the initiative in the cold war between organised commerce and industry by changing its name to highlight its industrial membership and services

Henceforth it will be known as the Association of Chambers of Commerce and Industry of SA — but the acronym "Assocom" remains unaltered for now

The decision is a direct challenge to the Federated Chamber of Industries (FCI), which has resisted attempts at unification. Assocom believes a merger would ensure business and industry in SA spoke with one voice

At a press conference in Johannesburg this week Assocom president Alec Rogoff said the change "confirms the desire of Assocom to promote further rationalisation and co-ordination of effort on behalf of the private sector."

He said it would help eliminate "possible confusion" about the role of Assocom and other employer bodies, and noted that "at least 30% of Assocom's total membership — nearly 23 000 companies in 96 affiliated chambers — is drawn from industry"

Of Assocom's unsuccessful merger talks with the FCI, Rogoff said it was "unlikely that a formal amalgamation will take place in the near future"

Assocom CE Raymond Parsons was more forthcoming "I suspect that if you took a referendum of business, it would come out very much in favour of some kind of unified body"

"If you look at the Afrikaanse Handelsinstituut (AHI), which has everything under one roof, structures have been created to cater for minority opinions. But on 90% of issues, they can speak with one voice. The same goes for the National African Federation of Chambers of Commerce (Nafcoc)

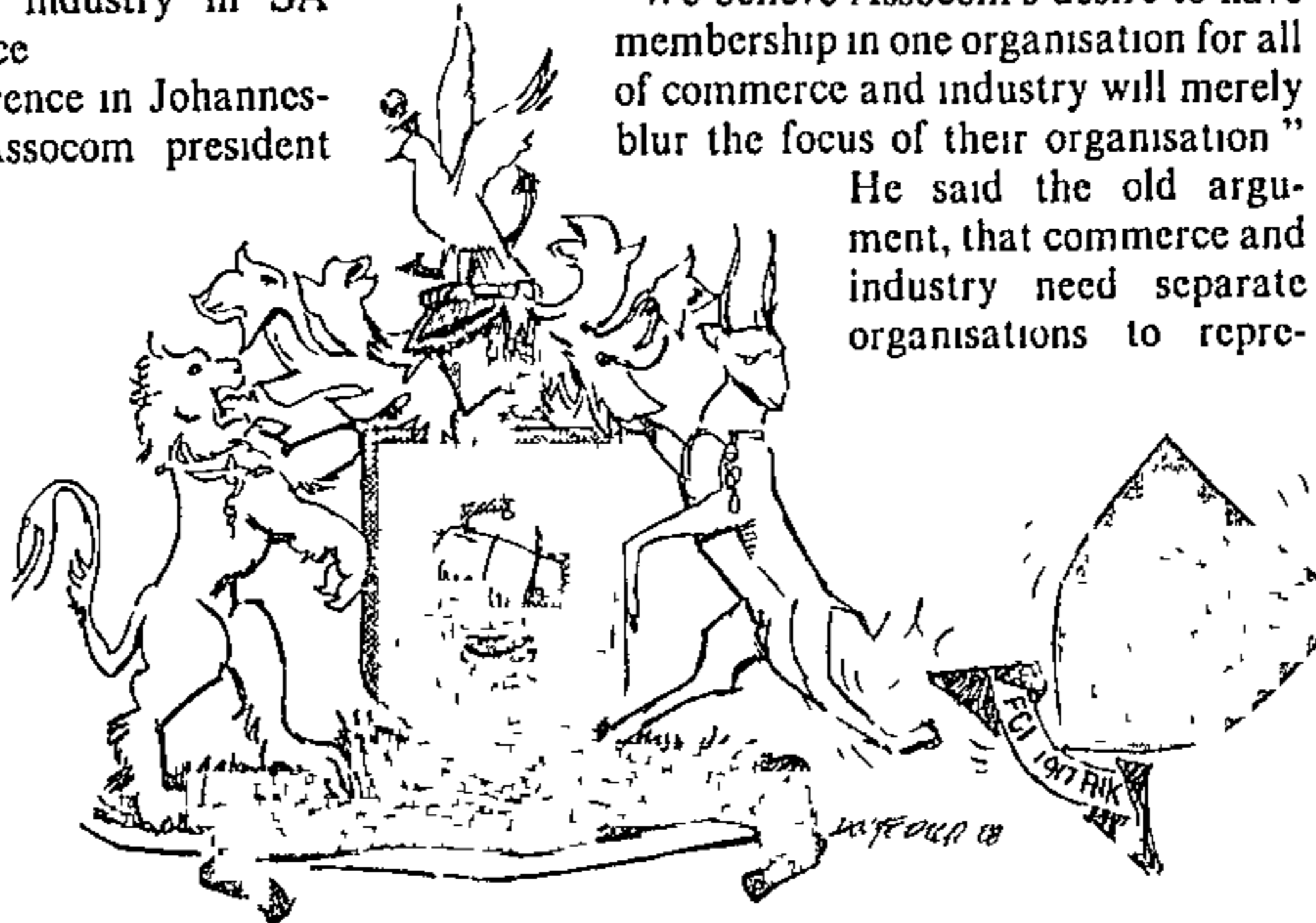
"We say, if the blacks and Afrikaners can do it, what is wrong with the *Rooinekke*? Why can't we get it together?"

The name change will be ratified at the May general meeting, although member chambers have already been consulted. Market research by a professional consultancy is taking place into the implications of changing the acronym, which Parsons says "is not a step that will be taken lightly"

Assocom's announcement caught FCI officials unprepared. President Hugo Snyckers said of the new challenge to his federation "I heard on the grapevine something like this might happen, but it comes as a surprise that they have done it now and in this manner. If they really sought co-operation, they would have consulted us and not announced it like this through a press conference"

The FCI will delay formal reaction until after its next management committee meeting on Monday. But Snyckers added "We believe Assocom's desire to have membership in one organisation for all of commerce and industry will merely blur the focus of their organisation"

He said the old argument, that commerce and industry need separate organisations to repre-



sent their different needs, held good

He claimed the FCI's new Transvaal branch, which came into being late last year after the Transvaal Chamber of Industries merged with Johannesburg Chamber of Commerce, had recruited many industrial members dissatisfied with their hearing in the newly-merged Witwatersrand Chamber of Commerce and Industries

Nevertheless, the implication of Assocom's decision remains that either the FCI agrees to merge, or it will be squeezed inexorably by an expanding and wealthier Assocom. An alternative is marriage between the FCI and the Steel and Engineering Industries Federation (Seifsa), which will share headquarters from next year. But, adds Snyckers "The Assocom decision won't push us towards Seifsa any faster or slower"

Assocom visit kindles ^{Star 16/2/88} peace hopes

By Tim Cohen

(133)

A visit to Maritzburg on Thursday by three senior members of Assocom has rekindled hopes that a new round of peace talks will begin soon in the strife-torn region

Assocom president, Mr Alec Rogoff, chief executive Mr Raymond Parsons, and Mr Brian Kurtz, chairman of the executive council, will meet separately with representatives of the United Democratic Front/Cosatu alliance and Inkatha leaders. They will also meet with representatives of the South African Police.

The Assocom group will also make an inspection of certain of the affected areas

Mr Parsons said last night the visit would be in the nature of a fact-finding mission and was taking place at the request of the Maritzburg Chamber of Commerce

"The meetings and the inspection are for the purpose of forming an Assocom perspective on the situation which will hopefully facilitate the mediating role played by the local chamber of commerce," the organisations said in a statement

The senior members will also meet with Chief

Mangosuthu Buthelezi in Ulundi and the Maritzburg unrest is among the subjects for discussion at that meeting

The president of the Maritzburg branch of the chamber, Mr Stewart Smith, said last night that both Inkatha and the UDF/Cosatu alliance had recently indicated their willingness to discuss the unrest which has so far claimed at least 450 lives

Manager of the Maritzburg chamber, Mr Paul van Uytrecht, said the possibility that the visit by Assocom's most senior members would lead to a new round of peace talks could not be ruled out but added that the meetings were convened primarily to inform the national leaders of the situation

Midlands chairman of the UDF, Mr A S Chetty, said last night he welcomed the visit to the region by the Assocom executive members

He said the recent detention of four key UDF officials would not impede the discussions "but their release will certainly be the first demands we will make at the talks"

"We would expect Chief Buthelezi to join us in demanding their release," he said

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Business Report

FCI rejects Assocom, wants to go it alone

A FULL meeting of the board of management of the S A Federated Chamber of Industries (FCI) yesterday unanimously re-affirmed its belief that the interests of industrialists will continue to be best served by maintaining the FCI as a separate and independent body

The meeting was attended by representatives of all regional chambers and the national associations affiliated to the FCI

Independent body

The FCI's belief in the need for a strong independent body to represent the manufacturing sector is based on the following

● The manufacturing sector is the largest single contributor to the national economy being twice that of commerce, and equal to mining and agriculture combined

● The FCI already represents the employers of some 60% of the 1,2m employees in the manufacturing sector, and its recently established Transvaal branch, replacing the expelled Transvaal Chamber of Industries, is showing by its rapid growth that many manufacturers do not want a joint body with commerce

● The FCI, following its restructuring and transfer from Pretoria to Johannesburg is in a very sound and improving financial position

The need to avoid duplication of effort among organized industry, commerce and other bodies is, as previously announced, fully accepted, as is the need to contain membership costs, save the time of busy executives, and wherever possible have one spokesman on all matters of common concern

This, in the FCI's view, can best be achieved through the medium of the existing committee of presidents of AHI, Assocom, FCI, and SAAU, which could be expanded to include other similar bodies and could also rationalize and co-ordinate secretariat and

sub-committee activities

The view expressed by Assocom that the "rooinekke" should "get their act together" is totally rejected by the FCI which is proud of the fact that its membership is extremely widespread, non-racial, from all language groups and includes both large and small undertakings

The FCI announced that group financial director of Barlow Rand, E M Groeneweg, has become the first president of the FCI's Transvaal branch.

The president of the FCI, H Snyckers, yesterday confirmed the FCI's support for the state president's economic initiatives aimed at reducing inflation and the share of government expenditure in the national economy

The FCI and its regional chambers will urge members to exercise the maximum possible restraint in both salary and price increases within the overall need to maintain business viability

It was pleased to note that no wage freeze or maximum allowable percentage increase was applied to the private sector and that the collective bargaining process can still apply

Private sector

This will facilitate productivity improvement and industrial stability.

The private sector has done much to improve efficiency and productivity in the recession of the last few years

These efforts will continue to help offset the effects of rising input costs and looming shortages of certain skilled and professional employees

Raymond Parsons, executive director of Assocom, declined to comment on the FCI statement. — Sapa

● On Friday, Mike Getz, president of the Cape Chamber of Industries issued a similar rejection of Assocom as spokesman for both trade and commerce saying that "Assocom should think again"

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FCI bites back

A change of name does not a chamber of industry make, says Federated Chamber of Industries (FCI) president Hugo Snyckers.

He delivered this stinging riposte after a full meeting of the FCI's board of management this week, in response to Assocom's decision to broaden its membership to include manufacturers by changing its name to the Association of Chambers of Commerce and Industry of SA (*Business* February 12).

"The board unanimously reaffirmed its belief that the interests of industrialists will continue to be best served by maintaining the FCI as a separate and independent body," he said.

"Assocom's change of name merely confuses the issue. It does not serve industry's needs and has not been serving them for the past several years. Before it can claim to do that, it has to build up the expertise and set up the infrastructure of committees and sub-committees necessary to do the job properly."

"Now they've changed their name, they will have to deal with the particular problems that industry has. They have not done that before. Just because they call themselves a chamber of industry, doesn't mean they really are a chamber of industry," Snyckers said.

At the board meeting, attended by delegates from the FCI's eight regional chambers and representatives of the 20 national associations affiliated to the FCI, it was agreed that "many manufacturers do not want a joint body with commerce."

"The need to avoid duplication of effort among organised industry, commerce and other bodies is fully accepted, as is the need

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to contain membership costs, save the time of busy executives and — wherever possible — have one spokesman on all matters of common concern.

"This, in the FCI's view, can best be achieved through the medium of the existing committee of presidents of the Afrikaanse Handelsinstituut (AHI), Assocom, the FCI and the SA Agricultural Union, which could be expanded to include other similar bodies and could also rationalise and co-ordinate secretariat and sub-committee activities. This would be a gentle way of learning to live together and seeing just where and how and if the concept of an umbrella organisation for business in SA could be achieved," Snyckers said.

He admits that personal and regional "jealousy" have much to do with resistance to the idea of such an umbrella body, but maintains that the concept of "forcing" commerce and industry to belong to one organisation is wrong. "It's like saying everyone should belong to the same political party."

The FCI has laid stress on the success to date of the Transvaal branch, formed to replace the old Transvaal Chamber of Industries. Its "rapid growth," says the federation, is indicative of the fact that industrialists want their own exclusive organisation.

The Transvaal branch has just announced that Evert Groeneweg, group financial director of Barlow Rand, has agreed to become its first president.

Snyckers says the membership drive will continue this year, adding that there is an ongoing exercise to promote the FCI as a whole.

In other words, as one official of the FCI put it, "if Assocom wants war, it'll get war." Unhappily, the interests of both businessmen and manufacturers will suffer as a result. ■

SAM MOLEBATS

Banking on Nafcoc

"We are no longer simply the spokesman for black business," observes newly appointed Nafcoc CE Sam Molebatsi, adding. "We must expand our mission to encourage the economic liberation of the black population"

Molebatsi believes a blueprint can be created for the future by the organisation, in conjunction with "progressive black organisations," including trade unions and organisations such as the African Council for Hawkers and Informal Businessmen

He is ambivalent on the vexing issue of divestment. He says he intends to encourage conditional foreign investment for the benefit of blacks, although he's hostile to investment "purely for white benefit"

"I don't believe the commonly held assumption that most blacks are hostile to free enterprise. Naturally, they are hostile to the system which has evolved since 1910 in SA, as it has excluded them from most areas of economic activity. The best way to improve the credibility of the market system will be, first of all, to remove all legislative barriers to economic activity. Anybody who wants to start a business in a black township has to get police clearance, the approval of a dominee and the council. By the time this happens, he has no money left to invest in a new business"

Molebatsi is one of the few blacks with a successful career in financial institutions. He had two spells in banking, which included setting up the first Standard Bank branch in a black urban area — Soweto in 1976. And before his Nafcoc appointment, he worked for more than two years at First Industrial Bank as a business and marketing consultant.

In between these appointments, he worked in marketing for Singer Sewing Machines and the Premier Group

He describes outgoing Premier chairman Tony Bloom as "one of the few men who genuinely tried to address the problems of the country"

Molebatsi admits that so far the quality of black management in SA leaves much to be



Molebatsi... planning for changes

desired, noting that too many black managers are either in the areas of personnel or marketing. "There's a desperate need for more black financial managers — the failure of virtually all businesses can be ascribed to the lack of financial planning. Often businesses are set up for the wrong reason — somebody might win some money at the races and decide to buy a shop, even though he may have no idea how to run it"

But he claims the financial institutions are partly to blame because of their reluctance to help develop

black businesses. "They tend to assess a new small business by the same criteria that they would Anglo American or, at least, a medium-sized white company. There are really no similarities."

In fact, he sees black business growing from the bottom up and sees the growth in hawking as an important sign of the potential for black business

At the same time, he isn't discouraging blacks from entering the corporate world. "We aren't going to be small businessmen forever. I look forward to the day when a black becomes MD of a leading South African company"

D/10 19/2/88

FCI rejects merger offer (222) 133

JOHANNESBURG — The Federated Chamber of Industries (FCI) has rejected the Associated Chambers of Commerce's (Assocom) overtures for a merger of the two bodies

The president of FCI, Mr Hugo Snyckers, said a full meeting of the board of management had unanimously re-affirmed its belief that the interests of industrialists would continue to be best served by main-

taining the FCI as a separate and independent body

The FCI move follows closely on the heels of Assocom's announcement last week that it was to change its name to the Association of Chambers of Commerce and Industry

Among the reasons given for the FCI to continue as an independent body were that the manufacturing sector was the largest single

contributor to the economy, being twice that of commerce and equal to mining and agriculture combined

He said the FCI already represented the employers of some 60 per cent of the 1,2 million employees in the manufacturing sector

"The need to avoid duplication of effort amongst organised industry, commerce and other bodies is, as previously announced, fully

accepted, as is the need to contain membership costs, save the time of busy executives, and, wherever possible, have one spokesman on all matters of common concern"

This, he said, could best be achieved through the medium of the existing committee of presidents of the Afrikaanse Handelsinstituut (AHI), Assocom, FCI and the South African Agricultural Union (SAAU)

NAFCOC SPREADS ITS WINGS

Nafcoc wants to go international. Sam Molebatsi, new CE of the black business federation, plans to broaden the organisation's contacts around the world.

Molebatsi, who succeeded Stanley Kubheka last month, says "We already have cordial relations with foreign chambers of commerce, such as the Paris chamber and the German chamber, as well as the Canadian Exporters' Association. But we now feel we must set up an office in Washington so that black American business, in particular, can get more exposure to black South African business."

Nafcoc is also in the early stages of

negotiations with black African countries, such as Zambia, Malawi and the Ivory Coast. Although African countries want to lessen their dependence on SA, Molebatsi believes they will make an exception when it comes to black business.

"They are trying to lessen their ties with the apartheid regime but they wouldn't like to see the downfall of black business."

He even hopes for co-operation from Nigeria, the most powerful and perhaps the most radical country in black Africa "Our president has been invited to Nigeria to make speeches They might be amenable"

133
126/2/88
GNY

Employers to meet Cosatu tomorrow

Star 1/3/88

By Mike Siluma,
Labour Reporter

Several major South African employer organisations are due to meet the SA Congress of Trade Unions (Cosatu) tomorrow to discuss the Labour Relations Amendment Bill and possibly the Government's new clamps on the congress, employer and union sources confirmed.

The decision by individual organisations to meet Cosatu came after the failure of the SA Consultative Committee on Labour Affairs to come up with a joint response to a call from Cosatu-affiliated unions to publicly reject the Bill.

Employer organisations originally party to the Saccola talks included the Afrikaanse Handel-sinstituu, the Associated Chambers of Commerce, the Federated Chamber of Industries (FCI) the South African Agricultural Union, the Building Industries Federation, the SA Federation of Civil Engineering Contractors, the Chamber of Mines and the Steel and Engineering Industries Federation.

AECI industrial relations spokesman and chairman of the FCI's standing committee on manpower affairs, Mr Bokkie Botha, confirmed that a meeting of certain employers had taken place yesterday.

● The central executive committee of Cosatu, meeting at the weekend, has decided to call a special congress of the federation in April to discuss the latest crackdown on the union body.

CMG Tm/IS
2/3/88

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133
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Employers,
Cosatu to
discuss Bill

JOHANNESBURG — Several major South African employer organizations are due to meet the SA Congress of Trade Unions today to discuss the Labour Relations Amendment Bill and possibly the government's clampdown on the congress, employer and union sources confirmed

This move came out of the failure of the SA Consultative Committee on Labour Affairs (Sacula) to produce a joint response to a call from Cosatu-affiliated unions to publicly reject the Bill.

Employer organizations originally party to the Sacula talks included the Afrikaanse Handelsinstituut, the Associated Chambers of Commerce, the Federated Chamber of Industries, the SA Agricultural Union, the Building Industries Federation, the SA Federation of Civil Engineering Contractors, the Chamber of Mines and the Steel and Engineering Industries Federation — Sapa

ASSOCOM met President P W Botha and members of the cabinet in the city yesterday and drew attention to the "possible international repercussions" of the restrictions imposed on 17 organizations last week.

Assocom said it had expressed the hope that the situation would be normalized as soon as possible.

In a separate meeting in Johannesburg yesterday, Cosatu met employer bodies and expressed concern about recent acts of government repression. Cosatu said afterwards that it had doubts as to whether it could look to employers for support in defending democracy.

After meeting in Cape Town, Assocom issued a statement saying it was also concerned by the increased sophistication of armed robberies and undertook to make recommendations to the authorities.

In addition, Assocom

- Welcomed the privatization policy and supported the need for accelerated privatization,

- Reaffirmed support of the broad economic strategy outlined by the President and undertook to address price discipline in the private sector as an important element in the general

Assocom warns PW, cabinet on restrictions

CAPE TOWN 3/3/88 (133) ~~ASSOCOM~~ ~~ASSOCOM~~

strategy to reduce inflation.

- Noted that the economy required stable growth and that "stop-go" policies should be avoided. The budget on March 16 would have to be geared accordingly,

- Emphasized the need to continue deregulation and supported the "interim steps" which the government was taking, and
- Urged the government to "remain aloof" from the collective bargaining process and to allow industrial relations issues to be settled through negotiation between employers and employees.

It also outlined its support for the broad recommendations of the President's Council report on the Group Areas and hoped that the government would announce its reaction soon.

Cosatu met the FCI, Assocom, the AHI, the Sugar Manufacturing and Refining Employers' Association, the SA Federation of Civil Engineering Contractors and the German Chamber of Commerce to discuss the Labour Relations Amendment Bill and recent bannings and restrictions.

Cosatu said no common plan of action emerged to defend the labour relations system, which it believed was threatened. Cosatu and the employers had agreed, though, that it was wrong for new labour legislation to be imposed without the consent of both employers and labour.

The employers had denied they were party or privy to the clamp-down and denied they had the clout to influence government.

Nafcoc hits at curbs

133

THE National African Federated Chamber of Commerce yesterday slammed the Government for the restrictions imposed on 18 organisations.

13/3/88

In a statement Nafcoc's public relations officer, Mr Gabriel Mokgoko, said the restrictions imposed on the organisations while white right wing organisations remained untouched glaringly smacked of racialism.

"South Africa's foremost problem today is the need for dialogue and communication across the racial and ethnic barriers.

"It is only by engaging in this type of dialogue that South Africa will ultimately resolve the present political and economic problems, and overcome the threat of isolation and sanctions."

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P/B 4/3/88
**Employer
 bodies** (133)
**reassure
 unions** (140)

JOHANNESBURG — Employer organisations were ready to do anything in their power to ensure that Cosatu and other trade union federations were not obstructed in their pursuit of peaceful union action, six major employer organisations said yesterday

The employers' statement was issued by Anglo's Mr Bobby Godsell following a meeting with Cosatu on Wednesday at which the union expressed concern over employers' apparent lack of commitment to defending democracy in the face of recent government restrictions

The FCI, Assocom, AHI, SA Sugar Millers Association, SA Federation of Civil Engineering Contractors and the German Chamber of Commerce, reaffirmed their belief that trade unions have the right to pursue bona fide union activities within the law as applied by the courts, without state intervention

But they emphasised employers' concern at present impediments to constructive industrial relations like the increasing incidence of violence and intimidation

"Employer organisations must record their growing concern at the escalating pattern of workplace violence and intimidation which is a most serious obstacle to constructive industrial relations," Mr Godsell said

The employer bodies said they did not agree with Cosatu's outright rejection of the Labour Relations Amendment Bill. They believe the bill intends to reaffirm the guiding principles laid down by the Wiehahn Commission, by creating structures for conflict resolution. They are hoping the bill will enhance the status of the industrial court and provide greater clarity on unfair labour practices

Both the employer organisations and Cosatu have agreed to exchange attitudes on the bill

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CAPE TIMES 4/3/88

Assocom did not warn PW

THE chief executive of Assocom, Mr Raymond Parsons, yesterday issued a statement clarifying an earlier statement issued by the association in connection with meetings held between Assocom, the State President and members of the cabinet. It said that the original statement could have given the impression that the question of the restrictions placed on certain organizations had been raised with the State President.

Although the matter had been raised with several cabinet ministers, the issue had not been formally raised when the delegation paid a courtesy visit to the State President, Mr Parsons said —

● The original statement from Assocom was accurately reported by the Cape Times on page 3 of yesterday morning's edition under the headline "Assocom warns PW on bannings". This was not so, as now made clear by yesterday's statement. The headline was based on that part of the statement which has now been clarified



OPPOSITION to the Labour Relations Amendment Bill heightened this week with unions intensifying their attempts to have the proposed legislation scrapped.

The Congress of SA Trade Unions (Cosatu) said in reports that it saw the Bill as a devastating attack which could bankrupt and close down unions, leaving management to deal with

Unions step up opposition

Spurfer 4/3/88

to labour Bill

organisations outside the system

The federation said this after meeting employer organisations which included the Federated Chamber of Industries and Assocom this week. It said the employers had refused to reject the legislation, because they believed it would be passed — nevertheless

The Chemical Workers' Industrial Union (CWIU) said yesterday that its members had taken part in lunch-time demonstrations at various factories in the Transvaal, in protest against the proposed labour legislation

Protest

The demonstrations organised by the union were at factories this week, the CWIU said

A CWIU spokesman said "In February shop stewards took up the issue with their managements and demanded that the companies send a letter of protest to the Minister of Manpower, and support their employees in their anti-Bill stand

"Almost all employers

BY LEN MASEKO

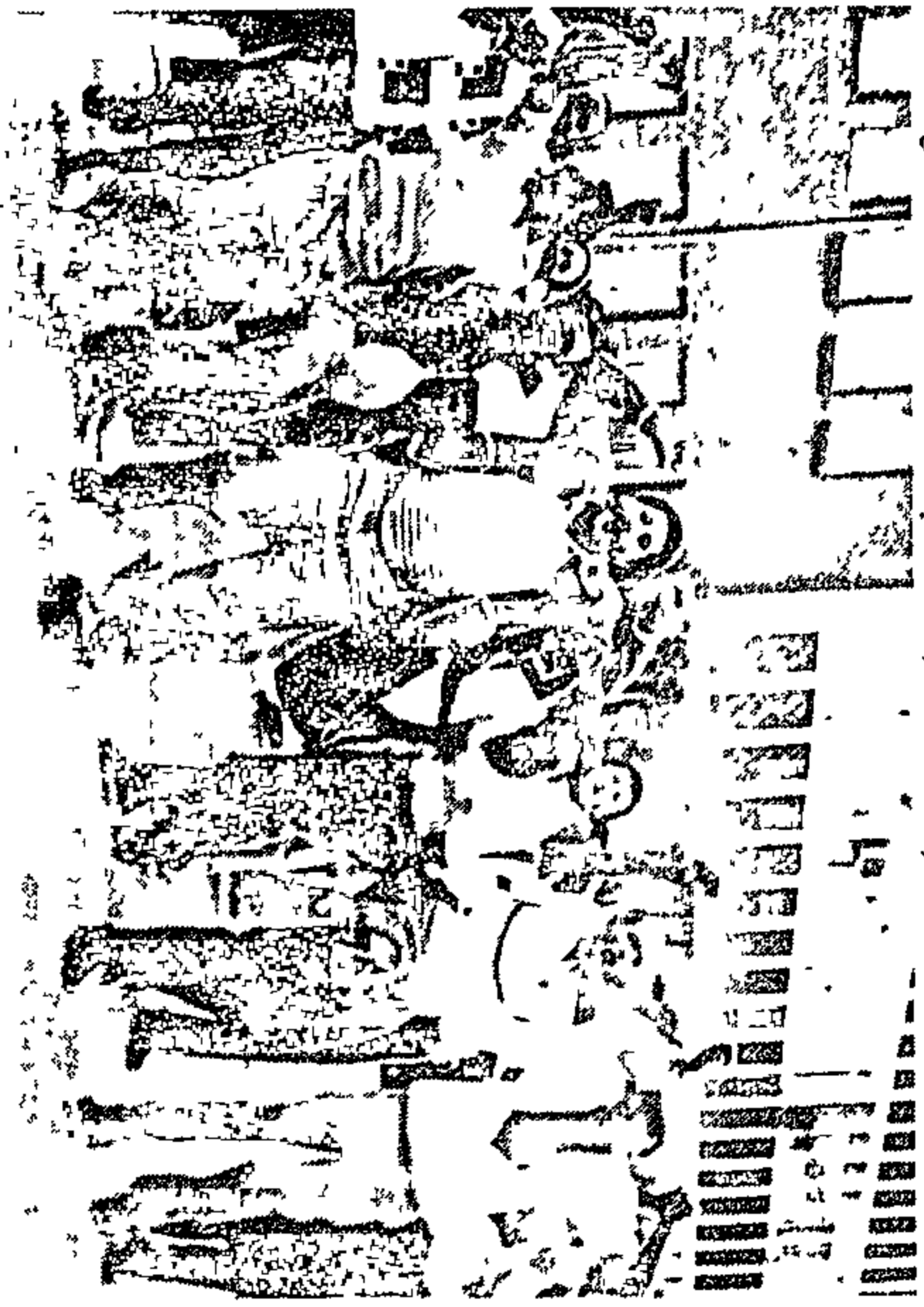
refused to send the letter. Many employers took an ambiguous stand stating that they were opposed to some clauses and not others

"Many employers avoided the issue by referring the matter to

their employer associations," the spokesman added

Workers were not satisfied with such responses and further steps were, therefore,

being planned, the CWIU official said. The union spokesman said one employer had requested to meet the Minister of Manpower to discuss the matter



ABOUT 200 Maister Outdoor Marketing employees (above) went on strike at the company's Industria plant in Johannesburg yesterday, demanding better wages. They demand an across-the-board R31 a week while management, they said, offered them R24. Employees' representatives and management, led by Mr N Stamper, were said to be locked in talks yesterday.

EMPLOYER organisations were ready to do anything in their power to ensure that Cosatu and other trade union federations were not obstructed in their pursuit of peaceful union action, six major employer organisations said yesterday.

The employers' statement was issued by Anglo's Bobby Godsell after a meeting with Cosatu on Wednesday at which the union expressed concern over employers' apparent lack of commitment to defend democracy in the face of recent government restrictions.

The FCI, Assocom, AHI, the SA Sugar Millers Association, the SA Federation of Civil Engineering Contractors and the German Chamber of Commerce reaffirmed their belief that trade unions had the right to pursue union activities within the law as applied by the courts, without State intervention.

133/4/83 Hday 4/3/83

Support for union rights

BRONWYN ADAMS

But they emphasised employers' concern over present impediments to constructive industrial relations, for instance the increasing incidence of violence and intimidation.

"Employer Organisations must record their growing concern at the escalating pattern of workplace violence and intimidation which is a most serious obstacle to constructive industrial relations", Godsell said.

Both the employer organisations and Cosatu had agreed to exchange views on the Labour Relations Amendment Bill.

was impossible

On October 15, three s

Employers see merit in new Bill

Labour Reporter

Six employer organisations which met the Congress of SA Trade Unions (Cosatu) on Wednesday have declined to reject the Labour Relations Amendment Bill totally, saying they saw "much that was positive" in the measure.

In a statement released yesterday following the meeting with Cosatu, the Associated Chambers of Commerce, the Federated Chamber of Industries, the SA Sugar Millers' Association, the Afrikaanse Handelsinstituut, the SA Federation of Civil Engineering Contractors and the German Chamber of Commerce said they viewed the meeting as "constructive" and that they hoped for further talks with Cosatu and other union federations.

The employers said they hoped the Bill "will strengthen the present labour relations system, and in no way curtail, or ... reverse the progress made thus far by way of labour reform".

Kwelonir

Star 4/13/84
133

TOUGH GOING IN PAY TALKS

Sowetan 10/3/88

By LEN MASEKO

WAGE negotiations in the metal industry are expected to be "extremely difficult" this year, say employers.

The Steel and Engineering Industries Federation of SA (Seifsa), which represents 9 000 firms employing about 320 000 workers, is bracing itself for tough negotiations with 15 trade unions on March 15.

Seifsa executive director, Mr Brian Angus, says "Seifsa is nevertheless determined to reach a fair settlement with the unions. One of

the key factors in determining the outcome of this year's proceedings will be whether the trade unions — and in particular the National Union of Metalworkers of SA (Numsa) — will be prepared to negotiate in good faith."

Seifsa hoped that confrontation would be avoided on either side "as this is counter-productive and even dangerous."

The International Metalworkers' Federa-

tion of SA (IMF) will table at the coming wage talks demands jointly formulated by — among others — the Steel Engineering and Allied Workers' Union and Numsa.

IMF official, Mr Brian Fredericks, was not available for comment yesterday.

A Numsa spokesman said they would demand, through the IMF, a minimum wage of R5 an hour and an across-the-

board increase of R1,50 an hour.

He said "The manufacturing side of Seifsa increased profits by 56 percent during the 1986/87 period. So it is quite clear that the employer body is in a position to grant substantial wage increases which will go above the cost of living."

Mrs Jane Hlongwane, Seawu general secretary, said her union had formulated joint demands with other IMF affiliates participating in the metal industry's industrial council.

EL firm, union
sign agreement

DID 12/3/58

~~133~~

133

EAST LONDON — A recognition agreement has been signed between the South African Allied Workers' Union (Saawu) and Zimco Rubber

applied to some 200 employees and covered disciplinary, grievance, dispute, retrenchment and appeal procedures, as well as a main recognition agreement

The Saawu East London branch treasurer, Mr Sebenzile Mdyogolo, said the union had started to organise workers at the company from the beginning of 1986

The Zimco factory manager, Mr W. A. Olivier, confirmed that the company had recognised Saawu and said he hoped the agreement would help the parties maintain a good working relationship — DDR

He said the agreement

D/D 16/3/88 133

Chamber told of plan for thrust into Africa

EAST LONDON — White and black commercial organisations should together to do the ground work for a thrust into black Africa to tap the wide market available, the national co-ordinator and deputy executive director of the National African Chambers of Commerce (Nafcoc), Mr Gabriel Mokogoko, said here last night.

He told the 110th annual meeting of the East London Chamber of Commerce that whites needed blacks to get into this lucrative untapped market to increase the more than R2 billion exports from South Africa to black Africa.

Mr Mokogoko said his mission to the area was basically to see how the Ciskei Chamber of Commerce could be revived and how the East London chamber could offer assistance which could result in joint ventures.

"This area has a unique setting for black-

white co-operation and this is what we in Nafcoc desire. We want it at an institutional level because the political atmosphere was not right for individual black-white participation in business ventures," he said.

Mr Mokogoko said blacks were conscious of the fact that the free enterprise system did not work to their benefit.

Reports by Matthew Moonieya business editor

"We are sad at the fact that black businessmen only contribute one per cent to the gross domestic product and that they only earn two per cent of the total earnings in the country. We are considering how blacks can become better involved in the economy."

Nafcoc was looking at black-white participation in depth and

there were clear examples where the economic cake was not being shared.

"Take a situation such as the raw fish industry. This is a R178 million a year industry and blacks consume 90 per cent of the fish. Blacks have never been told they must partake and share in this industry."

"The same thing happens in the R1,6 billion maize industry. We are the biggest consumers but nobody said it must be shared."

With the more than R2 billion trade with black Africa, Nafcoc was forced to tell the African countries that while they bought from South Africa, the blacks in the country did not feature in the economy.

"Nafcoc is working on a programme for a visit to black Africa where inroads will be made."

He said South Africa was being penalised because of blacks' non-participation in politics and the economy.

"We must move faster than the government. Out of possible liaison between the Ciskei Chamber of Commerce, the East London Chamber of Commerce and possibly a third body in the corridor, there could emerge a new opportunity for co-operation," he said and urged the chamber to play a role in rekindling life into the Ciskei Chamber.

(133) STAL 15/3/88

March 15 1988 5

Right-wing union breaks new ground

The White Workers' Union (WWU), a general workers' union with right-wing political links, is breaking new ground by recruiting white employers into its ranks

A special association has been formed to provide industrial relations advice to white small businessmen threatened by black unions

"Quite a few" white businessmen have already joined the newly formed Small Business Association, general secretary Mr At Venter said yesterday

The association would advise white entrepreneurs who were "very vulnerable against black unions" on labour relations. It would also assist employers in their negotiations with "intimidating" black unions.

Wage

Sowetan

talks

15/3/88

set to

start

today

By LEN
MASEKO

THE metal industry's wage talks, which affect about 320 000 workers, are scheduled to take place today.

The employer body, the Steel and Engineering Industries' Federation of SA (Seifsa), will negotiate for a wage settlement with 15 trade unions

Among unions to be represented at today's talks are the National Union of Metalworkers of SA, the Steel Engineering and Allied Workers — who will table joint wage demands through the International Metalworkers' Federation of SA

A Numsa spokesman said their demands included a minimum wage of R5 an hour and an across-the-board increase of R1,50 an hour

Fourteen of the 15 trade unions involved in the industry's collective bargaining process agreed to wage increases of 17,7 percent "at general labourer level" last year, according to Seifsa

Numsa rejected the employer offer last year and refused to sign the wage agreement. The Metal and Allied Workers' Union (now Numsa) has constantly refused to sign the agreement since joining the industrial council in 1983.



At the East London Chamber of Commerce annual meeting last night were newly elected members of the executive council with guest speaker, Mr Gabriel Mokgoko, and the new president, Mr Errol Spring. From left: Mr G. Bassingthwaite, Mr K. Levey, Mr P. Hill, Mr Mokgoko, Mr Spring, Mr R. Bridger, Mr M. Williams and Mr E Tiltman.

DIP 1613/88

Recovery not yet felt in EL says Spring

EAST LONDON — Businessmen here were still punch drunk and perhaps a bit poorer after the recession, the newly elected president of the East London Chamber of Commerce, Mr Errol Spring, said

"The effects of the recovery have not yet reached East London properly and I predict the year ahead will not be easy," he said

He said South Africa was going through a difficult period and that economic stability and development depended on the maintenance of law and order and a climate of peace

"It must prevail to enable the entrepreneur to operate and contribute to the creation and wealth to enable us to live in the type of society which our birthright entitles us to

"The chamber has structured itself to contribute to the economy"

Replying to the national co-ordinator of Nafcoc, Mr Gabriel Mokgoko, Mr Spring said blacks would have to be incorporated into the economy if the free enterprise system was to survive

Earlier the outgoing president, Mr Nico Cloete, appealed to businessmen among all races to join hands and contribute to the solution of the country's economic problems

"The East London Chamber of Commerce is colour blind and I believe there are too many separate commercial bodies which could have been talking with one voice

"We are still divided by historic prejudices. We are still confusing economics with politics. While I realise there are cultural differences and different religious and language groups, I believe we can still come

together and work together

"This has been proven locally where we have the CSI (Chamber of Commerce, Sakekamer and Chamber of Industries) which works for the common good of all

Earlier in his presidential report, he said the delay in the upliftment of the region, although it was largely political, "can also be laid at our feet"

"Government can create the correct atmosphere but we must take the initiative. Too long have we sat back and concerned ourselves with our own affairs and ignored our social responsibilities

"How many of our members have encouraged equity participation in our businesses with potential shareholders of other races?"

"Who has considered offering shares to deserving members of our senior black staff? Only when we can restore mutual trust can we make meaningful progress. It is imperative that we prove our bonafides to share with all members of our society"

Mr Cloete said the chamber had come to serve all sectors of the economy and urged "the non-traditional chamber sectors to consider joining our team"



The outgoing president of the East London Chamber of Commerce, Mr Nico Cloete (left) congratulates his successor, Mr Errol Spring, after his election last night.

Wages indaba

133
Sawet
17/3/58

THE metal industry's wage negotiations resumed this week with unions tabling demands for at least 20 percent pay rises.

The first round of annual wage talks between the Steel Engineering Industries' Federation of SA (Seifsa) and 15 trade unions took place on Tuesday. The parties failed to reach agreement and will meet for further talks on April 12.

Seifsa spokesman Mr Hendrik van der Heever

said the employer body received wage demands from — among others — four unions affiliated to the International Metalworkers' Federation (IMF) and seven unions who belong to the Confederation of Metal and Building Unions (CMBU).

The IMF unions demand across-the-board increases of R1,50 an hour for labourers, a minimum wage of R5 an hour (an increase of 91 percent) and R1,50 for artisans. Mr van der Heever said

The IMF unions include the National Union of Metalworkers of SA and Steel Engineering and Allied Workers' Union.

Demands

The CMBU affiliates as well as the Mineworkers' Union and the SA Iron, Steel and Allied Industries Union proposed increases ranging from 52 cents an hour for labourers (20 percent hike) to R1,31 an hour for artisans (20 percent).

Other union demands were.

- Increased overtime rates,
- Reduced hours of work without loss of pay,
- Six months' paid maternity leave; and
- Fourteen days' paid paternity leave.

Seifsa has offered wage increases ranging from 21 cents an hour for labourers to 52 cents an hour for artisans. In addition, the employer body has — among other things — agreed to an increase in annual leave bonus payments and guaranteed minimum rises for apprentices.

Looking for answers

The business community should voice its views more effectively to influence government "at the top level" with regard to the direction, emphasis and pace of reform, says

SA Foundation president Len Abrahamse But he warns against a confrontational approach

In his presidential address delivered this week, Abrahamse also calls for a united front in which these positions are consistent and represent the views of a broad spectrum of business leadership "We should organise

ourselves accordingly"

While supporting State President Botha's recent announcement, Abrahamse says it will be no use speeding up privatisation and deregulation "if the fundamental statutory constraints remain" The argument that the stimulus of higher living standards is the most effective means of eroding apartheid

enjoys little support among blacks, says Abrahamse

"We have too little evidence of black participation in competitive enterprise to encourage the view that it is through this process that blacks can make an appropriate contribution to and take their rightful place in our society Regrettably, black business

133 W 8/2/88



Abrahamse ... at top level

has been preoccupied with the problem of coping with discriminatory and pervasive limitations

In his first report as director general of the foundation, former UN ambassador Kurt

von Schirnding echoes Abrahamse's stand on the dismantling of discriminatory legislation But he adds "As important is the need to unshackle the economic energy of this country, by fully applying the practices of a free enterprise economy"

The foundation's London director, David Willers, says Botha's recent privatisation moves will have delighted Britain's Margaret Thatcher "We may expect that whatever tack the British Prime Minister does follow on SA, it will incorporate the enlightened business dimension," says Willers

Key role

He cautions, however, that "the window of opportunity is narrowing" With the outlook for sanctions being more of the same, it is unlikely (as was recently reported in a sanctions study in *The Economist*) that any *deus ex machina* in the form of a "business initiative" can substitute for the key role that will have to be played by the politicians

Thatcher would wish to retain her influence with Pretoria and this can only be done on a basis of a non-sanctions approach, says Willers. "She, least of all, is likely to be provoked into doing her damndest, because she is already doing her damndest to stifle the world clamour for sanctions"

But Willers warns that "we must not suppose that she or the Tories will hold the sanctions line in perpetuity If the US really cracks the sanctions whip, the UK will find that it cannot be too much out of step with its principal Atlantic ally"

Michael Christie, newly appointed foundation director in Washington, says SA cannot afford to disregard the US as the world's leading economic power While the American share of the free world economy has declined, it is more due to the growth of the other economies than the decline of the US economy, says Christie "The US is therefore in a position to place considerable pressure on SA's other trading partners, if she chooses to do so."

Christie mentions the likelihood of another comprehensive sanctions Bill being passed by the House of Representatives and that Democrat presidential candidate Jesse Jackson's tough stance against SA might influence the candidate who gets his endorsement

Finally, Christie says "The emergence of a burgeoning black business sector in SA, the perception that blacks are beginning to take charge of their own affairs, is a story that will still play in the US — provided that it plays here in SA"

D/D 20/3/88 (132)

Govt told: hands off industry, NUM

**Daily Dispatch
Correspondent**

JOHANNESBURG — A call on the government to leave industry and the National Union of Mineworkers (NUM) to sort out their own differences, but to resolve the political problems that threatened to destroy South Africa's labour relations system, was made by the president of the Chamber of Mines, Mr Naas Steenkamp, last night

Addressing the South African Federation of Civil Engineering Con-

tractors, Mr Steenkamp said management had been disillusioned by last year's strike and its accompanying intimidation and violence

However, there remained a commitment to collective bargaining with representative leaders of black employees

"These leaders know it and have a duty to convey this to their following. Particularly, it calls for great forbearance when trade unionists plead for sanctions

and then deny their effect on job opportunities," he said

The future of the industrial relations system depended on management and workers alike setting enough store by their relationship and the system under which they operated to want to protect it against intrusion from the outside

Management should understand the pressures on the union leadership of unrealistic expectations from

members, and the pressures from within and without to subvert their organisations for political purposes

"But leaders in any area of politics are required to lead and to influence their following, not merely to pander to existing prejudices and resentments," he said

"I have confidence in the good sense of people and am optimistic that wisdom will prevail within the union and that this year we will reach agreement amicably"

ROLE OF SEIFSA

31/3/84
Soweto

THE prosperity and success of the metal industry was dependent on the sustained growth of the South African economy, the Deputy Minister of Economic Affairs and Technology said in Johannesburg this week.

Dr T G Alant said many other industries were also linked to and dependent on the metal and related industries. He was addressing the annual banquet of the Steel and Engineering Industries Federation of South Africa.

Industries

"Seifsa members are indispensable and an integral part of the South African economy and their activities affect the quality of life of millions both inside and also outside our borders," Dr Alant said.

There were close on 3 300 companies affiliated to Seifsa and provided employment to more than 300 000 people in the metal, engineering and electrical engineering industries throughout the country.



MR Daniel Dube . . .
Numsa president.

Deadlocked wage talks resume again

*Sowetan
12/4/68*

ANOTHER round of wage negotiations in the metal industry is scheduled to resume today.

The talks will focus on a deadlock reached by metal industry employers and unions at a previous industrial council meeting. Participating in the negotiations are the Steel Engineering Industries Federation of SA (Seifsa) and 15 trade unions.

Four unions affiliated to the International Metalworkers Federation (IMF) demand — among other things — a minimum wage of R5 an hour. The IMF affiliates include the National Union of Metalworkers of SA (Numsa) and Steel Engineering

and Allied Workers Union

Also taking in the industrial council are seven unions affiliated to the Confederation of Metal and Building Unions, which have proposed increases ranging from 52 cents an hour for labourers to R1,31 an hour for artisans.

Seifsa, which represents 9 000 firms employing about 320 000 workers, has offered wage increases ranging from 21 cents an hour for labourers to 52 cents an hour for artisans.

Meanwhile, Numsa has tabled a number of wage proposals to the motor industry's industrial council, including a minimum rate of R4,50 across-the-board.

Numsa also demands six months' paid maternity leave, 14 days' paternity leave and a 40-hour week.

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WAGE negotiations between employers and trade unions in the metal and engineering industries deadlocked again this week.

A spokesman for the employers said the talks, which took place on Tuesday, "showed progress with movement on both sides of the negotiating table"

Among those participating in the annual negotiations are the employers body, the Steel Engineering Industries Federation of SA, four unions belonging to the SA Council of the International Metalworkers' Federation (IMF) and seven affiliates of the Confederation of Metal and Building Unions (CMBU).

The Seifsa spokesman said the IMF and CMBU affiliates as well as the Mineworkers' Union and the SA Iron, Steel and Allied Industries Union

Wage talks stall again

*Seifsa
14/4/88*

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presented revised wage demands at the talks

The IMF unions demanded across-the-board increases of R1 an hour for all categories of employees and a minimum wage rate of R4 an hour. The IMF affiliates include the National Union of Metalworkers of SA and the Steel Engineering and Allied Workers' Union.

The two parties will resume further negotiations on May 10.

BOSSSES STEAKS EATERS OWN NEW LEAD BODUR PRIDE

Sowetan 20/4/88

EMPLOYER organisations and Cosatu met this week to discuss the Labour Relations Amendment Bill due to be tabled in Parliament in the near future.

Although there was considerable difference of opinion on the Bill, the employer organisation agreed to change their detailed attitudes towards the Bill and said that once documents

have been studied by the organisations and Cosatu, further discussions may take place

At the meeting Cosatu explained their total opposition to the proposed Amendment Bill based on their understanding of the Bill's intention and consequences.

The employer organisations said in a statement yesterday that their understanding of the intent of the Bill

was different and they therefore did not share Cosatu's attitude of total rejection.

They said that they believed that all trade unions and union federations should be free to pursue bona fide trade union activities within the law as applied by the courts.

They were concerned that Cosatu or any other union federation should not

be obstructed in the pursuit of peaceful union activity

The organisations expressed their concern at workplace violence and intimidation which they saw as a serious obstacle to industrial relations.

The organisations at the meeting were Assocom, FCI, AHI, SA Sugar Millers Association, SA Federation of Civil Engineering Contractors and the German-SA Chamber of Commerce.

2/14/88 PM (133)

ORGANISED BUSINESS

Ready for battle

SA's biggest regional business chamber won't ease up on efforts to draw support from the Federated Chamber of Industries (FCI)

The election of former FCI vice-president Hennie Viljoen as president of the Assocom-affiliated Witwatersrand Chamber of Commerce and Industry (WCCI) is a message to the FCI that it faces an accelerated battle for membership in the Johannesburg region

Viljoen was twice president of the Transvaal Chamber of Industries, which left the FCI fold last year to form the WCCI with the Johannesburg Chamber of Commerce. The choice of an industrialist as head of the WCCI is intended to silence suggestions the merger was effectively a JCC takeover and that industrial interests would be overlooked

Viljoen (54) says. "We felt it would be very good for the movement if an industrialist should take over."

It also signals the start of a prolonged effort to draw more support in the area and the strong likelihood of a membership battle



**Viljoen ... finger
in every pie**

with the FCI's own fledgling Transvaal branch. Much of the rival chambers' emphasis in their first few months of existence has been on getting into battle-ready shape. Both recently held their first annual meetings and are now ready to put more effort into campaigning.

Viljoen's role could be pivotal. As a former FCI office-bearer, an industrialist, an Afrikaner and one-time senior public servant and government adviser, he has vast experience to draw on. Assocom and the WCCI hope his presence and contacts will help them achieve their goal — an accommodation with the FCI and perhaps even the Afrikaanse Handelsinstituut (AHI).

Some Assocom sources don't rule out the possibility he may become president of the national body before too long — if it helps the process

First prize is the FCI Viljoen, a director of National Beverage Services (formerly Coca-Cola), was an FCI office-bearer at the time an independent 1982 report found no obstacles to a merger between Assocom and the FCI.

"I still believe that is the road we should go. What we have done here (at the WCCI) is only the start. If you look at the AHI, its success proves you can combine the interests of commerce and industry."

The Midland Chamber of Industries in Port Elizabeth recently held informal talks with Assocom officials. If the WCCI can be seen to be successful, Viljoen hopes others will follow.

"I believe it's only a matter of time before there's a merger between Assocom and the FCI," he says. ■

D/D 23/4/88
**Assocom, FCI voice
 concern at PW's
 private sector attack**

JOHANNESBURG — Both the Association of Chambers of Commerce and Industries (Asso-com), and the Federated Chamber of Industries (FCI), have expressed concern at remarks made by the State President in parliament

They were referring to Mr Botha's statement that the private sector had failed to respond to his call for price and wage restraint in order to combat inflation

The FCI said it had already expressed support for the initiatives taken to combat inflation and agreed with the role that competition plays in this

"We do, however, have deep concern over the extremely wide-ranging and arbitrary powers conferred on the Minister of Economic Affairs in the first draft of the new Prohibition or Control of Harmful Business Practices' Bill, on the vagueness of many definitions and of certain other aspects of the proposed legislation.

"Business confidence is not enhanced by uncertainty"

Assocom said it had been supportive of both the principle of consumer protection as well as the Economic Advisory Council's proposed anti-inflation plan

"There appears to be misunderstanding as to

both the implementation of the anti-inflation plan, as well as about the nature of the commitment from the private sector on prices and wages

"There also appears to be uncertainty now in the business community as to the precise purpose of the proposed control of harmful business practices bill, which is still under discussion with organised business"

It said it was seeking urgent interviews with the Minister of Finance and the Minister of Economic Affairs and Technology to clarify the situation as soon as possible.

"The association hopes that such discussions will promote a useful exchange of views on these important subjects"

● The chairman of Pick 'n Pay, Mr Raymond Ackerman, has reacted to speculation that he was the businessman that Mr Botha was referring to as having written expressing support for anti-inflation measures and had then granted excessive wage increases to workers

Mr Ackerman said that, if he was the person referred to through

innuendo, he would like to meet Mr Botha face to face and discuss the matter

He believed he had acted absolutely correctly

Pick 'n Pay's recent wage settlement was responsible and reasonable.

He said Mr Botha should realise companies dealt with unions and, in any event, he was not prepared to have employees earning wages which did not allow them to live comfortably

On Mr Botha's stated intention to increase competition, Mr Ackerman said the best place to start would be to deregulate the sale of petrol and wine, the importation of TV sets, and the baking of bread

This would benefit the consumer immediately. He added he had spent his life fighting inflation, through fighting cartels and monopolies

It was a great pity Mr Botha was putting up barriers between business and government in economic matters

Economic growth was a key factor in resolving South Africa's social problems and a united approach was necessary
 — DDC-Sapa

Farmers square up against trade unions

FARMERS will pull out all the stops to prevent trade unions from becoming too powerful, says a consultant of the SA Agricultural Union (SAAU).

Dawie de Villiers, associate director of labour relations at Unisa's School of Business Leadership, says: "Farmers feel threatened by the formation of trade unions in the rural areas, and believe it is wrong."

Job total

"Unions pushing for better wages and higher standards of living do not fully understand the dynamics of farm life."

About 1,3-million workers are employed on farms. They are represented by six trade unions which are not recognised

Statistics on the number of members they have are difficult to ascertain. Cosatu says its National Union of Farm and Agricultural Workers (Nufasa) has 22 000 members.

A report in Die Afrikaaner, mouthpiece of the HNP, says the Paper, Print and Allied Workers Union has 5 000 members in forestry plantations in Natal and the Eastern Transvaal and the Orange Vaal General Worker Union on Anglo American farms claims a membership of 5 000.

The National Council of Trade Unions (Nactu) affiliate National Union of Farmworkers says it has 15 000 paid-up members.

Cosatu's Food and Allied Workers Union maintains that the unions have the greatest

By Robyn Chalmers

effect on corporate farms, but they are increasing their strength on small ones.

Professor de Villiers says: "Unions could force farmers to lay off many workers if they get higher wages. The only place for these workers to go would be towns and cities, which have chronic housing shortages and unemployment."

SAAU deputy director Kobus Kleynhans says farmers regard the unions as a nuisance factor.

"Nowhere in the world will you find an instance where unions have worked on farms," he says.

Common law

Conditions of employment for farm workers are governed only by common law, and unions are pushing for some form of regulation.

Professor de Villiers agrees that workers need protection, and says they should be included under the Basic Conditions of Employment Act.

"I have made numerous representations to the relevant bodies on this score, bearing in mind that because the Act was written for factory workers it has to be looked at in depth."

The major problems facing workers are relatively low wages and the lack of job security.

Workers' holiday for some

JOHANNESBURG — Whether factories work on Friday, Workers' Day, should depend on agreements between employers and unions, the Director-General of Manpower, Mr Piet van der Merwe, said yesterday.

According to the spokesmen of various employer organisations, it appears that there will be no uniformity within industry on the issue this year.

Because of a legal anomaly, the State President's proclama-

tion of a public holiday on the first Friday of May applies only to shops and offices and those cases where the matter has been specifically negotiated.

Last year, when Workers' Day and Labour Day coincided on May 1, Mr Van der Merwe issued an appeal to employers to recognise the day as a public holiday despite the anomaly. This year, however, he does not intend doing so.

A Chamber of Mines spokesman said the in-

dustry would be treating Friday as a normal working day, while Asso-com said it appeared that most of its members' operations would be shut down.

Pick 'n Pay stores will be closed, while only those Checkers branches which normally trade late and on Sundays will open for business.

A Seifsa spokesman said the engineering industry would treat the day as a public holiday — DDC

FCI

Covering the cracks

Senior officials of the Federated Chamber of Industries (FCI) are trying to prevent further damage to the organisation's framework

Efforts to dissuade the Port Elizabeth-based Midland Chamber of Industries (MCI) from joining Assocom are continuing

Meanwhile, the FCI has dropped plans to demand R135 000 in unpaid fees from the Transvaal Chamber of Industries (TCI), which defected last year to join the Johannesburg Chamber of Commerce and create the Assocom-affiliated Witwatersrand Chamber of Commerce and Industry

MCI officials revealed last month that they had held "informal discussions" with Assocom CE Raymond Parsons. MCI president Peter Morum says the discussions concerned "how best industry's views can be co-ordinated at national level"

The MCI issue was discussed in private at last week's FCI executive council meeting in Cape Town. FCI president Hugo Snyckers says further meetings are planned with MCI officials

He says. "I think it's 50-50 whether the MCI will go. Obviously, I hope they will stick with us and we will try to persuade them to do so"

Rumours have surfaced that the Cape Chamber of Industries (CCI), based in Cape Town, is also reconsidering its future within the FCI and may join forces with the Cape Town Chamber of Commerce. However, both Snyckers and CCI director Colm McCarthy dismiss the speculation. Snyckers says there is "no veracity" in the idea

Says McCarthy "We have a very good relationship with the Cape Town Chamber, but we both accept there are certain things we do and certain things they do. They don't all necessarily fit together, even though there are matters of common interest

"Another reason why there won't be a merger is that we are both financially viable. The TCI wasn't and it had to do something."



Snyckers

It is the TCI's pendency that has dissuaded the FCI from pressing ahead with demands for money. While still an FCI member last year, the TCI was supposed to pay the FCI R180 000 in affiliation and membership fees. It paid R45 000 for the first quarter, but withheld the remaining R135 000 before quitting the FCI.

TCI officials argued that the FCI's financial demands were unrealistic and the local chamber couldn't afford it. The FCI rejected the argument, and the impasse played an important part in the TCI's eventual decision to leave the national body under acrimonious circumstances.

Says Snyckers "We believe we are still entitled to the unpaid R135 000 and we put in a claim for it. But the TCI has no money and the likelihood of getting it was so slim that we've abandoned the idea. It would have required legal action."

The FCI will lose another source of income next month when the Corporate Forum — a group of 50 major corporations — ends its joint membership of the FCI. Forum membership fees contributed a large slice of FCI income.

Snyckers says the financial loss isn't as great as was at first feared. Although the Forum as a group is leaving, half its members have become direct FCI members and are paying corporate fees.

The FCI has also created a mini-forum, with the establishment of an advisory board made up of senior representatives of its corporate members. Anglo American executive director Les Boyd was elected chairman of the advisory board last week. Other members are Metal Box MD Peter Campbell, BMW MD Walter Hasselkus, Afrox chairman Peter Joubert, Firestone MD Bill Taylor and Shell chairman John Wilson. ■

HOUSE OF DELEGATES

Indicates translated version

For oral reply

General Affairs

Assault by policemen

*1 Mr K CHETTY asked the Minister of Law and Order

- (1) Whether a complaint in regard to the alleged assault by members of the South African Police on a certain person, whose name has been furnished to the Police for the purpose of the Minister's reply, was lodged at a police station in Chatsworth recently, if so, (a) when did the alleged assault take place and (b) what were the circumstances surrounding this incident,
- (2) whether the matter is being investigated by the Police, if not, why not, if so, when is it anticipated that the investigation will be completed,
- (3) whether any steps have been taken against the policemen involved pending the outcome of this investigation, if not, why not, if so, what steps?

The MINISTER OF LAW AND ORDER

(1) to (3)

The person concerned was questioned by members of the Force in connection with a complaint of housebreaking with the intent to steal and theft involving jewelry to the value of R8 000,00. As a result of this interrogation two of the person's friends were arrested and charged. However, he alleged that he had been assaulted during the interrogation, and a charge of assault is being investigated. It is anticipated that this case docket will shortly be submitted to the Attorney-General for his decision.

Mr K CHETTY Mr Chairman, arising out of the hon the Minister's reply, may I ask him whether steps have been taken in the meantime as far as the prosecution of the policemen are concerned? The MINISTER Mr Chairman, as I have indicated, a charge of assault is being investigated. As soon as that has been completed it will be put to the Attorney-General to decide whether to

HOUSE OF DELEGATES

prosecute or not. After his decision is known further steps will be taken.

Own Affairs

Transvaal Farmers' Union: representations for assistance to farmers

*1 Mr A S RAZAK asked the Minister of Local Government and Agriculture

- (1) Whether his Department has received any representations from the Transvaal Farmers' Union for assistance to be granted to farmers, if so, over what period,
- (2) whether, in consequence of these representations, his Department (a) granted assistance and (b) made land available to any farmers, if not, why not, if so, (i) (aa) how many farmers are receiving such assistance and (bb) what is the nature of the assistance provided and (ii) (aa) when was such land made available to farmers and (bb) where is it situated,
- (3) whether he, together with members of the said union, conducted an *in loco* inspection of agricultural land in January 1988, if so, (a) why and (b) what were the findings,
- (4) whether, subsequent to the above inspection, he informed this union of his views on the matter, if not, why not, if so, what are these views?

The MINISTER OF LOCAL GOVERNMENT AND AGRICULTURE

(1) Yes — the Transvaal Farmers' Union made representations on 18 January 1988 on behalf of 2 persons and on 18 February 1988 on behalf of 10 persons

(2) (a) No. No written representations were made by the said Union for the granting of financial assistance to farmers

(b) No — this matter is still receiving the attention of my Department

- (1) (aa) Falls away
(bb) Falls away
- (ii) (aa) Falls away
(bb) Falls away
- (3) Yes

(a) To obtain an insight into and to familiarise ourselves with the problems

confronting the Indian farming community in the Transvaal

(b) There are complex problems facing Indian farmers in the Transvaal and these are as a result of the following

- Group Areas Legislation
- Non-availability of farming land
- The present lease agreements in respect of land being used for farming purposes in Lenasia are of short duration and do accordingly not offer sufficient security to the farmers

(4) Yes

The problems facing the farmers would be addressed by my Department. The question of extending the period of lease of land owned by the Housing Development Board (House of Delegates) is receiving the attention of my Department.

Consideration would be given to agricultural land owned by the Housing Development Board (House of Delegates) and being leased to farmers.

Mr J VIYMAN Mr Chairman, arising out of the answer of the hon the Minister, can he tell us whether the Housing Development Board which he mentioned in his reply owns any agricultural land?

The MINISTER Mr Chairman, all the land that belongs to the House of Delegates, belongs to the Housing Development Board. We have no agricultural land.

Mr J VIYMAN Mr Chairman, further arising out of the hon the Minister's reply, how does he propose solving the problem of the agricultural land if the Housing Development Board does not own any agricultural land?

The MINISTER Mr Chairman, an exercise is being carried out at the moment with regard to all the land that falls under the Housing Development Board. Land that will not be used in the short term can be considered, and negotiations are afoot at the moment.

Mr J VIYMAN Mr Chairman, further arising out of the hon the Minister's reply, I want to say that I am not satisfied because that implies that this farm land which was allocated to these appli-

cants will merely be on a temporary basis and will not provide a permanent solution to the problem.

The MINISTER Mr Chairman, my reply to the hon member did not relate to land of an agricultural nature. However, exercises other than the ones I have mentioned are being carried out for the security of land tenure for agriculture as such.

Mr P I DEVAN Mr Chairman, further arising out of the hon the Minister's reply to paragraph (2) of this question, may I ask him whether verbal applications were made for grants since he emphasised that no written applications were made?

The MINISTER Mr Chairman, I am not aware of any verbal applications.

Mr P I DEVAN Mr Chairman, further arising out of the hon the Minister's reply, may I ask him whether, in order to do justice to paragraph (4), he has conducted a census into agriculture in the Transvaal, or whether he is contemplating conducting such a census in order to motivate the need for more land etc?

The MINISTER Mr Chairman, an in-depth survey is being carried out in the Transvaal and I am happy to report that the farmers' union which has been established is playing an important role, together with our department, in the identification of land, just as we are doing in Natal.

Chatsworth sale of site

*2 Mr M RAJAB asked the Minister of Housing

(1) Whether his Department has reached an agreement with a certain company, the name of which has been furnished to the Minister's Department for the purpose of his reply, or its subsidiaries in regard to the sale of a site in Chatsworth, if so, (a) when, (b) what is the (i) agreed purchase price and (ii) name of the company concerned and (c) on what conditions was the site sold or is it to be sold,

(2) whether any commission was paid or is to be paid in connection with this sale, if so, to whom,

(3) whether his Department originally purchased this site from the Durban City Council, if not from whom was it purchased, if so (a) when, (b) at what price and (c) on what conditions?

HOUSE OF DELEGATES

Assocom accepts Bill conditionally

Star 19/5758

By Zenaide Vendelro (133)

Assocom would only support the proposed consumer protection legislation if it contained certain fundamental safeguards to ensure that the activities of legitimate operators were not hindered, the association said yesterday.

Speaking at a press conference following the mid-year meeting of the Assocom executive council, Assocom's legal adviser Mr K F Warren, said Assocom had accepted the fact that existing laws were inadequate to stop questionable practices such as the recent milk culture schemes, and that more effective consumer protection legislation was necessary

For this reason, Assocom would support the Draft Bill on Control of Harmful Business Practices if checks were built into it. These included

- A clearer definition of what was meant by a harmful business practice.
- No action to be taken unless recommended by the proposed Harmful Business Practices Committee after a thorough investigation
- A right to appeal to an independent special appeal court

Several consumer organisations have expressed support for the Bill.

'Advance' in industrial relations

Star (9/15/88)

Give labour Bill a chance — Assocom

#133

By Zenaide Vendeiro

Assocom does not see the Labour Relations Amendment Bill as being in any way an assault on the trade union movement and has appealed to employers and trade unions to give the legislation "a chance to prove itself"

At the conclusion of the mid-year meeting of Assocom's executive council in Johannesburg yesterday, which was attended by about 110 top businessmen, Assocom's manpower secretary, Mr G A V Brett, said the associa-

tion had had reservations about certain clauses in the Bill when it was first tabled and had conveyed them to the parliamentary standing committee

However, it welcomed the general thrust of the Bill as representing "an advance" in the structure of industrial relations in South Africa

Assocom viewed that the Bill, published this week in a slightly amended form, "sets out merely to assist in introducing more order into the industrial relations scene and, if accepted in good faith by all parties, would help to improve industrial relations".

TRADE UNIONS WELCOMED

The Assocom executive council, however, recognised that certain unions had expressed opposition to the Bill and that this could cause increased industrial unrest, said Mr Brett.

"We appeal to all concerned, both employers and employees and trade unions, to give this new legislation, if it is passed by Parliament, a chance to prove itself."

Mr Brett said Assocom had for many years, and particularly since the reports of the Wiehahn Commission in 1979, maintained that the emergence of black trade unions was part of the modernisation of South Africa's labour scene and a welcome development

Assocom lowers growth sights

By Sven Lunsche

Assocom yesterday lowered its gross domestic product (GDP) growth forecast for 1988 from three percent to under 2,5 percent, saying "there are now more uncertainties about the medium-term outlook for the economy than was apparent a few months ago"

In a statement after its two-day, mid-year meeting of its executive body, Assocom said "A combination of factors now poses the question as to whether economic growth will be sustained into 1989 on an adequate basis. This will clearly depend on a number of political and economic variables — both internal and external"

The executive council said it noted with concern that the rise in GDP had fallen far short of the increase in population.

It said the shrinkage of the surplus of the current account of the balance of payments from last year's R6 billion to an expected

R1 billion was a clear sign the economy was overheating.

The severe restraints on the growth of the balance of payments had placed a ceiling on GDP growth of three percent under current circumstances

In the light of these constraints, and taking into account the recent economic restraint measures by the authorities, Assocom expected a levelling off in economic growth in the second half of 1988, which would see GDP growth for the year as a whole fall below 2,5 percent

Assocom said with the recent introduction by the authorities of an interest-rate package, "the economic signals have changed from green to amber"

"What is important is whether the economy can be kept on an even keel. If the business community was convinced the economy was on a stable growth path, a levelling off of business activity

later this year would not necessarily dampen business confidence"

Assocom believed the economy must avoid a "boom and bust" situation and therefore the economy had to be handled carefully "There is one cardinal maxim for the authorities early action is indispensable. If matters are allowed to drift in the face of a balance of payments constraint, the correction will be more difficult and more liable to harmful repercussions"

"This is especially so in regard to monetary policy and interest rates. The economy is probably more interest-rate sensitive now than in previous years, so a relatively small rise in interest rates could project a strong signal in the right circumstances"

Assocom ratified its name change yesterday and the organisation will now be calling itself the Association of Chambers of Commerce and Industry

Borman rules out commerce merger

DID 2015788

by Matthew Moonieya
business editor

EAST LONDON —The Association of Chambers of Commerce of South Africa (Asso-com) change of name to the Associated Chambers of Commerce and Industries of South Africa has been ratified at an executive council meeting

The organisation said "The Association believes that its decision will help to eliminate possible confusion about its role and that of other employer bodies, especially as some 40 of its affiliated chambers are already designated chambers of commerce and industries"

Another point was that at least 30 per cent of Assocom's total membership was drawn from industry

Assocom, which is to retain the abbreviation of its name for the time being, also said that no further talks of a merger with the Federated Chamber of Industries (FCI) were being considered in the short term, although it was hoped that negotiations would begin again at a later stage

In East London yesterday, the president of the Border Chamber of Industries (BCI), Mr Leo Borman, ruled out the possibility of merging with the East London Chamber of Commerce

"We stand by an earlier statement from FCI which unanimously agreed that the interests of industry were best served by remaining a separate independent body

"We are the largest single contributor to employment, 60% of the 1,2 million people employed in the manufacturing sector are from our affiliates and we are on a very sound footing financially.

"It is for this reason we feel we should remain independent of other employer associations There is a role for



MR BORMAN . . . needs differ

all the associations and we feel the best interests of industry can be articulated only by us"

Mr Borman said organisations such as the BCI saw to the specific needs of industry which was somewhat different to commerce

"Areas such as exporting, energy requirements as well as education and training are all specific areas where industry's requirements differ Of course there is always room together where there are common interests This is done and we have had a cordial relationship with the chamber of commerce"

Mr Borman said there was a council where presidents of the different employer bodies such as the FCI, Assocom, Sakekamer, South African Agricultural Union and the National African Chambers of Commerce met to discuss matters of common interest

The president of the East London Chamber of Commerce, Mr Errol Spring, agreed that the problems of the different employer bodies dif-

fered and that they had a cordial relationship with the BCI

"We are happy to carry on with the status quo and we admire the role played by the BCI as an effective employer body

"There have been successful mergers of commerce and industry around the country and we will certainly monitor the situation We too have members who belong to industry and we have to gear our future operations to see to the needs of all our members"

Meanwhile, the Assocom executive has also commented on the state of economy

It said there were now more uncertainties about the medium-term outlook for the economy than was apparent a few months ago

"A combination of factors now poses the question whether economic growth will be sustained into 1989 on an adequate basis This will clearly depend on a number of political and economic variables — both internal and external"

The executive noted with concern that the rise in GDP had fallen far short of the increase in population

It said that the shrinkage of the surplus of the current account on the balance of payments from last year's R6 billion to an expected R1 billion was a clear sign that the economy was overheating

The severe restraints on the growth of the balance of payments had placed a ceiling on GDP growth of three per cent under current circumstances

As a result, Assocom expects economic activity to level off in the second half of this year It has therefore lowered its growth forecast from 3 per cent real growth to 2,5 half per cent for the year

Star 20/5/88
FCI supports
revised labour
relations Bill

Organised industry has decided to support this week's revised Labour Relations Amendment Bill.

In a statement, the Federated Chambers of Industry (FCI) says it will back the Bill and that "it is encouraging to note that a number of issues of concern which the FCI has commented on have been included in the draft legislation.

In particular, says the FCI, it welcomes:

- The introduction of a Labour Appeal Court.
- The removal from the last draft bill of the Minister's discretion in formulating unfair labour practices
- The removal of the unilateral extension of the life of a conciliation board.
- The new provision that the ruling of an industrial council in the settlement of a dispute must be accepted by both parties to the dispute.

The statement notes that: "The Bill is a highly technical piece of legislation with many important implications for both employers and trade unions. Although it has been suggested that the Bill could tip the balance of power in favour of only one party to the industrial relationship, the FCI's opinion is that this is not so.

"The FCI remains of the opinion, however, that any attempt to codify unfair labour practices should be confined to a set of groundrules, coupled with a broad catch-all.

"It is unnecessary to pursue a statutory codification of unfair labour practices which is necessarily incomplete and which will still have to be deliberated in court."

The Chamber says, however, that it is concerned that "the wording of the unfair labour practice provisions is unclear, as is the question of whether or not striking workers may be dismissed."—Sapa.

MM 20/5/88

ORGANISED BUSINESS

(3)

Whither the MCI?

Industrialists in the eastern Cape will vote shortly on whether to stay with the Federated Chamber of Industries (FCI) or join Assocom

The FCI-affiliated Midland Chamber of Industries (MCI) is preparing a referendum asking members to which national body the MCI should be joined. President Peter Morum says the chamber's future will be decided on a straight majority vote.

MCI board members recently met Assocom CE Raymond Parsons and other officials to discuss changing allegiance. Sources say the general mood among MCI members seems to be in favour of the change.

An FCI team is scheduled to meet the MCI board in the next few days to discuss the situation. President Hugo Snyckers has admitted that the danger of the FCI losing a second regional chamber — the Transvaal Chamber of Industries quit last year — is about "50-50".

Morum says the wording of the referendum question hasn't been decided, but he expects it to be ready to put to members by the beginning of June.

"Whatever the members decide — even by a majority of one — we will do. We are a democratic organisation. We are here to service our members' needs and wishes — something other bodies have lost sight of," says Morum.

Morum says the MCI represents 90% of industry in the PE-Uitenhage-Despatch-Grahamstown region. If it affiliates to Assocom, it will be independently as the MCI, and not through a merger with the local chamber of commerce.

"It's possible a merger could happen in the future, since most of our members belong to both chambers. But it must be a natural process, not a forced one. For one thing, the MCI doesn't need to merge. We are financially viable."

Morum himself is in favour of business

organisations merging to create a united private sector voice. "We are too fragmented. It suits government to have us split. We can't afford it."

He favours the idea of a business council representing the whole of commerce, industry, mining and agriculture. Members of the council must be leaders and actively involved in those areas.

"That way, if they speak, they speak for the whole private sector." ■

Business concepts must change — JCI chief

STV 23/5/88

The traditional concept of communication as a process of decisions passed down to workers needed to be revised, Johannesburg Consolidated Investments chief executive Mr Murray Hofmeyr said yesterday

He was speaking at the Five Freedoms Forum business conference in Sandton on "The chief executive's responsibility at senior management levels"

"Let us be prepared to look at new ideas and to consider other points of view — for example in the debate on (whether to have) private enterprise or a socialist-type or mixed economy"

The polarisation between racial groups had to be overcome and benefits fairly negotiated, he said. A proper appraisal of the worth and potential of each individual

was needed. Mr Hofmeyr outlined the success of "indaba projects" introduced on the mines

Workers pointed out inadequacies in the existing system, and how to solve problems — for example by pointing out badly designed machinery

If business was earnest about promoting change in its own affairs, it must base its relationship with

workers on proper negotiation, he said

Business leaders had to speak out every time there was an erosion of freedom. There was a perception that businessmen were soft on apartheid and the Government

Businessmen needed to confirm their acceptance of a non-racial, democratic South Africa, Mr Hofmeyr said

Metal worker unions end talks with dispute

By Mike Siluma,
Labour Reporter

The fourth round of negotiations to set 1988 wage increases for South Africa's more than 300 000 metal workers ended yesterday with some unions declaring a dispute with employers.

Seifsa executive director Mr Brian Angus, describing the discussions as "brief", said unions belonging to the Confederation of Metal and Building Unions (CMBU) had rejected the employers' final wage offer, made during the last round of talks two weeks ago.

CMBU unions also questioned employers' proposals regarding adjustments to anomalies in the wage curve, as well as suggesting that employers' offer to increase

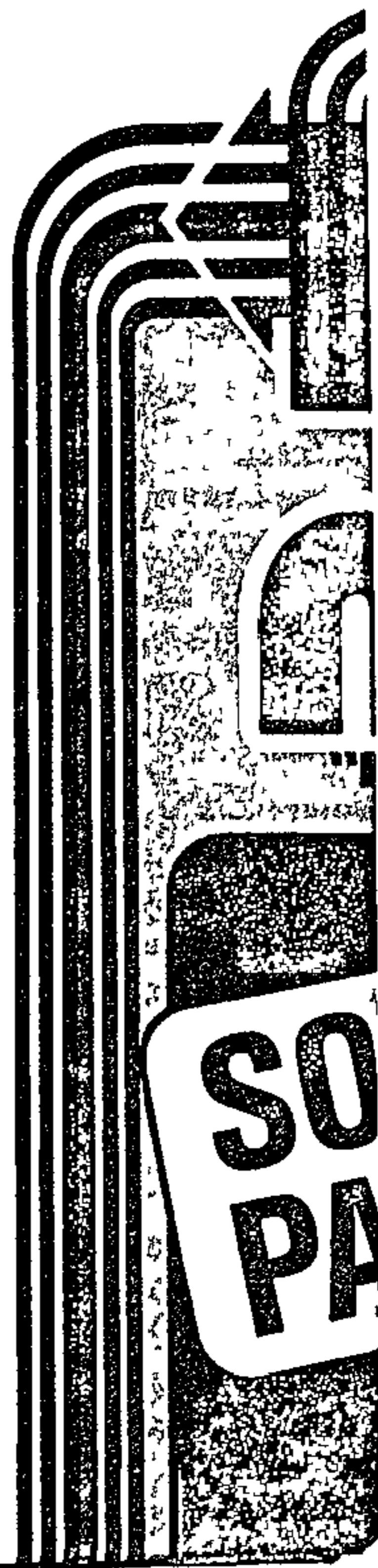
pension contributions be re-appropriated as an increase in wages.

Mr Angus said employer representatives were not in a position to respond to union demands yesterday and that a further meeting would be held on June 3.

The IMF unions have demanded increases of between R1,11 an hour for artisans and R1,19 an hour for labourers, while the CMBU unions want across-the-board increases ranging from 37c an hour for labourers to 80c an hour for artisans.

● The National Union of Mineworkers and the management of Anglo American's Simmergo plant in Germiston will meet today to resolve a recognition dispute which sparked a stoppage by 800 workers.

Platinum theft: arrest likely



Dispute declared as wage talks fail

133 By Mike Siluma, Labour Reporter

The fourth round of negotiations to set 1988 wage increases for South Africa's 300 000-plus metalworkers ended on Wednesday with some unions declaring a dispute with employers

Steel and Engineering Industries Federation of SA executive director Mr Brian Angus, describing the discussions as "brief", said unions belonging to the Confederation of Metal and Building Unions (CMBU) had rejected the employers' final wage offer, made during the last round of talks two weeks ago *5/25 27/5/88*

SUP

CMBU unions also questioned employers' proposals regarding adjustments to anomalies in the wage curve, as well as suggesting that the employers' offer to increase pension contributions be re-appropriated as an increase in wages.

Mr Angus said employer representatives were not in a position to respond to union demands yesterday and that a further meeting would be held on June 3

The CMBU unions want across-the-board increases ranging from 37c an hour for labourers to 80c an hour for artisans.

the SBDC by the State in the 1987-88 financial year, (b) what total amount was (i) lent and (ii) written off as irrecoverable debt by the SBDC in the whole of the country in that financial year and (c) what percentage of the total amount lent by the SBDC in that financial year was lent to members of the White, Black, Asian and Coloured population groups, respectively?

THE MINISTER OF ECONOMIC AFFAIRS AND TECHNOLOGY

- (1) (a) Mr M J Pentz
- (b) When the SBDC was established in 1981
- (2) (a) R29,042 million
- (b) (i) R114,064 million
- (ii) R31,440 million

Note The amount of R31,440 million also represents bad debts with regard to loans granted in previous years. Since the SBDC's formation in 1981 until 31 March 1988 a total amount of R461,183 million was lent throughout the country. During the same period R48,020 million was written off as irrecoverable debt of which R3,675 million was since recovered. The net total accordingly amounts to R44,345 million which represents 9,6 per cent of the total loans granted.

- (c) The SBDC grants loans to meritorious small business enterprises irrespective of the population group of the entrepreneur. It is, therefore, not the policy of the SBDC to furnish particulars of its clients on the basis of race.

Companies/close corporations registered

1095 Mr C J DERBY-LEWIS asked the Minister of Economic Affairs and Technology

How many (a) companies and (b) close corporations had been registered in the Republic as at the first day of each year from 1980 up to and including 1988?

THE MINISTER OF ECONOMIC AFFAIRS AND TECHNOLOGY

Owing to factors such as an unknown number

HOUSE OF ASSEMBLY

of dormant companies, particulars of the total number of companies which were incorporated and in operation on a specific date are not readily available. The number of companies and close corporations which were incorporated during each of the relevant years, is furnished below.

Year	Companies		Total
	New com-panies incor-porated	Close Cor-porations converted into companies	
1980	11 819	—	11 819
1981	12 587	—	12 587
1982	11 912	—	11 912
1983	14 100	—	14 100
1984	11 601	—	11 601
1985	5 836	12	5 848
1986	5 188	47	5 235
1987	6 395	278	6 673

(b) Close Corporations

Year	New Close Corporations	Companies converted into Close Corporations	Total
1985	9 840	6 071	15 911
1986	16 737	6 650	23 387
1987	24 151	5 211	29 362

Note The Close Corporations Act, 1984 (Act 69 of 1984) came into operation on 1 January 1985.

The decrease in the number of new companies incorporated since 1985 compared with the preceding years is mainly due to the coming into operation of the Close Corporations Act, 1984.

Companies/close corporations liquidated

1019 Mr C J DERBY-LEWIS asked the Minister of Justice

How many (a) companies and (b) close corporations were liquidated in (i) each year from 1980 up to and including 1987 and (ii) 1988 as at the latest specified date for which figures are available?

THE MINISTER OF JUSTICE

(a) (i) I refer the Honourable Member to my replies to Written Questions Nos 104 of 1982, 302 of 1983, 514 of 1984,

170 of 1985, 611 of 1986, 98 of 1987 and 476 of 1988

(ii) 918 compulsory liquidations as on 29 April 1988

(b) (i) The Close Corporations Act, 1984 (Act 69 of 1984) came into operation on 1 January 1985 and the information is, therefore, only available as from 1985

1985 — 21
1986 — 116
1987 — 228

(ii) 108 as on 29 April 1988

Umgem Valley area/River-view Trading Store: faction fighting/unrest

1020 Mr R M BURROWS asked the Minister of Law and Order

(1) Whether there have been any reported cases of faction fighting and/or unrest in the (a) Umgem Valley area below Waterfall in Natal, and (b) vicinity of the River-view Trading Store, since 1 January 1988, if so, (i)(aa) which groups were involved in, (bb) what was the outcome of, and (cc) what weapons were used in, each of these incidents and (ii) in respect of what date is this information furnished.

(2) whether any persons were killed or injured during the course of these incidents, if so, how many were (a) killed and (b) injured in each case,

(3) whether any property was destroyed or damaged as a result of these incidents, if so, (a) what property, and (b) to what extent, in each case,

(4) whether any arrests have been made as a result of these incidents, if not, why not, if so, how many in each case?

THE MINISTER OF LAW AND ORDER

(1) Yes

(a) 4 cases

(b) 9 cases

(i) (aa) Factions of the UDF and Inkatha

(bb) various cases were reported, *inter alia*

Murder 7 cases

Attempted murder 4 cases
Arson 2 cases

Some of these cases are at present being investigated, while several arrests have been made in certain cases. These persons are presently awaiting trial

(cc) Mainly petrolbombs, sharp instruments such as knives and assegais, as well as homemade firearms

(ii) 1 January until 30 April 1988

(2) (a) and (b) Eight persons were killed and twenty-four persons were injured

(3) Yes

(a) and (b) 6 houses were totally destroyed

(4) 34 persons were arrested on various charges and are presently awaiting trial

Botshabelo: persons detained

1060 Mr P G SOAL asked the Minister of Law and Order

Whether any persons were detained in Botshabelo between (a) 6 and 16 December 1987 and (b) 20 and 30 March 1988, if so (i) how many on each specified day and (ii) why, in each case?

THE MINISTER OF LAW AND ORDER

(a) and (b)

A number of persons were detained in Botshabelo each day between 6 and 16 December 1987 and also between 20 and 30 March 1988 on various charges, *inter alia*

Theft

Stock-theft

Arson

Housebreaking with the intent to steal and theft

Possession of suspected stolen property

Robbery

Illegal possession of ammunition

Child abuse

Trading in uncut diamonds

HOUSE OF ASSEMBLY

12
1988
20/11

SM 3/6/88

tion

Last week's annual congress of the Afrikaanse Handelsinstituut (AHI) made it clear that, whatever the arguments in favour of a merger between Assocom and the Federated Chamber of Industries, the AHI stands alone.

"We differ from them because we are already multi-sectoral, whereas they have still to achieve that," says AHI chairman Gerrie Steenkamp. "We would like to cooperate with them on certain matters but there is no thought of amalgamation in our minds."

The AHI is happy to attract English-speaking membership — but on the AHI's terms. The congress approved changes to the constitution, broadening the organisation's potential membership base to other language groups.

"Anyone can now join the AHI, as long as they respect our culture," says Steenkamp. "While the structure of the AHI is changing, it will retain its Afrikaans culture."

Structural changes to the AHI include the creation of six permanent committees mirroring the activities of parliamentary standing committees. The AHI hopes the decision

ORGANISED BUSINESS



Separate rooms

Afrikaans business has no intention of climbing into bed with its English counterparts to create an all-embracing business organisa-

will make it more proactive by encouraging freer discussion with standing committees.

The restructuring is the brainchild of Donald Masson, a former AHI president, who was seconded from Gencor and its Kanhym subsidiary last year to become executive director in the AHI's hour of need.

His brief was to reorganise the AHI at a time members and outsiders alike were accusing it of losing its way. Whether the changes he has instituted will work, only time will tell. But now that the AHI has approved the changes, Masson is returning to Gencor. His successor as executive director, economist Martin van den Berg, will take over in the next few weeks.

Politically motivated

Steenkamp says the congress also succeeded in cementing over apparent fractures within the AHI. There have been reports of northern Transvaal *sakekammers* threatening to split from the AHI to form a rival body. The implication was that differences were politically motivated.

Steenkamp maintains they were caused by personal rivalries rather than political ones — an interpretation disputed this week by some AHI sources. He insists the problems have been overcome, although not everyone in the organisation is convinced.

Nevertheless, Steenkamp has some justification in his boast. "We are very proud of the fact that, as an Afrikaner organisation, we are almost the only one that has held together. There is still co-operation between Nationalist and Conservative."

Employers threaten action against workers

133

Star 3/6/88

Industry, union clash looms

By Mike Siluma, Labour Reporter

South African industry and the black trade unions are set to clash head-on next week, following the failure last night of urgent talks on a three-day protest action starting on Monday.

Employers have warned they will take disciplinary action against workers failing to report for work during the protest.

At yesterday's talks the Congress of SA Trade Unions (Cosatu) and the SA Consultative Committee on Labour Affairs (Saccola) failed to agree that the "peaceful protest action" called for by Cosatu — and endorsed by other anti-apartheid bodies — should exclude a rumoured work stayaway.

Employers rejected Cosatu's position that the Labour Relations Amendment Bill, which sparked the protest, was aimed at "bashing" unions and destroying rights won by labour during the past decade.

Individual action

Cosatu said employers had declined to say if they were planning to sue unions.

Saccola chairman Mr Bobby Godsell, when asked what action employers would take during the protest, said it was up to individual employers to act as they saw fit.

A number of employers have already threatened to dock workers' pay, institute disciplinary action in terms of the present labour legislation and withdraw from wage negotiations with unions.

After the meeting, Cosatu general secretary Mr Jay Naidoo said the protest would continue because the views of workers and "the democratic movement" had not been taken into account in the formulation of the Bill.

Workers deprived of political power had no alternative but to stage the protest, he said.

Major employer associations such as the Steel and Engineering Industries Federation (Seifsa) and the Association of Chambers of Commerce (Assocom), while not giving directives to members, have warned that employers would take disciplinary action against workers who stayed away.

In a press statement, Seifsa appealed to workers not to stay away.

Cosatu has warned that such action would only heighten conflict.

Mr Naidoo said Cosatu had maintained its position "that there has been no meaningful consultation with the labour movement on the amendments (to the Bill) passed".

'Attack'
"We believe that the legislation very severely curtails unions' rights and entitles employers to sue and bankrupt unions."

The call for protest, he said, had followed "a major attack, not only on the unions, but on the whole progressive democratic movement in South Africa". Employers had been asked "to commit themselves to ensuring that the protest is peaceful".

Mr Godsell said Cosatu had failed to show employers how the Bill would undermine workers' rights.

● Saccola is today to meet the second biggest labour federation, the National Council of Trade Unions, which has also called for protests next week.



Cosatu president Mr Elijah Barayl (left), NUM general secretary Mr Cyril Ramaphosa and Saccola chairman Mr Bobby Godsell before yesterday's meeting. © Picture by Alf Kumalo.

Good faith in hard times

~~21~~ 133



Michael Spicer is senior public affairs manager of Anglo American's Gold and Uranium Division.

FM: At the start of the 1988 wage round with the National Union of Mineworkers, how do you view last year's dealings?

Spicer: Remembering that the negotiations were and are conducted by the Chamber of Mines, Anglo American's own view is that last year's negotiations were tough. This is true for the industry as a whole and for Anglo American in particular. We regard last year's experience as a maturing of the industrial relations system in SA. It has been found internationally that in the early stages of union development you have a test of strength between labour and management, and SA is proving no exception. But the costs were high for both sides.

How do you assess your ability to withstand future mine strikes?

If workers are free to choose whether to strike or not, and for how long to strike, we believe that we would be better placed. Last year's strike was not really a good guide because of the high degree of coercion on workers and questionable ballot procedures before the strike.

On the other hand, the cost to the union membership was also high. They have lost at least 10 000 jobs and a high percentage of wages for 45 000 black workers at Anglo American mines alone. In the longer term, a weaker gold mining industry will have adverse implications for the workers too.

In the context of union militancy, should government restrict the rights which unions currently enjoy?

At the moment there is a Bill under consideration to amend the Labour Relations Act. We feel it is a balanced piece of legislation, which preserves important union rights and expedites legal procedures to the benefit

of the union while placing restrictions, for example, on boycotts and sympathy strikes. Also to be restricted is the right to strike repeatedly on the same issue — a year must pass before a strike can legally be called again on an issue.

On the other hand, the Bill contains a balancing item — the fact that the minister's discretion to refuse a conciliation board has been removed. Nevertheless, we consider that employers must retain the ability to dismiss workers if their core economic interests are threatened by a strike. The Bill is silent on this issue, which remains a legal grey area, especially after the uncertainties introduced by the Sentrachem case.

There is a great need for further public debate and we would welcome in particular — through employer federations — debate with the unions on the provisions of the Bill as well as the broader issues involved.

Do you agree that a rapid increase in money wages, in excess of productivity gains, would be a damaging process at this stage in our economic development, through diminishing the number of jobs available to blacks as a whole?

In principle, we agree. But once you have taken the basic decision to allow unionisation, then you have to go through all the classic steps of collective bargaining, using what powers of persuasion and other powers you possess to persuade unions that increases in wages should be met by increases in productivity and that the country needs to retain and expand labour-intensive industries.

From their side, union leaderships are far less concerned with the welfare of the broad masses than with the narrower concern of raising their members' money wages as quickly as possible. This places management in a very difficult position, because the longer term consequence may be a reduction in the work force. Productivity, of course, may only be capable of substantial increase in the longer term, through factors like better education.

It seems that, part at least, of union militancy relates to the feeling that black workers are entitled to a form of reparation for what they

perceive as historical wrongs. How should management respond?

The answer lies in two parts. Firstly, it is important to accept unionisation and the implication that one deals with the union leadership on a basis of equality, in order to establish the dignity of the individual. Rational debate — as one of the tools of negotiation — has more power when the other party no longer feels itself to be an outsider without power to participate in the system. This approach implies the maximum degree of participation by the union.

But we have to get it across to the union — in the course of precisely that rational debate — that these are hard times in the gold mining industry. We have left behind the heady days of the Sixties and Seventies, when the low price of gold could be matched and more by the richness of the available ore. The industry is now in a mature phase: in the absence of new finds, we are having to mine at greater depths and at poorer grades, while great sums have to be invested in exploration and in new shaft systems even to maintain production.

In any case, it is not historically valid to pretend that the situation could have been totally different at an earlier phase, the wealth of the industry in the Fifties, Sixties and Seventies was never such as to be able to create First World conditions for all.

The profitability of the industry in more recent times has been eroded by rapidly rising costs, which have exceeded the inflation rate in recent years. Wage costs themselves have risen 15-fold since 1974. On one point alone, a shift away from migrant labour to a system of stable labour in a family environment is necessary, but will place a huge burden on the industry's resources.

The way forward, as usual, is to create more wealth to be distributed more widely, through major educational and training programmes, which would increase productivity as well as offer far greater opportunities for promotion.

Concurrently, the imminent gazetting of the Abolition of Scheduled Persons Act should open up new opportunities. ■

ROW OVER

Sowetan 3/6/88

BILL HOTS

133

Minister warns of dismissals and hardship

UP



Mrs ANNA Nkutha no pension

THE Congress of South African Trade Unions yesterday failed to reach agreement with major employers over what form "peaceful protests" planned for next week should take

The two parties differed sharply over — among other issues — their perceptions and analysis of the amendments to the Labour Relations Act. Cosatu, led by Mr Elijah Barayi reiterated its stand that the Bill — if enacted — would "roll back gains made by workers over the past years".

On the other hand, employers — represented by the South African Employers Consultative Committee on Labour Affairs (Saccola) — said there had been no evidence of "union

By LEN MASEKO

bashing or anti-Wiehahn elements" in the proposed legislation. The employers analysis had shown positive aspects in the Bill.

At separate Press conferences convened by Cosatu and Saccola after their meeting it emerged that

- The employers did not perceive the amendments resulting in the deterioration of industrial relations in the country.
- Saccola could not guarantee that there would be no dismissals in

To Page 2

Row over Bill

Sowetan 3/4/88

From Page 1

the event of workers staying away during the three days of "peaceful protest",

- Employers, rejecting stayaways as "an unconstructive use of union power", could not define an alternative form that "the peaceful protests" should take,
- Cosatu still rejected the Bill for — among other things — excluding farm labourers

Attempts by Cosatu to dissuade employers to cancel advertisements — to be placed in the media today — showing "a positive image" of the Bill failed at yesterday's meeting

Meanwhile, the Minister of Manpower, Mr Pietie du Plessis, yesterday warned that the protest action, called jointly by the Congress of South African Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu), could lead to dismissals, unemployment and economic hardship

Observe

Mr du Plessis said in a statement "My track record proves that my door is always open to persons or organisations who want to discuss problems. I do not want to see the average worker suffering in the long run"

The executive director of the National African Federated Chamber of Commerce (Nafcoc), Mr Sam Molebatsi, said yesterday that the organisation, after consultation with various organisations, advised its members in the townships to observe the call by Nactu and Cosatu

Addressing a Press conference in Johannesburg, Mr Molebatsi said township traders should open their businesses until 1pm between June 6 and June 8

The Azanian Co-ordinating Committee, which said it supported the call said "The looming battle between the labour movement and the owners of capital goes beyond the days of protest. Azacco therefore calls on the masses to support Nactu and Cosatu in their protest action"

The National Congress of Trade Unions (Nactu) will meet with the same employer groups at the same hotel at 10.30am today. Ms Dowie said At the time of going to press the two groups were still locked in the meeting

Firms go to court over trade unions

Star 4/6/88 133
JANET HEARD and SAPA

Employers yesterday began applying for interdicts against South Africa's largest trade union affiliates in response to a call for a three-day protest action starting on Monday, said Mr Jay Naidoo, general-secretary of Cosatu (Congress of South African Trade Unions).

SATYR



"He doesn't care which way round it is — as long as it keeps him warm."

He told a press conference in Johannesburg yesterday that applications were being heard in courts in Port Elizabeth and Bloemfontein, and employers in parts of the Transvaal had threatened to apply for interdicts.

Talks between Cosatu and the South African Consultative Committee on Labour (Saccola) on Thursday night failed to agree that the "peaceful protest action" called for by Cosatu and the National Council of Trade Unions (Nactu) — and endorsed by other anti-apartheid bodies — should exclude a rumoured work stayaway.

Mr Naidoo said interdicts would provide a legal

● TO PAGE 2.

Employers hit back

Star 4/6/88 133
● FROM PAGE 1.
Employers have warned that they will take disciplinary action against workers failing to report to work during the protest.

Mr Naidoo said Cosatu had received telexes from employers threatening to take legal action against unions and to dismiss workers if unions carried out a stayaway.

A telex from Reinforcing Steel Contractors read: "Should your organisation proceed with these stayaways, it will be committing illegal strikes which amount to an unfair labour practice. Should it go ahead with these stayaways, management reserves the right to take whatever legal action is necessary."

Mr Naidoo stressed at yesterday's press conference that the planned protest "is a peaceful and legitimate action, and is the only avenue available to our members to register their protest".

Meanwhile, Free State Consolidated Gold Mines has already obtained an interim interdict restraining the National Union of Mineworkers (NUM) from organising a stayaway or strike.

The interdict restrains the NUM, branch officials and regional officials from "instigating, calling, supporting or organising Freegold's employees to embark on a stayaway or an illegal and unlawful strike".

An Anglo American Corporation spokesman, Mr Michael Spicer, said in a statement that the order was obtained on the basis of evidence that NUM and the four officials involved had called for a three-day stayaway in contravention of recognition agreements and the Labour Relations Act.

The statement said stayaways were a destructive use of union power which heightened the risk of violence.

Employers reacting 'aggressively'



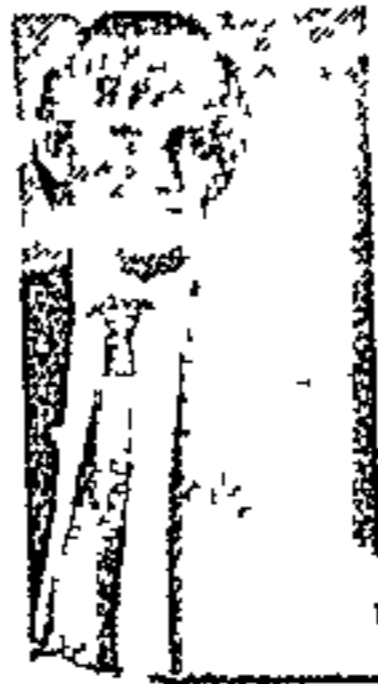
Cosatu fires salvo on eve of protest

B/day
6/6/88

COSATU yesterday fired another salvo in the war of words with employers on the eve of the scheduled three days of "protest", by saying employers' "aggressive" response to the call was prompted by government appeals that they should do more to defend the Labour Relations Amendment Bill.

However, leading employers yesterday denied the charges, saying there had been no discussion with government on the issue recently

A Cosatu spokesman said the organisation understood leading employers had, in the last two weeks, been berated by government for not doing enough to defend the Bill. The result was that employers rushed to place newspaper advertisements on the Bill and called meetings with Nactu and Cosatu.



© GODSELL

However, SA Consultative Committee on Labour Affairs (Saccola) chairman Bobby Godsell and FCI manpower spokesman Bokkie Botha denied knowledge of employer meetings with government on the issue

Godsell said the ads were placed because the media had failed to give a lucid summary of the contents of the Bill and the changes made from the previous draft

Further, the meetings were a follow-

ALAN FINE

up from a previous meeting with Cosatu on March 2 Saccola was ready then for a full debate on the Bill and still was. However, on both occasions, Cosatu had failed to debate the legislation in detail

Godsell said the meeting with Nactu on Friday had been far more productive than the one with Cosatu the previous day, in that Nactu had raised specific objections to the Bill

The two had disagreed on the validity of sympathy strikes. However, they had agreed to refer, to a mutually accepted group of specialists, six aspects of present and future labour legislation on which Nactu had made points which needed more consideration

They included questions of the role of industrial councils in referring disputes to the Industrial Court, time delays caused by action in the new labour appeal court, selective re-employment of dismissed workers, indemnity in the case of illegal strikes, the awarding of costs by the industrial court, and the legitimacy of consumer boycotts in labour disputes

Godsell said, and Nactu assistant general secretary Mahlomoa Skhosana confirmed, that Nactu had, like Cosatu, declined to issue a call for members not to stay away from June 6-8, although it was emphatic it had not called for such action.

Skhosana said Nactu had asked Sac-

● To Page 2 →

Cosatu fires salvo on eve of protest

cola to approach the ministers of Law and Order and Defence to ask that workers not be harassed during the protest

Godsell said Saccola had, in response, indicated to the SAP its desire that events this week should pass peacefully. He declined to elaborate

Cosatu — responding to indications that a number of employers plan disciplinary action against employees who stay away from work and legal action against unions — noted in the past employers had merely adopted a "no work, no pay" policy in recognition of the fact that unions were among the few vehicles for political expression

Botha, explaining employers' angry response to the protest call, said Cosatu

did not seem to understand businesses were trying to develop themselves and the economy. They faced sanctions and had had to operate recently through a period of endless public holidays

BRONWYN ADAMS reports a Shell spokesman said the protests were a labour issue and management, therefore, would certainly not dismiss or victimise workers. He expressed surprise at the overreaction of managers threatening disciplinary action against workers taking part in the stayaway

THEO RAWANA reports Putco and Sats plan to put out full passenger transport services today.

← From Page 1
B/day
6/6/88

...claims that employers are in league with the State in a conspiracy to crush the unions are "not sustained by detailed analysis of the Bill"

...counted in a part of the proposed law proper.

employers ready to talk

By Mike Siluma and Adele Baleta

The prospects of negotiated changes to the controversial Labour Relations Amendment Bill — which has sparked countrywide work stayaways — rose yesterday when both the Congress of SA Trade Unions (Cosatu) and employers said they were willing to negotiate proposed amendments.

able to meet Mr du Plessis while unionists were still in detention, the state of emergency was in force, and anti-apartheid bodies were banned

At a news conference Cosatu said they would convene a special executive committee meeting today "to discuss whether a meeting with the Minister would be worthwhile" (133)

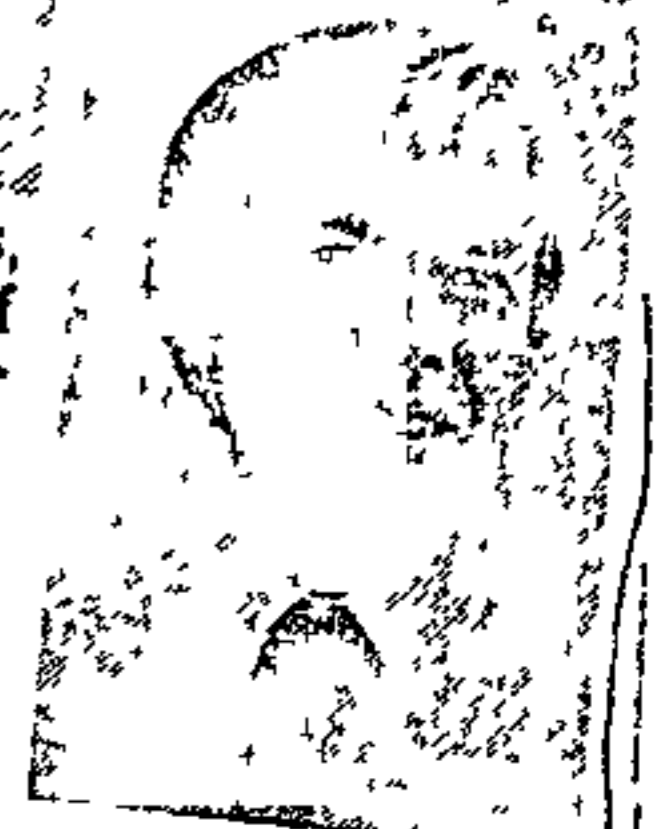
that it should not undermine unions, collective bargaining and the use of legitimate economic sanctions for collective bargaining objectives

If employers agreed to submit to the tribunal, they would be expected to use their influence "to stay the passage of the Bill (through Parliament and) to consider its findings and lobby for their adoption"

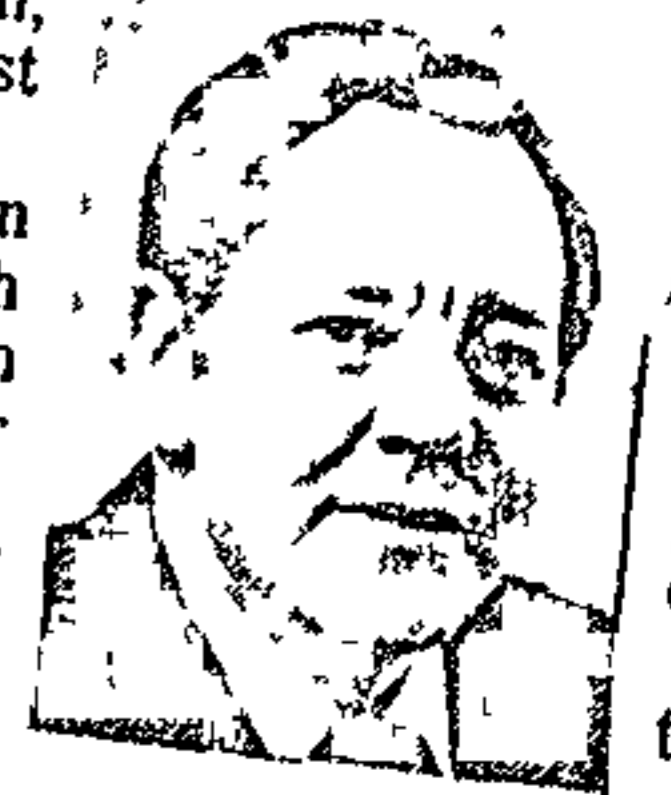
Saccola chairman Mr Bobby Godsell welcomed Cosatu's suggestion, saying it would "give us for the first time a basis to discuss the Bill"

"All along, our position has been that we should discuss the Bill (with unions) and see if we have common purpose, so that we can lobby for that common purpose"

● The International Confederation of Free Trade Unions said in Geneva yesterday that it would step up its campaign for sanctions.



Mr Godsell



Mr du Plessis

At the same time Cosatu, the largest labour federation, called on the Government to submit to international jurisdiction to resolve the dispute. This was a first response to Manpower Minister Mr Pietie du Plessis's statement he was prepared to negotiate the matter with unions.

The National Council of Trade Unions (Nactu), the second biggest black worker federation to call for protest action, said it would not be

If a new development Cosatu invited employers represented by the SA Consultative Committee on Labour Affairs (Saccola) to agree to refer the Bill to "an experienced tribunal of standing", headed by Mr L Ackerman, a former judge.

Cosatu said it appeared that Saccola and Cosatu agreed on certain principles on the Labour Bill. These included that it should not erode legitimate worker protection against arbitrary and unfair dismissal, and

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NO PRODUCTION AT ^{Sowetan} ^{7/6/88} ⁽¹³³⁾

THE output of the entire South African motor industry came to a standstill yesterday as all seven major assembly plants closed down in response to stayaway threats to production track schedules.

The National Association of Automobile Manufacturers confirmed that production would also be at a standstill at all seven plants today. Certain producers had decided not to resume assembly tracks until tomorrow or Thursday.

NAAMSA executive director, Mr Nico Vermeulen, estimated that between 20 000 and 25 000 production workers were directly affected. Only salaried staffers and administrative employees remained at work.

The closures would halt production

of all passenger cars and commercial vehicles.

The Steel and Engineering Industries Federation reported that while certain big factories had been hit by 100 percent stayaways, others had a full labour force at work and operations were normal.

Seifsa spokesman, Mr Hendrik van der Heefer, said the stayaway by workers in the industrial divisions run by Barlow Rand on the Reef was almost 100 percent yet at the Highveld Steel Corporation works at Witbank the stayaway had been totally ignored.

In Cape Town, about 70 percent of factory labour forces had ignored the stayaway and in Durban about 80 percent of workers in the non-ferrous metals sector had reported for work as normal.

AHI probe into new conservative group

Capl. Times 9/16/88 133

THE Afrikaanse Handelsinstituut (AHI) is investigating the proposed establishment of an organized body for conservative Afrikaaner businessmen, AHI president Dries Niemandt said yesterday.

This follows the publicity given to three Sakekringe (business circles) established last week in Potchefstroom, Welkom and Hennenman.

Niemandt said he had only become aware of conservative break-aways from AHI through Press reports. He regretted that politics had become an issue among businessmen.

Spokesmen for the circles say the Afrikaans Press has incorrectly reported the Sakekringe were formed under the auspices of the Conservative Party.

They say they are conservative Afrikaaners whose needs have not been met in the platteland Afrikaanse Sakekamers, affiliated to the AHI.

Ferdie Nel, chairman of the Hennenman Sakekring who has resigned as a member of the Hennenman Sakekring, said there was at this stage no coordi-

nation between the various Sakekringe.

He had only read in the Press that others like his had been established. However, he expects further announcements about a coordinating body will be made following a congress to be held in Verwoerdburg on Friday.

The congress has been arranged as part of the commemorative festival 150 years after the Great Trek. Festival manager, former CP MP, Daan van der Merwe says the congress' theme is the Afrikaner and the Economy.

The congress was a forerunner to establishing an organization that would be representative of "true Afrikaner business issues," he said.

Chairman of the AHI commerce chamber Manie Fourie told the chamber at the recent AHI congress conditions for AHI membership were being broadened to include as corporate members companies that did not necessarily have more than 50% Afrikaner capital, an earlier condition.

Return to work expected today

Cape Times 9/6/88 133

COMMERCE and industry countrywide are expected to return to normal today as black workers return to their jobs after a three-day stayaway

The protest was called by the 750 000-strong Congress of SA Trade Unions (Cosatu) and 500 000-strong National Council of Trade Unions (Nactu) to protest against the government's February crackdown and the Labour Relations Amendment Bill, which aims to curtail wildcat industrial action

A top-level South African Consultative Committee on Labour Affairs (Saccola) delegation flew to Cape Town yesterday afternoon to meet Manpower Minister Mr Pietie du Plessis, hours after Saccola accepted in principle Cosatu's proposal for independent arbitration on the Bill. Neither Saccola delegation leader Mr Bobby Godsell nor Mr Du Plessis were last night prepared to disclose what happened

However, Cosatu general secretary Mr Jay Naidoo said his organization

and Saccola were entering into discussions on the details of the process. Cosatu has proposed that a panel chaired by Professor Laurie Ackerman — a former judge who now occupies the chair of human rights in the Stellenbosch University law faculty — examine whether the Bill adheres to various mutually agreed principles

Mr Naidoo said no formal invitation had yet been received from Mr Du Plessis to discuss the Bill

Yesterday workers were absent in varying degrees on the Reef, in the Eastern Cape and at Durban and Maritzburg with a lack of bus transport slowing the return to work in many centres

Assocom's labour spokesman, Mr Vincent Brett, said the three-day protest had cost the economy about R500 million, much of this made up of wages lost by workers

The FCI said there had been a marked improvement in work attendance especially in Johannesburg, the West Rand and Maritzburg — Staff Reporters, Own Correspondents and Sapa

fm 10/6/88

~~SECRET~~
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AFRIKAANS BUSINESS

The new Great Trek

Afrikaner politics is about to break down the unity of the Afrikaans business community

As predicted by the *FM* (*Business* May 27), Conservative Party sympathies have prompted a breakaway from the Afrikaanse Handelsinstituut (AHI) by three Sakekamers Welkom, Potchefstroom and Hennenman

The split will be finalised — and could even spread — at an “economic peoples’ congress (*ekonomiese volkskongres*)” in Pretoria on Friday (June 10), chaired by CP MP Daan van der Merwe (a member of the Great Trek anniversary committee). The Afrikaner-Volkswag will also be represented

Spokesmen for the dissident Sakekamers said earlier this week that the AHI was orientated towards the National Party and was “only for businessmen who belong to the NP”

Ferdie Nel, chairman of the Hennenman Sakekamer, was quoted in the Afrikaans press as saying “Afrikaans business Sakekamers no longer cater for businessmen on the political Right

“They don’t serve us. Therefore, we are founding business circles for rightwing businessman”

The three Sakekamers have hinted more could follow their example, but the AHI has not yet conceded defeat.

President Dries Niemand says. “It is a pity there is a split along political lines. I don’t think you should mix politics with business. It is very difficult for me to say anything right now. I really don’t know why these people want to split, but I will definitely try to avoid it”

Incoming executive director Martin van den Berg also expressed surprise “We believe the AHI serves the business interests of its members regardless of whether their political sympathies lie with the NP or the CP or, for that matter, the PFP

“It is true, of course, that politics impinges on economic matters, but I do not believe they clash to such an extent that the AHI is unable to serve the business interests of its members”

Optimistic to the end, he adds “I think there is still a possibility that whatever differences exist can be resolved” ■

Unions deny receiving invitation

By Mike Siluma, Labour Reporter

While preliminary talks over the Labour Relations Amendment Bill got underway yesterday between employers and the Congress of SA Trade Unions (Cosatu), South Africa's biggest worker groups denied being formally invited to meet Manpower Minister Mr Pietie du Plessis

The meeting between Cosatu and employers represented by the SA Consultative Committee on Labour Affairs (Saccola), taking place through lawyers for both sides, was announced at a press conference by Saccola chairman

Stein 10/6/84 ✓
Mr Bobby Godsell

It followed a meeting this week between Saccola and Mr du Plessis and a three-day national work stayaway in protest against the Bill, which cost the economy about R500 million

Mr Godsell, stressing that the meeting with Cosatu was not the result of the stayaway, said Saccola had gained the impression in its talks with Mr du Plessis that talks with Cosatu on the Bill would still be worthwhile

Employers did not ask for the suspension of the Bill, which employers still regarded as positive and even-handed

133
"We are seeking to start discussions (with unions) as quickly as possible. The standing committee will meet early next week to consider amendments," said Mr Godsell

Saccola was also planning to meet the second biggest black labour federation, the National Council of Trade Unions (Nactu), to discuss the Bill

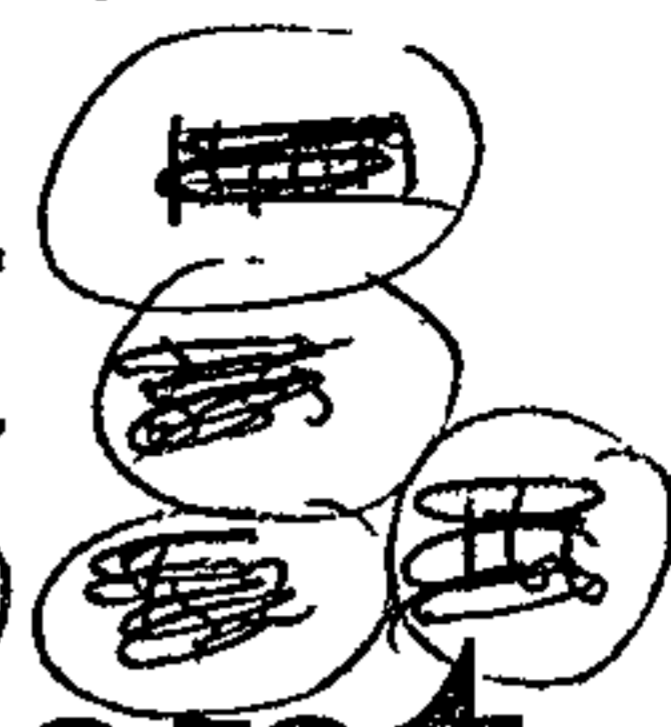
Nactu said it had not received invitations to meet either Saccola or Mr du Plessis

● Mr du Plessis said yesterday that he had formally invited Cosatu to meet him to discuss the legislation

Stayaway: nearly 2 000 get the sack

Cosatu vows to contest management retaliation

Star 11/6/88



Almost 2 000 workers had been dismissed and 1 000 more faced some form of "disciplinary action" following this week's three-day stayaway, Cosatu said in a statement yesterday

"The action follows warnings from management to Cosatu affiliates that they 'reserved the right' to take retaliatory action," Cosatu said.

"Cosatu affiliates are fighting each and every dismissal as well as lockouts, suspensions, cancellations of stop orders and agreements with unions

"As far as dismissals, suspensions and lockouts are concerned, union officials have told management that it is unreasonable, drastic and premature to crack down on individual workers when they protested in line with a community decision over the controversial labour Bill, which has not yet been resolved.

"It is mostly small companies which are taking punitive action. In negotiations on the issue, Cosatu unions have warned management that their actions could jeopardise and undermine sensitive discussions with the SA Consultative Committee on Labour Affairs (Saccola) at national level, as well as the proposed meeting with Manpower Minister Mr Pietie du Plessis," the statement said

"There are widespread examples of management 'lockouts', where workers were told to return to work on Monday as punishment. This is spiteful and vindictive action and makes nonsense of management opposition to stayaway action. Workers refer to this as illegal strike action by management," the statement said

"Obviously Cosatu will be raising this matter with Saccola and calls on them to intervene to advise against chaotic management actions which stoke the tension and conflict

"It is unfortunate that Saccola and various business leaders last week discredited the protest as nothing more than political power play by union leaders and not really to do with the new labour Bill

"Statements like these, along with SABC propaganda against the union movement, tend to stick in the minds of management of small firms who have a very shallow view of legitimate trade union and democratic rights."

The statement said the Paper, Printing and Allied Worker's Union had told Cosatu that many companies, including major ones like Mondi and Sappi, were beginning to attempt disciplinary action through "kangaroo courts"

The statement said the National Metal Union of South Africa (Numsa) had said in a letter to one of the companies where Numsa members are facing management action, that any steps taken by the company might prejudice any discussions Cosatu might have with Saccola and might pre-empt a negotiated resolution of the problems of the Labour Relations Act

The letter said

"Discussions have been held between Saccola and Cosatu with regard to The Labour Relations Act (LRA). These discussions are at a very sensitive stage

"The Minister of Manpower has indicated that he intends issuing a formal invitation to Cosatu to meet regarding the proposed amendments

"Any steps which may be taken by your company may severely prejudice any discussion with Saccola and the Minister and may pre-empt a negotiated resolution to the problems attached to the LRA.

"In the circumstances we consider any steps taken against our members to be drastic and premature and not conducive to good labour relations"

tinuing, police said.

Dr Kim Mizrahi carries the

Union request on Bill: employers to respond

Star 13/6/88
(133)

By Tim Cohen

Employers will respond today to a union plea that the Labour Relations Amendment Bill be submitted to an independent tribunal for scrutiny on whether it meets Western standards.

The Congress of South African Trade Unions (Cosatu), which called for the three days of protest action over the Bill with the National Congress of Trade Unions (Nactu) last week, made the suggestion in a letter to the SA Co-ordinating Committee on Labour Affairs (Saccola).

Cosatu proposed last week that the Bill be referred to a panel chaired by a former judge, Mr L

Ackerman, now chairman of the Stellenbosch University law faculty.

The chairman of Saccola, Mr Bobby Godsell, said he was glad the unions now seemed prepared to discuss the content of the Bill.

Employers regarded the Bill as good legislation, but "are naturally willing to see good legislation made better".

As to Cosatu's claim that almost 2 000 workers had been dismissed and another 1 000 faced disciplinary action after the stayaway, Mr Godsell said Saccola regarded the union's action as punitive and the punitive response by employers was not unexpected.

Government and employers in debate over workers' days off

Public holidays may change

133

Star 14/6/88

By Michael Chester

Planning the pattern of holiday breaks by South African families may never be the same again if a new debate between employers and the government comes to ultimate agreement.

The controversy over the selection of which holidays should remain fixed on the calendar, and which ones may be open to negotiation, has been stirred afresh by a holiday package proposed by the SA Employers' Consultative Committee on Labour Affairs.

Agreement has also been reached that the number of hardcore, permanent and immovable statutory holidays should be reduced from a current crop of 11 a year to only four.

One issue on which both sides agree is that three particular holidays should be regarded as sacrosanct. Christmas Day, Good Friday and Republic Day.

But even on a decision on the fourth date there is immediate division. The President's Council, in its own recommendations to the Government, insists that it must be the Day of the Vow (December 16). The employers' committee insists it must be New Year's Day.

Again, there is agreement that elbow room should be allowed for additional holiday dates — as long as they are ones selected in negotiations between employers and employees.

But how many of them? And when?

Choice of six or seven

The President's Council recommendations, culled from an exercise undertaken by its Economic Affairs Committee, leave them the choice of six or seven — though without saying which six or seven.

The committee also falls short of being specific, talking only of a minimum of seven public holidays in all: the four hard core ones, plus three (or more?) that companies and their employees should be able to choose themselves.

The 1988 calendar of public holidays gives an indication of the choice of anniversaries they can pick from:

- New Year's Day..... January 1
- Good Friday April 1
- Family Day..... April 4.
- Founders' Day..... April 6.
- Workers' Day May 6.
- Ascension Day May 12.
- Republic Day... .. May 31.
- Kruger Day... .. October 10.
- Day of the Vow December 16.
- Christmas Day December 25.
- Day of Goodwill..... December 26

Yet to be resolved is what happens in future to newer anniversaries that have crept into the South African calendar — such as Sharpeville Day (March 21) and Soweto Day (June 16).

That's not all. The Witwatersrand Chamber of Commerce and Industry, which yesterday promised full support to the employers' committee package, is also concerned about the precise timing of holidays — whichever ones are selected.

Chief executive Mr Marius de Jager makes a special plea that wherever possible holiday shut-downs should stay away from mid-week dates and affix themselves to weekends, as Workers' Day has been.

Disruptive mid-week

"So, apart from Christmas Day and New Year's Day, we would like to see all other holidays that fall on a Tuesday, Wednesday or Thursday to be recognised on that day but in fact celebrated on either a Friday or Monday.

"If any of the core holidays fall on a Sunday, they should be celebrated on the following Monday."

Consensus had been reached inside SACCOLA on the basis that the four core holidays selected were the ones widely celebrated in the western world.

"Its committee," added Mr de Jager, "is aware that for historical and other reasons more than seven holidays are celebrated in certain industries. It stresses that any decision in this regard should be left for the negotiating table, where factors such as the annual leave granted in a specific industry, working hours and other pertinent details can be taken into consideration."

The plea focuses on what the holiday debate is really all about: the economic cost of shut-downs and disruptions to work schedules.

The President's Council, in its own studies, has estimated the daily cost of productivity losses of each public holiday at no less than R400 million.

With the present total of public holidays at 11 a year, that in itself implies annual costs of R4 400 million.

Then there is the cost of unofficially extended long weekends.

This has occurred several times so far this year as seen in the weekend holiday traffic flows that were easily linked to mid-week dates such as Founders' Day, Ascension Day and Republic Day.

There are the new political anniversaries such as Sharpeville and Soweto Day — aside from events like the three-day stayaway last week at an estimated cost of R500 million.

The President's Council report on holidays said the number of days that the black community was demanding was already 32.

Every holiday 'costs SA R400-m'

Big business wants public holiday cuts

Star 14/6/88

133

By Michael Chester

Big business has urged the Government to cut the number of public holidays to curb the cost of production losses caused by disruptions in work schedules.

Public holidays are estimated to have cost about R2 400 million so far this year, running at R400 million per holiday, boosted by losses stemming from stayaways and unofficial long-weekend absences.

If successful, the moves will provide far better guidelines to companies and labour forces on their approaches to such dates as June 16, the anniversary of the 1976 Soweto riots.

One aim is to cut down on mid-week holidays, which often lead to workers taking extra time off for extended weekend breaks.

The SA Employers' Consultative Committee on Labour Affairs (Saccola) is seeking to reduce the number of statutory holidays from 11 to four with a minimum of three additional paid holidays to be negotiated between employers and employees

Christmas

Witwatersrand Chamber of Commerce and Industry (WCCI) pledged support yesterday for the proposed package.

Cutting hard-core public holidays to only four falls in line with the recommendations of the President's Council (PC) which were submitted to the Government nine months ago but on which the State has yet to act.

There is agreement on three of the statutory core holidays listed — Christmas Day, Good Friday and Republic Day

But there is disagreement about the fourth. The PC wanted it to be the Day of the Vow (December 16), Saccola and the WCCI think it should be New Year's Day

Also, while the PC proposes to leave it open to employers and employees to negotiate the selection of another six or seven paid holidays, Saccola's recommendations go no further than mentioning an additional three paid holidays as "a minimum"

The Saccola plan has been submitted to the Ministers of Manpower, of Home Affairs and of Constitutional Development.

● See Page 15.

Bid to thrash out differences on Bill

Star 14/6/88

By Mike Siluma,
Labour Reporter

day work and school stayaway last week. Employers have maintained that the Bill was a "positive and even-handed" development

The search for employer-union consensus on the Labour Relations Amendment Bill will move a step further with a meeting on Friday between the SA Consultative Committee on Labour Affairs (Saccola) and the second largest black worker federation, the National Council of Trade Unions (Nactu)

Saccola chairman Mr Bobby Godsell said yesterday that Saccola would convey its response to the Cosatu proposal today. The tribunal would be asked to adjudicate on the different interpretations of the Bill

Saccola is expected to respond today to the suggestion by the Congress of SA Trade Unions (Cosatu) that the dispute over the Bill's likely effect be referred to a neutral tribunal. Cosatu has suggested a former judge and chairman of the law faculty at the University of Stellenbosch, Mr L Ackerman, as president of the tribunal

● The Star's correspondent in Cape Town reports that the Labour Relations Amendment Bill has reached its final stages

The Bill went back to the standing committee for further discussion on amendments which were completed yesterday

The Labour Bill, seen by many unions as an attack on their rights, was one of the issues to spark a three-

Chairman Mr James Cunningham said the committee had "fairly long" discussions yesterday and the Bill would probably be placed on the order paper of all three Houses later this week

Cosatu considers Saccola reply on proposed tribunal

Stev
15/6/87
By Mike Siluma, Labour Reporter (133)

The Congress of South African Trade Unions (Cosatu) is still considering a response from South African employers to Cosatu's proposal that differences over the proposed new labour legislation be referred to a neutral tribunal.

Cosatu general secretary Mr Jay Naidoo said yesterday that the federation was "studying" the response from the South African Consultative Committee on Labour Affairs (Saccola), to which 11 employer organisations are affiliated. He declined to elaborate, but said Cosatu's response would be forwarded "shortly".

Saccola chairman Mr Bobby Godsell would not comment on the content of the employers' response.

In making its proposal last week, Cosatu said it seemed that the federation and Saccola "shared certain beliefs about the Labour Relations Amendment Bill".

Points of agreement included that amendments should not erode legitimate worker protection against arbitrary and unfair dismissal and that they should not undermine the unions.

Holidays move is rejected

By Duncan Guy

Cosatu has rejected big business's call for a cut in the number of public holidays and has described any move to this end "a punitive measure against workers".

Cosatu said that it, and "other mass democratic organisations", had made demands on public holidays but the SA Employers' Consultative Committee on Labour Affairs (Saccola) had not referred to them, nor raised them in talks.

Saccola chairman Mr Bobby Godsell, last night invited Cosatu to discuss the matter.

Nactu, Saccola opt for mediators

By Mike Siluma, 133
Labour Reporter

The National Council of Trade Unions (Nactu) and the SA Employers' Consultative Committee on Labour Affairs (Saccola) will set up a committee of experts to try and resolve their differences over proposed changes to

labour legislation.

In separate statements after a meeting on Friday, Saccola and Nactu said a "small committee of experts", nominated by each side, would be established

The Nactu delegation was led by its president Mr James Mndaweni

while Mr Bobby Godsell headed the Saccola team

Nactu said the purpose of the meeting was "to further explore ways and means of clarifying each other on issues of agreement and disagreement concerning the Labour Relations Amendment Bill"

A Saccola statement said the proposed committee would meet early this week

The meeting was a sequel to one held on June 3 between Nactu and Saccola. It is hoped that the working group will be able to commence its activities early next week

Star 20/6/88

Govt and Cosatu discuss Bill

The Minister of Manpower, Mr Pietie du Plessis, met representatives of the SA Consultative Committee on Labour Affairs (Saccola) and the Congress of South African Trade Unions (Cosatu) in Cape Town this week. The meeting followed an invitation by Mr du Plessis to labour unions during the June 6 to 8 stayaway to discuss their objections and recommended changes to the Labour Relations Amendment Bill.

A spokesman for the Minister said the parties had agreed that decisions made at Tuesday's meeting would not be disclosed at this stage.

He said technical de-

tails had to be sorted out. The meeting followed an invitation by Mr du Plessis to labour unions during the June 6 to 8 stayaway to discuss their objections and recommended changes to the Labour Relations Amendment Bill.

● A group of experts set up by Saccola and the National Congress of Trade Unions to discuss their differences over the Bill is due to meet this week.

Cap Times 28/6/88
To meet
~~the~~
Saccola

(133)

Own Correspondent

JOHANNESBURG. — Nactu and Cosatu were "seriously considering" joining forces for discussions on labour legislation with the SA Consultative Committee on Labour Affairs (Saccola), Nactu general secretary Mr Piroshaw Camay said yesterday.

He said a Nactu delegation had met with Cosatu yesterday to discuss a joint approach to the talks.

Train deaths

Political Staff

TWO people were killed and 15 seriously injured in train-related incidents on the Bonteheuwel line between April 1987 and March 1988, the Minister of Transport Affairs, Mr Eli Louw, said in reply to a question in the House of Representatives yesterday.

Mr Louw said Mr B Zofushe and Mr J Davids died on trains or in train-related incidents during that period.

Seifsa offers to recognise May 1 as a paid holiday

By Mike Siluma,
Labour Reporter

133

In an apparent bid to avoid a possible wage strike by more than 120 000 metal workers, employers in the steel and engineering industry have conditionally offered to recognise May 1 as a paid holiday.

A statement by the Steel and Engineering Industries Federation (Seifsa) said yesterday that employers had agreed in principle to recognise May 1 as a holiday in substitution for an unspecified holiday.

The offer was conditional upon the acceptance by four unions affiliated to the International Metalworkers' Federation (IMF) accepting the employers' final offer guaranteeing, among others, a 17,4 percent increase for labourers.

Seifsa said it had proposed a

meeting of all 15 unions in the industry to discuss "the practical implementation of the offer". A meeting with the IMF unions would be held on Friday.

A spokesman for the largest IMF union, the National Union of Metalworkers (Numsa), said the union was not in principle opposed to swapping "colonial" holidays such as the Government-declared Workers' Day and Kruger Day for "relevant" days like May 1 and Sharpeville Day.

He pointed out, though, that the unions had tabled their demand for May 1 as part of a wages and service conditions package, and that IMF unions would seek to continue with negotiations on all issues in dispute.

The IMF said the results of a strike ballot among 129 000 members would be released today.

'Employers may turn towards coloured or Indian workers'

By Mike Siluma,
Labour Reporter

South African employers, faced with the prospect of future industrial unrest by black workers, could turn increasingly towards coloured and Indian workers.

This is the finding of a survey into employer attitudes in the aftermath of the recent national three-day stayaway in response to calls by predominately black unions.

The stayaway was in protest against the Labour Relations Amendment Bill and State repression of anti-apartheid organisations.

The survey was conducted in all major economic sectors throughout South Africa by Mr Rob Daniel of management consultants P E Corporate Services.

According to Mr Daniel, the stayaway had caused many employer attitudes to harden to the extent that

they now intend to adopt a tougher stance in the future.

He said most employers had reacted to the stayaway in the following ways:

- Taking some kind of disciplinary action, such as issuing workers with warning notices.
- Threatening to fire, or actually firing, those staying away.
- Adopting a no work, no pay policy or allowing workers to take either paid or unpaid leave.

AUTOMATION

- Threatening to automate or mechanise, or going ahead with this decision
- Suggesting a change in the composition of the workforce through race substitution, entailing a reduction in the ratio of black workers in favour of more coloured and Indian workers.
- Negotiating with trade unions to make up for lost time.

Big clash looming

THE wage dispute in the metal industry has taken a new dimension with employers considering, as a possible counter-action, lock-outs to pre-empt a strike by more than 120 000 workers.

This move has set the stage for a head-on clash between the employers and four International Metalworkers' Federation (IMF) affiliates, whose members may soon go on strike in support of their wage demands.

Locked in this wage dispute are employer body, the Steel Engineering Industries' Federation of SA (Seifsa), and the four IMF affiliates — National Union of Metalworkers of SA, Engineering and Allied Workers' Union, Steel Engineering and Allied Workers' Union and Electrical and Allied Workers' Trade Union of SA.

Seifsa has indicated that it is seeking opinion, in a ballot, from its more than 3 000 members whether to effect lock-outs to pre-empt a strike by the IMF unions. This move is apparently based on a 1948 Supreme Court case which ruled that a strike and lock-out cannot be held over the same issue.

The outcome of the ballot would be made available this week, a spokesman for the

employer organisation said yesterday.

Mr Brian Fredericks, a general secretary of the SA Council of the IMF, said union members were undaunted by the threat of a lock-out from employers. The IMF would this week release ballot results which might pave the way for a strike by its members, he said.

The wage dispute between the two parties was sparked by the IMF union's rejection of a Seifsa offer of 17,4 percent wage increase in favour of their demands for a pay rise of about 40 percent.

IMF affiliates' demands include:

- A minimum wage of R5 an hour,
- May 1, March 21 and June 16 be regarded as paid holidays,
- A 40-hour week, and
- Six months' maternity leave and 14 days' paid paternity leave.

Meanwhile, Seifsa and the four unions are scheduled to meet soon in fresh attempts to resolve the dispute. Last Friday's meeting between the two parties was postponed after the unions requested time to consult their members.

The wage talks will focus on a revised offer made last week by Seifsa in a bid to avert a strike by IMF members. Seifsa has offered to recognise May 1, in exchange for one of the existing public holidays.

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Labour Update

MOVES AGAINST STRIKES

FEWER blacks may be employed in major industries in future as employers embark on a new trend of "race substitution" to avert increased strike action in the workplace.

This is the finding of a recent snap survey conducted by a management consultancy, PE Corporate Services

This survey found that employers would in future employ more coloureds and Indians because they were less susceptible to strike action or stayaways

"Employers attitudes have definitely hardened to the extent that they intend to adopt a tougher line in the future and be better prepared — not only to deal with a situation, but to use such a period more effectively," said Mr Rob Daniel, a director of the consultancy

Agencies

In another development linked to the new employer strategy, agencies supplying non-unionised workers are reported to be mushrooming with at least 30 said to have sprung up in recent months

The Congress of SA Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) lashed at the new employer attitudes,

will resist the strike-breaking manoeuvres as a fundamental attack on us. In the past scabbing has led to violence and in the light of this, agencies are being reckless and provocative

Immoral

"They (agencies) will have to take responsibility for conflict that will certainly arise as a result of their immoral and illegitimate actions"

Assocom spokesman, Mr Vincent Brett, was

not available for comment yesterday. He has reportedly said "partial race substitution was a viable measure against industrial unrest" and that employers were considering the matter

According to the survey, most employers — canvassed for opinion on the recent three-day stayaway — reacted to the protest by

• Taking some kind of disciplinary action, • Threatening to dismiss

or actually dismissing workers,

• Adopting a "no work, no pay" policy, • Threatening to automate or mechanise or going ahead with this decision,

• Allowing workers to take leave, paid or unpaid,

• Proposing to reduce the ratio of black workers in favour of coloured or Indians, and

• Negotiating with unions to make up for lost time

Other races to replace blacks

By LEN MASEKO

saying managements should instead blame the Government and its apartheid policies for the increased labour unrest

Nactu said "We have always known about these tendencies. We are grateful that they are unmasked and are part of an important debate to engage employers on the issue

"While employer organisations like the SA Consultative Committee on Labour Affairs plead liberalism among their members this stark reality of racism has been unmasked," the federation added

Mr Frank Meintjies, Cosatu's Press officer, said big business was using "escapist tactics to run away from real issues," The Cosatu official said "We, trade unions,



MACTU'S general secretary, Mr Piroshaw



COSATU'S Press officer, Mr Frank Meintjies

133
Sorefan
6/7/88

9/11/80
Drop racism,

says union

Own Correspondent

JOHANNESBURG. —
The National Union of
Metalworkers of SA
(Numsa) included in its
wage demands with
Seifsa yesterday that
Seifsa undertake to en-
sure member companies
abandon racism.

Seifsa said it would
distribute the demand to
its members.

Numsa organizer Mr
Bobby Marie said the
union found evidence of
racism in at least five
companies employing
about 40 000 workers.

Numsa declared a dis-
pute with Union Steel
Corporation claiming
discrimination in pay
scales and overtime
rates.

FCI'S NEW MAN AT THE TOP

New Federated Chamber of Industries (FCI) executive director Ron Haywood (57) is on record describing himself as "a hard taskmaster and perfectionist who doesn't suffer fools gladly"

This outspoken MD of Midmacor — who has also admitted he has a tendency towards impatience and will occasionally "blow my top" — takes over from Steve Anderson on August 1.

"This is an important and challenging time for SA in which industry is destined to play a vital role," he says. "The FCI is particularly important in the context of the country's future, whether you are talking about import replacement, export incentives, job creation, or any of the other key issues I am looking forward to the challenge"

Haywood steps into a situation which Anderson says has improved over the last couple of years. Former AECI executive director Anderson came out of retirement to succeed Johan van Zyl in 1986 in a caretaker capacity and steer the FCI through a financial and organisational crisis. The problems aren't over — Assocom continues to woo FCI regional chambers and there is no easing of pressure on the FCI to accept a merger with its rival

Still, Anderson insists the outlook is brighter

"I took on the job in terms of certain

specific goals, and I believe those have, by and large, been achieved. We have restored the financial viability of the FCI, we are well down the road towards restoring closer relationships with industry, and we are repairing the damage that arose from the expulsion of the Transvaal Chamber of Industries," says Anderson, who says he will now "go back to being retired"

His successor brings to the FCI a varied business background. Haywood began his working life as a clerk in the Johannesburg municipality, became a textile salesman, switched to selling neon signs, then joined Caltex in Port Elizabeth as district manager, rising to assistant industrial manager in Johannesburg



Haywood



Anderson

It was back to textiles in 1965 with SA Nylon Spinners, before joining Honda motorcycle distributor Midmacor as MD — a job he occupied for 13 years before moving to Sigma Motor Corporation as sales and marketing director.

In 1983, he became a management and marketing consultant and broker of companies and in 1986 returned to Midmacor.

He is a director of several companies and has been a Citizen Force pilot for 30 years. In March this year, he was awarded the Order of the Star of SA.

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Metalworkers might call strike over wages

By Mike Siluma
Labour Reporter

With further wage talks due tomorrow between metal unions and employers, results of balloting among members of the biggest union involved have shown most want strike action if no agreement is reached with employers

A statement released by the International Metalworkers Federation (IMF) said 87 percent of eligible workers in the National Union of Metalworkers of SA had voted in favour of industrial action in a 60 percent bal-

lot Numsa is the biggest IMF affiliate, claiming to represent about 80 000 metalworkers

The IMF, which claims to represent 129 000 of the industry's employees, said it was awaiting results from the Electrical and Allied Workers Trade Union of SA, Steel Engineering and Allied Workers Union, and Engineering and Allied Workers Union

The employer body, the Steel and Engineering Industries Federation (Seifsa) is yet to release results of balloting among about 3 500 member-firms on whether to lock out the strikers to induce them to accept employers' final wage offer

Last week, wage talks aimed at staving off a strike or lock-out in the industry were postponed to tomorrow, when employers will respond to a revised set of demands from the IMF unions.

Employers' final offer

is based on increases of 17,4 percent on bonus and wages

The unions have demanded an increase in basic wages ranging from 14 percent to 23 percent for labourers and that Seifsa publicly support the suspension of the Labour Relations Amendment Bill and discuss an internal dispute procedure for the industry

INCREASES

They also demand that Workers' Day be replaced by May 1 and that workers be entitled to choose to observe June 16 instead of October 10, and either March 21 or another public holiday. The IMF also wants Seifsa to accept equivalent increases for employees not covered by the main agreement, or that unions bargain on behalf of such employees at plant level.

The unions have also demanded, by September, an end to racial discrimination in the industry

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State of emergency, censorship, restrictions apply to a wide range of information

Saccola and unions to talk on labour laws

CH. 7/25 12/7/86

133 Own Correspondent

JOHANNESBURG. — Negotiations between South Africa's two largest trade union federations and the SA Co-ordinating Committee on Labour Affairs (Saccola) on labour legislation are set to begin this week after Cosatu's central executive committee approved the procedures for this process.

Cosatu information officer Mr Frank Meintjies said the weekend meeting had confirmed the plan to participate jointly with Nactu in the talks.

It had also approved detailed written submissions to Saccola on the Labour Relations Amendment Bill and existing legislation. Saccola was to detail its own views in writing, after which the parties would meet with a view to reaching agreement on as many aspects as possible, he said.

Thereafter, the agreed points would be submitted to the Manpower Department. Mr Meintjies said both Cosatu and the employers were hopeful the process would impact on future labour legislation.

He said it was expected areas of non-agreement would be referred to arbitration, although Saccola secretary Ms Frieda Dowie said finality on how to deal with points of dispute would be resolved later.

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Wage demands central to metal industry dispute

By Mike Siluma, Labour Reporter

The see-saw of wage demands and counter-demands between metal industry employers and trade unions continued yesterday, pushing the industry closer to possible industrial action.

Reacting to revised union demands tabled last week, the Steel and Engineering Industries Federation (Seifsa) said yesterday that it had made "important concessions"

It said it was prepared to backdate its final offer to increase bonuses and wages by 17,4 percent, but that the offer could not be reviewed. Its offer to recognise May 1 as a paid holiday in exchange for an existing public holiday still stood.

On the Labour Relations Amendment Bill, Seifsa said it supported the Government's decision to suspend the Bill pending the conclusion of present talks between employers and unions

Seifsa also agreed to the appointment of a committee to investigate and report on paternity leave within three months

The four unions in dispute with Seifsa are the National Union of Metal-

workers of SA, the Electrical and Allied Workers' Trade Union of SA, the Steel Engineering and Allied Workers Union and the Engineering and Allied Workers Union, all affiliated to the International Metalworkers' Federation

IMF spokesman Mr Brian Fredericks said, based on the employers revised offer, the unions would make recommendations to members over the next week or so. The recommendations "will be fairly new", he said. He would not elaborate.

"We made the point last week that everything depended on the wage issue. The employers have not made a concession on wages," said Mr Fredericks.

He said the results of a strike ballot among members would be finalised today

The IMF demanded, among other things, an increase in basic wages ranging from 14 percent to 23 percent for labourers and that the Government-declared Workers' Day be replaced by May 1 and that workers be entitled to choose to observe June 16 instead of October 10, and either March 21 or another public holiday

KENNISGEWING 559 VAN 1988

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

REGISTRASIE AS 'N WERKGEWERSORGANISASIE

Hierby word vir algemene inligting bekendgemaak dat die Werkgewersorganisasie vir Groot Stede met ingang van 1 Augustus 1988 ingevolge artikel 4 (7) van die Wet op Arbeidsverhoudinge, 1956, as 'n werkgewersorganisasie geregistreer is ten opsigte van werkgewers verbonde aan die Plaaslike Owerheidsondereming soos dit onderneem word deur die Stadsrade van Durban, Johannesburg, Kaapstad, Port Elizabeth, Pretoria en Bloemfontein in die gebiede van die betrokke Stadsrade

Vir die doeleindes hiervan beteken—

“Plaaslike Owerheidsondereming” die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is vir die instelling, voortsetting en afhandeling van enige handeling, skema of aktiwiteit wat deur 'n plaaslike owerheid onderneem word, en

“plaaslike owerheid” 'n stadsraad, 'n dorpsraad, gesondheidskomitee of enige soortgelyke of aanverwante instansie wat deur werkgewing geag word 'n plaaslike owerheid te wees

G. P. VAN DEN BERG,
Assistent-nywerheidsregistrateur.
(12 Augustus 1988)

NOTICE 559 OF 1988

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

REGISTRATION AS AN EMPLOYER'S ORGANISATION

It is hereby notified for general information that the Werkgewersorganisasie vir Groot Stede has, with effect from 1 August 1988, in terms of section 4 (7) of the Labour Relations Act, 1956, been registered as an employer's organisation in respect of employers engaged in the Local Authority Undertaking as undertaken by the City Councils of Durban, Johannesburg, Cape Town, Port Elizabeth, Pretoria and Bloemfontein in the areas of the city councils concerned

For the purpose 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, and

“local authority” means a city council, town council, health committee or any other similar or allied establishment which is deemed by legislation to be a local authority

G. P. VAN DEN BERG,
Assistant Industrial Registrar
(12 August 1988)

KENNISGEWING 560 VAN 1988—NOTICE 560 OF 1988

P 5 01A

VOORLOPIGE OPGAWE VAN HANDELSTATISTIEK VAN DIE REPUBLIEK VAN SUID-AFRIKA VRYGESTEL DEUR DIE KOMMISSARIS VAN DOEANE EN AKSYNS

PRELIMINARY STATEMENT OF TRADE STATISTICS OF THE REPUBLIC OF SOUTH AFRICA RELEASED BY THE COMMISSIONER FOR CUSTOMS AND EXCISE

Opmerking—Die in- en uitvoersyfers wat in hierdie opgawe verskyn is grootliks aangepas om dit in ooreenstemming te bring met die vereistes wat gestel word vir die opstel van die betalingsbalans

Remark.—The import and export figures reflected in this statement have been adjusted largely to bring them into line with the requirements for the compilation of the balance of payments

L.W. Die oorskakeling na die Geharmonieerde Tariefstelsel met ingang van 1 Januarie 1988 het die indeling van sekere kommoditeite verander. Wanneer die afdelingstotale vir 1988 dus met dié van 1987 vergelyk word, moet die moontlike verskille as gevolg van die oorskakeling nie uit die oog verloor word nie.

N.B. The change-over to the Harmonized Tariff System with effect from 1 January 1988, altered the classification of certain commodities. When comparing the section totals for 1988 with those of 1987 the possible differences due to the change-over should therefore be taken into consideration.

TYDPERK JANUARIE—JUNIE 1988—PERIOD JANUARY—JUNE 1988

	Invoere—Imports		Uitvoere—Exports	
	1988	1987	1988	1987
Totaal in Miljoene Rand—Total in Millions of Rand	18 244,7	13 230,4	21 670,7	20 226,6

TABEL B TOTALE IN MILJOEN RAND VOLGENS AFDELINGS VAN DIE GEHARMONIEERDE STELSEL
TABLE B TOTALS IN MILLION RAND ACCORDING TO SECTIONS OF THE HARMONIZED SYSTEM

Afdelings—Sections	Invoere—Imports		Uitvoere—Exports	
	1988	1987	1988	1987
I Lewende diere, dierlike produkte Live animals, animal products	184,8	99,3	108,8	192,9
II Plantaardige produkte Vegetable products	294,7	236,6	427,2	793,5
III Dierlike en plantaardige vette en olies en splitsprodukte, voorbereide spysvette, dierlike en plantaardige wasse Animal and vegetable fats and oils and their cleavage products, prepared edible fats, animal and vegetable waxes	136,5	115,2	45,5	32,9

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Labour Bill put on hold

Seifsa

Own Correspondent

JOHANNESBURG. — The Minister of Manpower, Mr Pietie du Plessis, has undertaken not to promulgate the Labour Relations Amendment Bill until September 1, according to a section of the Seifsa press release on the metal industry wage dispute

However, neither the government nor the SA Co-ordinating Committee on Labour Affairs (Saccola) would confirm this last night.

The Seifsa statement, in dealing with union demands that employers support the suspension of the Bill, said the purpose was to allow Saccola, Cosatu and Nactu more time for their discussions, now under way, on the Bill.

Saccola chairman Mr Bobby Godsell would say only that Mr Du Plessis had encouraged them to pursue discussions. This could affect the legislative process.

Manpower Director-General Mr Piet van der Merwe said the final promulgation date had not been decided.

Unions hope for freeze on new Bill

The Argus Correspondent

JOHANNESBURG. — The Labour Amendment Bill becomes law on September 1, but major trade unions believe there will be a freeze on enforcement of controversial clauses while talks are held to iron out disputes.

Manpower Director-General Dr Piet van der Merwe made it clear today that the Bill would be promulgated as planned on September 1. He was reacting to speculation that the Bill would be put on ice pending negotiations between major trade unions and employers.

Dr van der Merwe indicated that amendments to the Bill were not ruled out. However, the normal channels would have to be followed to amend the Bill.

DOORS OPEN

He said that his department was always willing to discuss the Bill with interest groups. "Our doors are open to anyone who has problems with it."

Dr van der Merwe clarified the position today after a statement by the Steel and Engineering Industries Federation (Seifsa) that the Government would hold back the Bill until

current negotiations between the SA Employers Consultative Committee on Labour Affairs (Saccola), the Congress of SA Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) had been completed.

The Bill sparked a three-day national stayaway by black workers in June.

Seifsa made its statement in response to a demand by metal unions that it publicly endorse the suspension of the Bill and to discuss a proposal for an internal dispute procedure for the industry.

Saccola chairman Mr Bobby Godsell said that having met the Minister, employers had been "encouraged to pursue our talks with Cosatu and Nactu as a matter of urgency".

The belief was that "if our talks resulted in agreement between the three organisations, that agreement would have an impact" on the Bill's fate.

Mr Peter Soal, Progressive Federal Party spokesman on manpower, said: "This Bill is controversial and in many regards misunderstood. It contains good and bad. I welcome the department's attitude that they are prepared to discuss it."

Business moving right — but look left, unions told

Staff Reporter

WHILE much of the private sector is swinging to the right, change is likely to come from a small grouping on the left, according to business executive Mr Christo Nel

However, he urged trade unions to begin distinguishing between conservative and progressive businesses so that progress in labour relations could be made

Writing in the influential Leadership magazine, Mr Nel, who delivered a paper on economics at talks with the African National Congress in Dakar, said South Africa was experiencing a rise in business conservatism parallel to the rise of the Conservative Party

Yet at the same time a "small, creative minority" was emerging that was ready for "a leap into the future"

Mr Nel said last year's white elections had resulted in the re-emergence of "verkramptes and closet supporters of the Government" and quoted the managing director of a company as saying "I would never have supported the Nats, but now I feel I must — to help keep the rightwing at bay"

However, change in business thinking was "never initially wrought by a majority"

It was brought about by a creative minority which showed the "courageous pioneering spirit" needed to break new ground

But this needed to be matched by differentiation on

the part of organised labour between conservative and progressive employers.

"The challenge lies in the development of an understanding of each other's limitations and accommodation of the different dynamics driving each other

"This could open the way for the creative minorities within business to accommodate non-negotiable positions, while responding to those opportunities for interaction that do arise"

It could also enable organised labour to "focus its energy more productively on change-minded creative minorities rather than waste time hoping for a cohesive mass-response which is not likely to be forthcoming".

Mr Nel argued that the current pattern of indiscriminate labour action, which he said took no account of individual businesses' positive efforts, weakened the position of progressive businesses while strengthening that of conservative ones.

Above all, the rise of conservative business should not be viewed as an "insurmountable obstacle"

"To succumb to such an illusion would constitute an abdication, if not of responsibility, then of opportunity by either organised labour or the creative minority within management

"Both parties would be guilty of entrenching the current phase of polarisation and conflict."

Skilled labour shortage

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The company's manpower policy is aimed at optimal utilisation of all its human resources and, therefore, at the development of all workers to their full potential.

Management will place emphasis on labour relations, particularly with a view to improved communications.

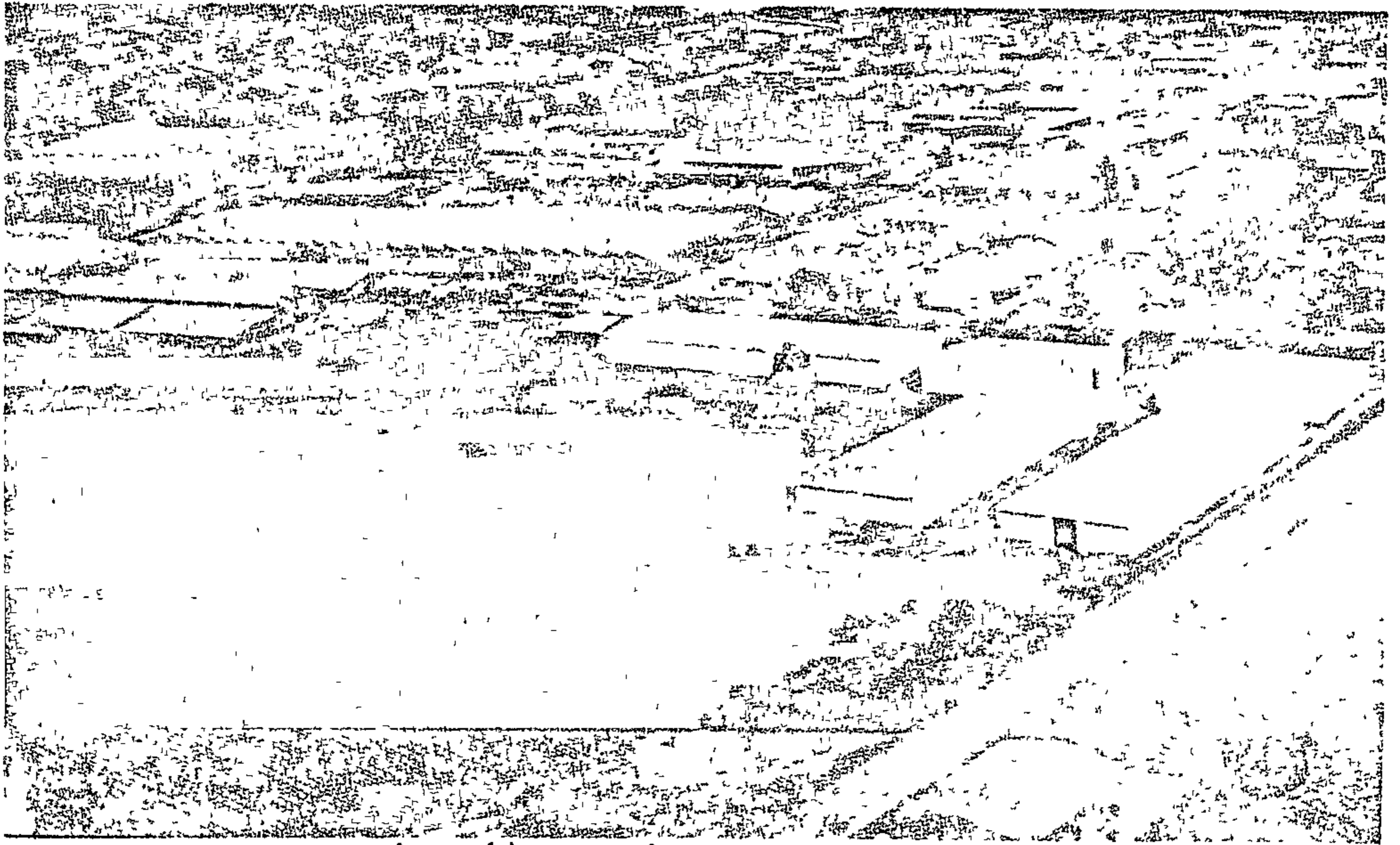
A shortage of skilled

labour remains one of Alfa's major problems and it is envisaged that this shortage will not be reduced in the near future

The first six months of this year was a period of consolidation and rationalisation of production facilities. In addition, the company restructured its marketing and adminis-

trative infrastructure to accommodate increased volumes.

Although it is competing in an extremely tough environment, management is satisfied that the company will achieve taxed earnings in 1988 which will exceed that of 1987 by at least the inflation rate.



A view of the extensive factory premises at Alfapark, Benoni.

4 UNIONS DISGUSSED PAY OFFER

Spokesman
27/7/78

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FOUR unions affiliated to the International Metalworkers Federation are to hold a meeting today to discuss metal companies' final wage offer.

The meeting comes in the wake of reported strikes at eight metal factories on the Reef this week

The four IMF affiliates are in dispute with the employer body, the Steel Engineering Industries Federation of South Africa (Seifsa), which represents more than 3000 firms

Demands

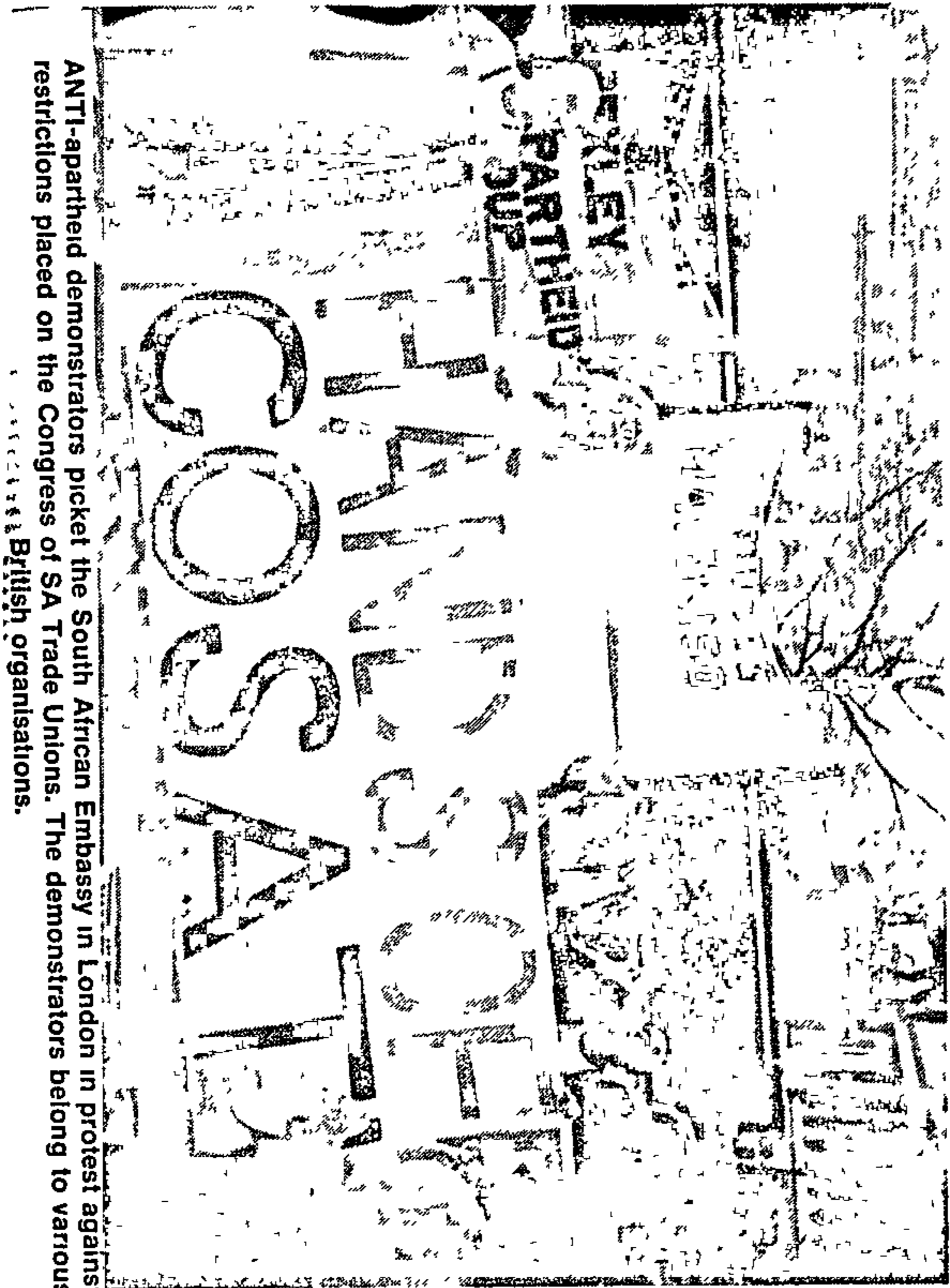
The IMF unions demand — among other things — a minimum hourly wage of R3,21 while management's final offer stood at R3,02 an hour

The IMF affiliates are the National Union of Metalworkers of South Africa, Steel Engineering and Allied Workers Union, Engineering and Allied Workers' Union and Electrical and Allied Workers Trade Union of

By LEN MASEKO

South Africa
The four unions also demand recognition of May 1 and June 16 as paid holidays. Seifsa has offered to recognise the two days in exchange for the existing public holidays

A union spokesman said the four unions might hold a rally this weekend to discuss the wage dispute



ANTI-apartheid demonstrators picket the South African Embassy in London in protest against restrictions placed on the Congress of SA Trade Unions. The demonstrators belong to various British organisations.

Employers, ^{with Faith}
unions agree ^{28/7/88}
on changes ⁽¹³³⁾

Own Correspondent

JOHANNESBURG. —
Trade unions and employers would definitely reach agreement on proposed changes to labour legislation, including some in key areas, Cosatu information officer Mr Frank Meintjies said yesterday.

He said Cosatu had informally been told of this by employer representatives, although no formal agreement had yet been signed.

The SA Co-ordinating Committee on Labour Affairs (Saccola) is presently studying a 22-page joint Nactu/Cosatu memorandum on proposed amendments to the Labour Relations Amendment Act.

He expected a written Saccola response and then a formal meeting between the parties next week. He declined to specify the areas of probable agreement.

Strained relations

World opinion is hardening against SA, according to an Assocom delegation that has just returned from visiting five foreign capitals

The delegation included national president Alec Rogoff and CE Raymond Parsons, as well as presidents of leading regional chambers. Members visited the US, Israel and Europe

They aren't happy with what they found "Even in Europe, banks and businessmen are under increasing political pressure to limit their involvement in the SA economy. This pressure is assuming serious dimensions," says Assocom

"In contrast to the visit of an Assocom mission to the UK, France and Spain during September 1987, there was a distinct deterioration in the perceptions abroad of the pace of change in SA. Friends of SA abroad seemed under great strain"

The Sharpeville Six issue was the biggest single factor to dominate discussions. If they hang, says Assocom, it will cause a worsening of international relations and could lead to further punitive steps

Other issues of concern to those who met the Assocom party were legislative control of foreign funding for political activities in SA, trade union restrictions, proposed amendments to labour relations legislation, media restrictions, emergency regulations, the National Council Bill, child detainees and civil rights in general

Says the mission report "These were obviously not all equally important, but give some idea of the extent to which political issues dominated the discussions"

There were some positive results to the

foray, however. Delegates were able, for instance, to argue against the upcoming American "Dellums legislation," enabling the US to take punitive action against countries which fill the gap left by US sanctions and disinvestment

But the overwhelming feeling of those who took part in the exercise is that the SA government must go some way towards allaying mounting overseas fears. "It is not a question of capitulating to pressure, but rather of keeping it down to manageable proportions"

BLACK business could split down the middle following the announcement this week that a new organisation of black business people and consumers is to be formed.

The Southern African Black Taxi Association, National Black Consumer Union and Transvaal African Builders Association will comprise the new organisation, the Foundation for African Business and Consumer Services (Fabcos), which potentially represents over half-a-million people.

Fabcos aims to unify black business and put it on the road to self sufficiency, J Mogale, general secretary of the interim committee, said this week. But the founders of the new organisation have failed to draw in the old established National African Federation of Chambers of Commerce.

Nafcoc public relations officer Gabriel Mokgoko told the *Weekly Mail*: his organisation had been invited to join Fabcos at a meeting held at the

Black business may split down the middle as new group forms

A new organisation pulls in some major black groups, but fails to include the long-established Nafcoc. MZIMKULU MALUNGA reports

beginning of this month. But "Nafcoc has not joined Fabcos because of certain concerns it holds and communicated to it regarding the objectives behind its formation".

Mokgoko said his organisation "does not see the wisdom of forming another splinter body with the same objectives". Nafcoc was reviewing its structure "to accommodate all the various sectors in the economy currently under its federation into an autonomous

association under one umbrella body across the country". Nafcoc is still holding discussions with Fabcos over these issues, he said.

Mogale said Fabcos' founders believed the fragmented existence of black business had meant efforts to participate fully in the economic development and wealth of South Africa had been inconsequential. "Various organisations have been formed but none has come anywhere

near consolidating unity of purpose, and thus putting black business on the road to economic self-sufficiency," Mogale said.

Fabcos plans to open 10 regional offices and will have its head office in Pretoria, already the site of Sabta and Taba headquarters.

One of its aims will be the creation of a "black rand". Members of affiliate organisations will have access to a Fabcos membership card which will

form the basis of a black discount buying card and eventually a black credit card.

In a document outlining its aims and objectives, Fabcos said it would "do everything in its power to liberate the black economy from constraints under which it presently operates" and would assist black consumers.

Fabcos will monitor statistics of black business and its impact on the South African economy.

It aims to motivate members to support black institutions such as the African Bank, black hawkers and black builders and to expand financial institutions in black hands. Fabcos intends to "investigate and, if feasible, register a black building society", the document said.

Mogale said moves are also underway to register a central trust fund for all its member organisations. He said the organisation will seek funding both in South Africa and abroad.

Fabcos also wants to encourage multinational companies and big business to support black business and intends highlighting those companies which do not support black business.

Sabta's TJ Ngcoya has been elected president of the Fabcos interim committee and Dr Ellen Kuzwayo, vice president. Others on the committee are Mogale, of Taba, A Thula and E Mathebula.

Mogale said several organisations have been invited to the launch at Shareworld later this year.

Among Fabcos' other objectives are:

- To share as far as possible each other's resources in the interests of black business.
- To create a forum for discussion with businesses in the formal sector on matters of mutual concern.
- To encourage members of affiliated associations to take up a greater role in the economy of the country.
- To lobby the government against repressive and racially-discriminatory laws, regulations, etc.
- To enter into joint property development of shops and offices and to enter joint public listings.
- To negotiate with the formal sector on joint ventures.
- To consider, discuss, promote, discourage or oppose changes in law, practice, procedure or administration pertaining to member associations and to offer guidance
- To formulate a code of ethics
- To promote the interests of the black public on a national basis and to develop structures and procedures to enable the public to communicate dissatisfaction with the facilities or services of the association

Metal industry faces new action by trade unions

By Mike Siluma,
Labour Reporter

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The metal industry, plagued by a prolonged wage dispute between four unions and the Steel and Engineering Industries Federation (Seifsa), could be hit by large-scale industrial action next week.

Four South African unions affiliated to the International Metalworkers Federation (IMF) said today that union leadership had recommended "strategic industrial action" to induce Seifsa, the employer body, to agree to re-open talks on wages.

Union members are to meet this weekend to make a decision on the recommendation.

At the same time, said a union spokesman, 66 metal companies had agreed to re-open negotiations with the unions on the wage issue.

CONTRARY

This is contrary to a Seifsa directive that employers not deviate from Seifsa's final offer.

The union spokesman said workers had already taken strike action at seven metal firms, demanding that employers agree to "move away" from the Seifsa position on the issues of wages and holidays.

He added that the unions had indicated to Seifsa that they were prepared to recommend that members lower their demand for an hourly minimum from R3,65 to R3,21 — 20c above Seifsa's last offer. The union offer was subject to the employers agreeing to re-open talks in the first place.

Seifsa comment was pending at the time of going to press.

The battle continues

The threat of another damaging defection from the Federated Chamber of Industries (FCI) has been postponed. The Port Elizabeth-based Midland Chamber of Industries (MCI) has decided against joining Assocom — “for the time being”

MCI president Peter Morum says the chamber has shelved plans for a referendum asking members to which national body their chamber should belong. The MCI's future allegiance was to have been decided on a straight majority vote.

“We are not contemplating any changes in the foreseeable future,” said Morum this week. “We will keep our FCI membership for the time being.”

FCI executive director Ron Haywood expresses more confidence. “I believe we can have a long-term relationship, and that we can accommodate their needs.”

Neither the FCI nor MCI is saying officially what those needs are. However, the Port Elizabeth chamber's gripes with the national body are understood to centre on two issues — the services offered by FCI and its reluctance to move towards a merger with Assocom.

Several MCI officials are known to favour such a merger. They argue that if the MCI follows the example of the Transvaal Chamber of Industries, which defected to Assocom last year, the FCI will eventually have to accept a merger.

FCI officials have held several meetings with the rebellious chamber to seek a settlement. Morum says some issues have still to be resolved, but adds “The dust has settled a little.”

Assocom sources think otherwise and they have not given up hope of persuading the MCI to switch affiliation.

Assocom CE Raymond Parsons won't comment on the matter, but the sources say the MCI has given the FCI a deadline to meet its demands.

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“The matter isn't cut and dried, by any means,” says one. He says the MCI has given the FCI until its executive council meeting, later this year.

If by then, the FCI hasn't begun discussions with Assocom, the MCI will go ahead with its referendum. “They are using the threat as a lever to force the FCI to pick up the strings with Assocom,” he says.

FCI and MCI officials won't comment on the suggestion, stating only that discussions are continuing. One thing's for sure: neither Assocom nor the FCI wants to lose this one. Watch this space. ■

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SA business alliance

CAPE TIMES 9/8/88

JOHANNESBURG — A consultative business alliance, which allows concerned business people "to play a more effective role in opposition to apartheid", has been formed after top-level talks between business, Cosatu and the United Democratic Front at the weekend

The meeting took place over two days at an undisclosed venue outside Johannesburg. An alliance of businessmen, the Consultative Business Movement (CBM), was formed

Mr Christo Nel, the workshop co-ordinator, said it had been encouraging to see businessmen getting to grips with political issues. He said that for many the meeting had been an eye-opener on the nature of grievances felt by these organizations — Sapa, Own Correspondent

Continued stringent controls 'unacceptable'

Assocom urges govt to postpone GAA Bills

B/Dew

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THE Association of Chambers of Commerce and Industry in SA (Assocom) yesterday called on government to postpone passing the trilogy of Bills amending the Group Areas Act pending further discussions.

Assocom said that although the draft legislation measures contained some positive elements "it is perceived to envisage the continuation of stringent Group Areas control in perpetuity which is unacceptable

"In our view the Bills give no indication of any commitment towards the abolition of remaining discriminatory measures"

The omission of unfettered rights of ownership, of occupation of all land, buildings and premises zoned

MANDY JEAN WOODS

for trading, commercial and professional purposes by all races in the President's Council report was "extremely disappointing and totally at variance with the principles underlying the free enterprise system".

The result would be a larger and more costly public service with arbitrary powers at official levels affecting the welfare of many people and impeding the elimination of the remaining racial barriers, it said.

"We are also concerned about the impact which this draft legislation will have on overseas perceptions in general, and SA's trading partners in particular SA is believed to be on a

path of reform and expectations said.

Measures seen to be tightening the Group Areas Act would give impetus to calls for disinvestment and sanctions and cause irreparable harm to the economy, it said.

Assocom welcomed the principle of open residential areas proposed in the Free Settlement Areas Bill but cautioned that the procedures and structures for implementation proposed could be cumbersome, time-consuming and counter-productive in the controversial aspects

It supported the broad objectives contained in the Local Government in Free Settlement Areas Bill but emphatically rejected stricter enforcement of the Group Areas Act

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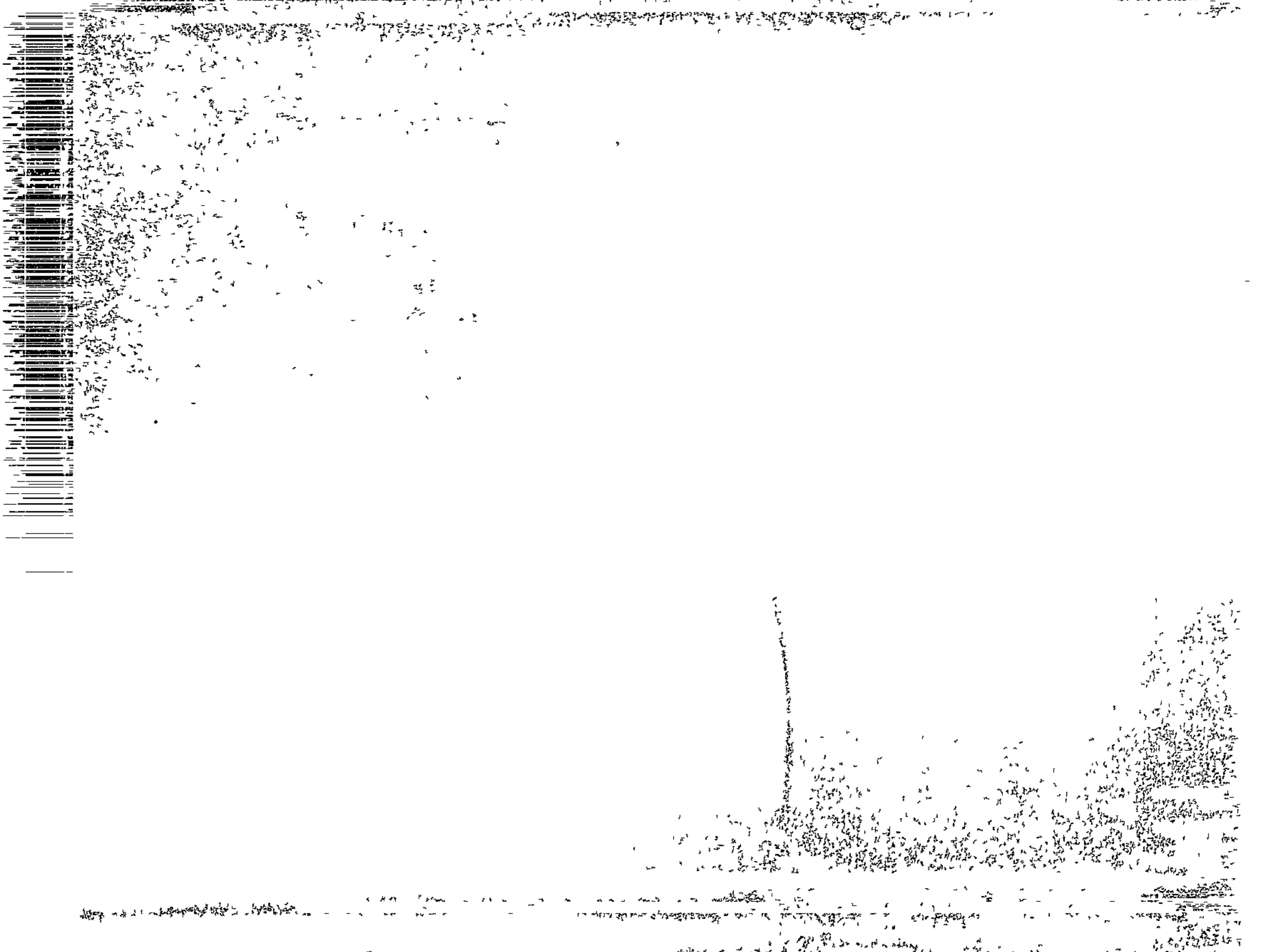
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Anti-sanctions

WINDHOP



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Doctors believe that aspirin
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B/Day
A new chamber is born

THE Kwazulu/Natal Chamber of Commerce had its draft constitution adopted by traders this week, thereby succeeding the Inyanda Chamber of Commerce, new chamber president James Mhlungu said yesterday.

The regional chamber was filling a gap left by Inyanda — a National African Federated Chamber of Commerce (Nafcoc) affiliate — which started floundering after its president, G G Gumede, resigned early this year, Mhlungu said.

Asked for reasons that could have led to KwaZulu traders' disenchantment with Inyanda, Mhlungu said. "The people felt strongly that the chamber was not addressing itself to the problems of the people." He said Nafcoc's stand on sanctions must have had something to do

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THEO RAWANA

12/8/88
with it. Nafcoc has in the past condemned apartheid as the cause of sanctions, rather than condemning sanctions outright.

And Mhlungu said the new regional chamber, since it was a non-racial body, had made provision for other races and other chambers in KwaZulu/Natal to join and could be affiliated either to Assocom or Nafcoc.

He denied a claim Gumede made early last month that the new chamber had been formed at the instigation of KwaZulu Legislative Assembly members

Gumede could not be reached for further comment last night.

them part-time workers

Nafcoc takes lead in its moves for change

"IN A vastly divided and politically unstable country such as SA, a strong and revitalised Nafcoc could play an inordinately important role as a bridging and uniting factor across the gulf of divergent interests which separate our various racial and ethnic groups"

This statement by Sam Motsuenyane in his presidential address to Nafcoc's 24th annual conference at Sun City this week summed up the direction the black business organisation has embarked on

And the adoption of Nafcoc's Business Charter and resolutions taken at the conference left no doubt that the organisation was done with being an organisation things happened to — it was set on taking the lead in initiating moves for change in SA.

Strategies

With the conference theme being "Black Unity — Actions for Economic Empowerment," delegates set out to hammer strategies designed for the eventual liberation of SA as a whole.

One of the most important resolutions taken at the conference was a call on Motsuenyane to select and lead a group of eminent people to confront President P W Botha on the release of political leaders

THEO RAWANA

It was made clear that the intention would not be to negotiate a future constitution for SA, since this could not be engaged in before political prisoners and detainees were freed

Nafcoc's Business Charter, which embodies a Statement of Beliefs and a National Code of Fair Employment Practice in SA and is designed to supercede all previous employment codes, was adopted by conference.

It had taken three years to work out and was finalised after consultation with other black organisations

The determination to take wider responsibility is shown in the preamble to the code. "It is our contention that the measures instituted in terms of the present codes do not go far enough as to significantly alter the basic character on which

the country's socio-political structure is based."

The Nafcoc code seeks full private sector involvement in working for the "deracialisation" of South African society, full black participation in the economy, education, training and development, political and civil rights for all, social responsibility and its engagement in affirmative action to uplift black business

Taskforce

Companies are to be asked to become signatories to this code

Some of the resolutions that showed Nafcoc's determination to work for black economic empowerment were the call for a taskforce to quantify the current and projected stake of indirect black investment in the SA corporate sector via black-based life assurance and pension funds, and compelling all companies that depend on black clientele to deal with the African Bank

Cape Times 13/8/88

988

JOHANNESBURG — A group representing employers on labour affairs has expressed regret over the decision by the Minister of Manpower to promulgate the Labour Relations Amendment Act in full on September 1.

Mr Bob Godsell, chairman of the the SA Employers' Consultative Committee on Labour Affairs (Saccola), said his organization, as well as Cosatu and the National Council of Trade Unions (Nactu), had agreed to approach the minister to delay the promulgation of six of the 31 clauses in the act.

He said a joint, written motivation of this proposal was also agreed on on Thursday. This was submitted to the director-general of the Department of Manpower yesterday, Mr Godsell said.

"We hope the minister will be able to reconsider this decision in the light of the joint Saccola, Cosatu and Nactu motivation."

Mr Godsell said the detailed discussions between Saccola and the two trade union federations had so far produced significant areas of agreement in principle, as well as proposals to improve the wording of sections of the amending legislation.

Cosatu spokesman Mr Frank Meintjies said the minister was "painting himself in a corner" and the move would "precipitate conflict on the factory shop floor". He described the decision as "reckless".

The Labour Relations Amendment Act of 1988 will come into operation on September 1, according to a government proclamation gazetted in Pretoria yesterday.

The Bill, among other issues, led to a massive three-day national stayaway action by workers in June. — Sapa

Saccola 'regrets' Labour Bill decision



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e Argus, Monday August 15 1988 5

Unions to plead with Minister on new labour Act

Labour Reporter

THE promulgation of the Labour Relations Amendment Act in full with effect from September 1 drew immediate reaction from a leading employer organisation and trade union federation.

The Act was promulgated in the Government Gazette on Friday

Expectations had been that the Act, which introduces several changes to labour legislation, would not be immediately promulgated in full and the South African Consultative Committee on Labour Affairs (Saccola), which represents employer interests, said it regretted the Minister's decision.

The Congress of South African Trade Unions (Cosatu) said the Act would severely curb the power of unions and generate industrial chaos because of "a lack of forums for negotiation".

Mr Bobby Godsell, chairman of Saccola, said that his organisation, Cosatu and the National Council of Unions agreed at a meeting yesterday to approach the Minister of Manpower, Mr Pietie du Plessis, on the promulgation of six of the Act's 31 clauses.

Unions blamed for legislation row

Own Correspondent

JOHANNESBURG — The Minister of Manpower and his director-general have blamed the controversy over the implementation of new labour legislation from September 1 on the failure of Cosatu, Nactu and Saccola to keep to pre-arranged deadlines

They also intimated that union federations' refusal to talk to the minister about a possible delay in implementing certain clauses was partly responsible for his unwillingness to consider such representations.

On Friday Cosatu and Nactu telexed the department, accusing it of bad faith in putting the entire Labour Relations Amendment Act into opera-

tion.

However, in their first ever joint media conference, the general secretaries of the two organizations, Mr Jay Naidoo and Mr Piroshaw Camay, said the negotiation process with Saccola would be kept going provided Saccola recommended to affiliate members not to use the rights conferred on them by clauses which the parties have agreed should be suspended.

Cosatu and Nactu have also demanded that individual employers make such an undertaking by September 1. Mandates would be sought for industrial action against those which refused

A Saccola official said at the weekend the union demands

had not yet been discussed, as they had been received only late on Friday

The clauses in dispute relate to unfair dismissals, indirect and intermittent strikes, certain registration provisions, time limits for the resolution of disputes, secrecy of Industrial Court judgments and the presumption of union "guilt" for unlawful strike action by members

Director-General Mr Piet van der Merwe strongly denied any question of departmental bad faith. That they were not ready to submit proposed amendments to be considered in time for the forthcoming parliamentary session, as they had agreed in June, "is their own fault", he said

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Two metal workers die in stabbing

JOHANNESBURG

The metal workers' strike, now in its third week, has been hit by another outbreak of violence, with two Hart workers stabbed to death at the weekend in what is believed to be a strike-related incident.

Police said yesterday the two workers were killed on Friday afternoon at the Buttercup tearoom in Bellair while on their way home from work.

However, though the managing director of Hart, Mr Edward Parritt, confirmed the murdered men were Hart workers, he would not say whether the assailant was an employee of his firm.

He also declined to say whether the incident was strike-related.

The dead men have been identified as Mr Gotaul Ganasen, 29, and Mr Dass Venkatspatly, 44.

The Steel and Engineering Industries Federation's (Seifsa) director, Mr Brian Angus, said yesterday that the employer group would be meeting with its members to consider a fresh wage offer discussed at the weekend — Sapa

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Metal workers come out of strike 'stronger'

The Argus Correspondent
DURBAN — The national strike by unions affiliated to the International Metalworkers Federation has been called off and workers are expected to return to work by tomorrow.

A statement from the National Union of Metalworkers of South Africa said members had been asked to convene meetings of the shop stewards' councils tonight to discuss this.

"General meetings of workers should be held tomorrow so that there can be a return to work by Thursday," Numsa said.

The union said although they did not force the Steel and Engineering Industries Federation of SA to move on money, the

employer organisation gave them benefits that would make them much stronger in future.

The strike had damaged the Steel and Engineering Industry of South Africa's ability to control its members as more than 120 companies had offered more than Seifsa's 41c increase an hour.

The wage structure of the whole industry had been changed as many companies were now paying more than R4 an hour.

Pressure would be put on companies to reinstate dismissed workers, the union said.

The union said their strike was the only national industrial strike which had taken place this year.

18/8/88 (circled) B Day

SACCOLA SAYS IT WILL RESPOND TO UNIONS SOON

133

ALAN FINE

THE SA Co-ordinating Committee on Labour Affairs (Saccola) yesterday told Cosatu and Nactu it would be unable to respond until next week to issues raised by them relating to the implementation of the Labour Relations Amendment Act.

The union federations have demanded Saccola agree to recommend to affiliates' members, as a condition for the continuation of negotiations, not to use the rights conferred on them by clauses they had jointly agreed should be suspended.

Last Friday they asked for a response by August 17.

Saccola chairman Bobby Godsell said a final response would only be determined next week. However, Saccola had told the unions it "remained committed to negotiations, and our actions will be guided by that commitment," he added.

Nactu general secretary Piroshaw Camay expressed disappointment that Saccola was unable to agree to a proposal it had already accepted in principle by proposing the suspension of the clauses.

He said the delay was particularly problematic because the Manpower Department had indicated joint proposals for new amending legislation had to be submitted by September 30.

Nevertheless, he said, Nactu this week reaffirmed its commitment to the process and would be instructing its attorneys to begin work on details of these proposals.

Camay added affiliates had been briefed on the other aspect of union demands — that individual employers would give assurances they would not use those clauses. Employers would be approached in the next few days, he said.

Cosatu, which was due to meet to discuss the issue today, could not be reached for comment.

Argus 19/8/88 (133)

Metal workers' strike ends with settlement

The Argus Correspondent
JOHANNESBURG — The metal workers' strike is over

A settlement described as historic by the National Union of Metalworkers of SA (Numsa) and the Steel and Engineering Industries Federation of SA (Seifsa) was agreed to this week, securing a return to work by thousands of metal workers by Monday.

Although workers will not get an increase above the Seifsa final offer of 17,4 per cent, Seifsa has made concessions concerning public holidays, attendance bonuses and stop order facilities.

It was the first time the 90 000-strong union — the largest in the industry — had agreed to sign the main agreement for the metal industry.

The Confederation of Metal and Building Unions, representing mainly skilled workers, the Mineworkers' Union and the SA

Iron, Steel and Allied Industries Union also accepted the proposals at a special Industrial Council meeting yesterday.

Numsa spokesman Dr Bernie Fanaroff said the strike had been "successful" and had "changed the power-balance in the industry".

"It is the first time Seifsa has recognised that it must now deal with the unions that represent the majority of workers in the industry," he said

Seifsa director Mr Brian Angus described the agreement as a "breakthrough" for collective bargaining.

Agreed proposals included

- A 17,4 percent rise (76c an hour for artisans and 41c an hour for labourers), backdated to July 1, and

- An amendment to the main agreement to give compulsory stop-order facilities to unions which are party to the Industrial Council

Cape Times 19/8/88 133

Landmark deal ends strike

Own Correspondent

JOHANNESBURG — The strike in the metal industry ended yesterday after a landmark agreement between Seifsa and the National Union of Metalworkers of SA (Numsa) which heralds the beginning of a restructuring of employment conditions in the industry

While it contains no improvement to the original employer wage offer, the deal establishes a five-year programme to eliminate anomalies between different skill levels on the wage curve — seen by Numsa as racially-based — and a procedure for dealing with alleged discrimination at individual firms

This is the first time in its five years on the council that Numsa has agreed to sign the main wage agreement, which covers some 330 000 employees at 9 000 firms

Numsa's Mr Bernie Fanaroff said the main significance of the "historic" deal was that it had changed the balance of forces in the industry. It was the first time Seifsa had recognized it needed to deal primarily with the unions representing the majority of organized workers rather than pushing through agreements with the support of the smaller artisan unions

Seifsa director Mr Brian Angus, who agreed that Numsa had to be reckoned with, said three major factors had facilitated settlement which he also described as historic

They were Numsa's accommodating approach to negotiations over the past week, union fears of mounting dismissals of strikers, and the Manpower Minister's decision that he could not lawfully gazette an agreement so as to exclude members of the unions in dispute

Mr Fanaroff said this was decisive in strengthening the union's position

Mr Angus estimated that the strike cost R50m to R70m in lost production. Mr Fanaroff said most strikers would return by today although some, not happy with the absence of an improvement in basic wages, were reluctant

The settlement was based on an eight-point offer made by Seifsa which supplements the final employer offer made last month. The entire deal was backdated to July 1

Mr Fanaroff said he was pleased this year's only industry-wide strike had ended with a minimum of damage and casualties. Mr Angus conceded the action had largely been conducted in a disciplined way, and the union had attempted to prevent incidents of intimidation and violence

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STILL TALKING

SA Consultative Committee on Labour (Saccola) chairman Bobby Godsell says talks with the union federations Cosatu and Nactu over the Labour Relations Amendment Act are continuing

This is despite the Department of Manpower's decision to go ahead with promulgation of the Act on August 12, which comes into effect on September 1. The department says it had not received recommendations for possible technical amendments from the unions and Saccola by the cut-off date of July 21, so government pressed on. It seems the unions and Saccola started their discussions on the issue too late to meet the deadline

Godsell believes, however, that the distinctly worthwhile second prize — amendments to the Act based on comprehensively supported labour legislation — is still on the cards for next year. Government continues to signal that it is willing to consider changes on aspects over which the unions and employers reach agree-

ment. Saccola representatives will meet next Tuesday to decide on their response to the unions' proposals. Before that, a meeting with the unions is planned to get more clarity on their demands for improving the law

The unions have identified six clauses in the new Act which Saccola has agreed in principle should be looked at again. These include

- Aspects of the definition of unfair labour practices in section 1 (h),
- The grounds for union registration and objections to it (section 4),
- Dispute resolution procedures, particularly concerning the time period involved before striking and definition of when a dispute is deemed to have occurred (sections 27 and 35);
- The secrecy provisions pertaining to publication of industrial court judgments (section 67); and
- Civil indemnity and the assumed responsibility of the union for its members.

cap Times 2/9/81

Labour Act causes deadlock

133 Own Correspondent

JOHANNESBURG — Nactu is keeping its options open, regarding the future of talks with Saccola on the Labour Relations Amendment Act, general secretary Mr Piroshaw Camay said yesterday

Mr Camay said Saccola's negative response to the Nactu-Cosatu demand that it recommend to employers that they do not make use of certain rights conferred upon them by the Act, and other aspects of Saccola's position, were being discussed within Nactu structures

"We are at the equivalent of a dispute stage with Saccola. It would not be helpful right now to close all doors to further talks," he said

Indien die aansoek toegestaan word, sal die abattoir gebruik word vir die slag van 45 skape/bokke per dag vir die voorsiening van vleis aan die inwoners van Irene, Lyttelton, Pierre van Ryneveld Park en omgewing

Iemand wat vertoe of besware in verband met bogenoemde aansoek wil rig, moet sodanige vertoe of besware aan die Voorsitter, Abattoirkommissie, Privaatsak X250, Pretoria, 0001, rig binne 'n tydperk van 30 dae vanaf datum van publikasie van hierdie kennisgewing en op die wyse uiteengesit in die regulasies kragtens genoemde Wet uitgevaardig

Aandag word gevestig op die bepalinge van regulasie 11 (6) van die genoemde regulasies wat vereis dat iemand wat vertoe of besware teen 'n aansoek aan die Minister voorlê, terselfdertyd 'n afskrif van die stuk waarin sy besware uiteengesit is op die betrokke applikant moet bestel

A. D. MARITZ,
namens voorsitter Abattoirkommissie

L W —Die Regulasies vereis dat besware onder eed bevestig en in drievoud voorgelê moet word.

(2 September 1988)

KENNISGEWING 637 VAN 1988

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN REGISTRASIE VAN 'N WERK- GEWERSORGANISASIE

Ek, Gerrit Petrus van Den Berg Assistent nywerheidsregistrator, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidsverhoudinge, 1956, bekend dat aangesien ek rede het om te vermoed dat die Hotel and Bottle Store Association of Durban and District nie as werkgewersorganisasie funksioneer nie, sy registrasie ingetrek sal word, tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word.

G. P. VAN DEN BERG,
Assistent-nywerheidsregistrator

(2 September 1988)

KENNISGEWING 638 VAN 1988

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

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G. P. VAN DEN BERG,
Assistent-nywerheidsregistrator

(2 September 1988)

If the application is granted, the abattoir will be used for the slaughter of 45 sheep/goats per day for supplying meat to the residents of Irene, Lyttelton, Pierre van Ryneveld Park and vicinity

Any person intending to submit representations or objections in regard to the above-mentioned application shall forward such representations or objections to the Chairman, Abattoir Commission, Private Bag X250, Pretoria, 0001, within a period of 30 days from the date of publication of this notice and in the manner set out in the regulations published under the said Act

Attention is invited to the provisions of regulation 11 (6) of the said regulations which require any person who submits objections to an application to the Minister to serve on the applicant concerned a copy of the document in which his objections are set out

A. D. MARITZ,
for Chairman, Abattoir Commission.

Note —The Regulations require that objections be affirmed under oath and submitted in triplicate

(2 September 1988)

NOTICE 637 OF 1988

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

CANCELLATION OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Gerrit Petrus van den Berg, Assistant Industrial Registrar, hereby notify, in terms of section 14 (1) of the Labour Relations Act, 1956, that as I have reason to believe that the Hotel and Bottle Store Association of Durban and District is not functioning as an employers' organisation its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice.

G. P. VAN DEN BERG,
Assistant Industrial Registrar

(2 September 1988)

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G. P. VAN DEN BERG,
Assistant Industrial Registrar

(2 September 1988)

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By KERRY CULLINAN

THE major employer organisation in South Africa has refused to ask its members not to implement six clauses of the Labour Relations Amendment Act that it and trade unions previously identified as problematic

This is in spite of massive protests against the legislation, which reached a peak during a three-day stayaway in June and has continued through to this week

The SA Consultative Committee on Labour Affairs said in a meeting with Cosatu and Nactu this week employers were not prepared to say no to all six

Saccola won't help with new labour laws

clauses, as aspects of these addressed their needs

An apparent breakthrough in the talks between Cosatu, Nactu and Saccola was reached a few weeks ago when employers agreed to ask the Minister of Manpower to suspend the Bill pending negotiations between the three parties

However, that same night the government announced despite assurances to the contrary to employers - that it was going ahead with the Bill, which became law yesterday

This means unions have no rights, in terms of the law, to ask employers to suspend aspects of the legisla-

tion. However, Cosatu reiterated its belief that the new legislation would bring about "disaster and increased polarisation between workers and management"

It added that demonstrations and protest action against the act were likely to continue, and that shop stewards were in the process of approaching individual employers in a bid to get them to agree not to implement the six clauses

"Cosatu members will view Saccola's position as a betrayal," said Cosatu information officer Frank Meintjies

Cosatu terror accused in bail bid

CAPL. 6/9/88
Times Own Correspondent

MARITZBURG — A second bail application was lodged in the Regional Court here yesterday on behalf of the regional chairman of Cosatu and national first vice-president of the Transport and General Workers Union, Mr Alfred Muntu Ndlovu, who is facing charges of terrorism and attempted murder

The charges against Mr Ndlovu include allegations that he actively helped a trained ANC guerilla on a mission in South Africa, the attempted murder of 14 pupils at an Inkatha youth meeting at Emzameni School last year, and the attempted murder of a Mr Phillip Thabethe.

It is alleged that Mr Ndlovu instructed others to kill Mr Thabethe because he broke away from the Transport and General Workers Union to join the rival United Workers Union of SA.

The court was told yesterday that the trial, which had been set down to start yesterday, had been adjourned until November 7 after the defence encountered difficulties in obtaining suitable counsel to defend Mr Ndlovu.

An application for bail on Mr Ndlovu's behalf was first lodged in July this year, but was turned down by the regional court magistrate, Mr A J Voogt, who said there were indications that the proper administration of justice might be defeated or frustrated if Mr Ndlovu were released.

CPA 133 1/19/88

Saccola's talks with unions flop

By KERRY CULLINAN

THE last minute attempt by the SA Consultative Committee on Labour Affairs to rescue talks between itself and Cosatu and Nactu on the Labour Relations Amendment Act seems doomed to failure

Saccola chairman Bobby Godsell sent a letter to the two federations this week in which he outlined Saccola's attitude towards clauses of the Act identified as problematic and how it would like employers to deal with these clauses.

The intention behind the letter was to get Cosatu and Nactu back to the negotiating table to work out amendments to the new labour legislation after talks between the three bodies deadlocked last week

However, both federations have indicated that they will not resume talks with Saccola until it recommends to employers that they do not implement the controversial clauses until suitable amendments can be worked out

The letter falls short of this and, according to Cosatu general secretary Jay Naidoo, Saccola has not kept its previous agreement that the Act will not be implemented



Saccola chairman Bobby Godsell.

until amendments are agreed on
However, Cosatu and Nactu are studying the document and will reply to Saccola in due course

Give up rights, bosses tell unions

South
133
15-2/19/88

EMPLOYERS are demanding that unions waive certain rights in return for an undertaking by management not to implement controversial clauses in the Labour Relations Amendment Act

The Cape Chamber of Industries in its bulletin last week called on members to demand a "quid pro quo", like a moratorium on stay-aways, a specified period of industrial peace or a renunciation of the call for sanctions

Several companies have responded in the same way to the demand by the Congress of South African Trade Unions and the National Council of Trade Unions that employers undertake not to implement the six controversial clauses

The trade union federations have condemned the tardiness of employers to give the undertaking

Within the South African Consultative Committee on Labour Affairs (Saccola) divisions have appeared with some employer bodies reaching agreement while others such as the Motor Industries Employer Association, which pushed for promulgation of the act, adopting a more hardline approach.

The Cape Clothing Manufacturers Association and the Cape Knitting Industry Association reached agreement with the Garment and Allied Workers' Union on the eve of the bill becoming law. The agreement followed three days of spontaneous industrial action at factories in the Western Cape

ORGANISED BUSINESS

Burying the hatchet

Assocom and the Federated Chamber of Industries (FCI) could merge into a single employer body within 15 months

The rival organisations have set January 1 1990 as the target date for finally determining whether their futures lie together. But they have turned back the clock six years to do it.

The two employer bodies have commissioned Professor Joe

Poolman, of Rand Afrikaans University, to investigate the practicability of merging the two into one unit — as he did in 1982.

Then, having decided a merger was possible, Poolman was prevented from establishing how it could be done. His new brief from Assocom and the FCI essentially requires him to carry on where he left off in 1982.

On that occasion, the FCI lost its nerve and terminated the investigation. This time round, both bodies say they will see it through to the bitter end. Poolman's timetable requires him to come up with an answer by next May. If his report favours a merger — and if the idea is accepted by both bodies — it is expected to take place within months.

Says Assocom CE Raymond Parsons: "We hope to be able to make our decision as soon as possible. We're looking at January 1 1990 as a target date for a merger."

Any merger will initially be at national level. Only later will consideration be given to merging regional chambers.

Parsons describes Poolman as a one-man commission of inquiry. FCI executive director Ron Haywood says the academic has free rein. "We're not tying his hands in any way."

Both employer bodies say they are approaching the project "positively," suggesting an underlying support for a merger. If so, it marks quite a turnaround.

While Assocom has courted the idea of a united employer body, FCI officials have rejected the idea of a single organisation representing commerce and industry. They have argued the two don't mix.

The FCI was also worried — and sources say this was an underlying reason for the 1982 decision to end the Poolman investigation — it would be effectively swallowed up by the wealthier Assocom in any merger.

That worry is reflected in the joint statement by FCI president Hugo Snyckers and Assocom counterpart Alec Rogoff, saying



Haywood and Parsons ... 'personalities no problem'

Poolman "will bear in mind the balance of interests that must be maintained"

Considering the FCI's past opposition to a merger, its change of heart will be interpreted by many as a forced one. The Transvaal Chamber of Industries fled the FCI last year to join Assocom, the PE-based Midland Chamber of Industries reportedly threatened to leave unless merger talks restarted, and other chambers have expressed concern.

However, Haywood insists the FCI is not bargaining from a position of weakness. He says the organisation has overcome financial and organisational difficulties identified by an internal report and is in fighting trim.

"There is no need to be forced into it, when you see how we have strengthened over the last couple of years. There has been no pressure brought to bear on the FCI to do this."

Both bodies have privately blamed personality problems for the delay in getting together. They say that is no longer an issue.

"Once Poolman comes up with a blueprint, it will be decided on structures, not personalities," says Parsons.

He admits differences between Assocom and the FCI remain but says "If we didn't have a hunch the problems weren't so big as before, we wouldn't be doing this" ■

New thrust

The Federated Chamber of Industries (FCI) is relying on the appointment of new president Les Boyd to improve its contacts with government

Boyd, who will succeed Hugo Snyckers at the executive council meeting next month, is vice-chairman of the Corporate Forum, a powerful informal lobby group comprising senior executives from more than 50 big private-sector companies

Executive director Ron Haywood says FCI is eager to improve its relationship with government, as part of the process of strengthening the influence of organised business on economic policy

Boyd, chairman of the FCI's advisory board and a past president of Seifsa, is an executive director of Anglo American, and chairman of Samcor, Highveld Steel and Amquip. He is also a director of several other industrial concerns

Haywood says Boyd "can make an invaluable contribution in improving communication between industry and government" □

ASSOCOM CONFERENCE

Here we go again

(133)

■ Assocom returned to the old grievances — especially doing business in limbo

If last week's Assocom national congress proved anything, it was that business remains frustrated with government's handling of political and economic issues. As a reliable gauge of the business mood, the meeting — inevitably, perhaps, given the vacillations of government — provided little by way of uplift and optimism. But perhaps that is an important factor in itself — busi-

ness now feels far freer than in the past to talk about these matters.

The question is whether anything can actually be resolved unless decisiveness overtakes government's reformers after the October 26 poll.

A gulf continues to divide government and business on many issues. It's not getting any wider — but neither is it narrowing. Pretoria

may bend an occasional ear to businessmen, but the slow pace of change continues to impede the day-to-day running of their companies and industries.

As former Assocom president Harold Groom told the four-day Durban congress, occasional summit meetings between government and business have achieved only limited success. Businessmen still face many

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of the same issues they did years ago

Another businessman put it more strongly "Listening to some of the debates was like going back in time How many more years will it be before government does something and we can move on to other issues?"

Some things do change, of course The mention of import surcharges was the signal for a stream of angry speakers to criticise government and the Board of Trade and Industries (BTI)

The anger is not directed so much at the surcharges themselves — although obviously they are not popular — as at the way they have been levied. By imposing the surcharges on goods already bought and paid for, government has built up a stock of ill-will that will take a long time to diminish

Traders believe government has underestimated the mood of businessmen on the matter Alan Cowell, head of the Association of Freight Forwarders, goes further "This severe imposition on the business community was irresponsible, ill-conceived, ill-considered and ill-prepared The result has been chaos It's imposed on goods already irrevocably paid for and ordered This is a transparent measure, a subterfuge It is revenue-grabbing It must be changed"

Not everyone shared Cowell's depth of feeling, but there's no doubt he captured the mood better than government officials who replied to criticism of government policy.

BTI chairman Lawrence McCrystal denied accusations of lack of consultation with business on the surcharges but added that the BTI couldn't waste time talking for the sake of talking And he denied they were a panic measure They had been "under consideration for months"

He didn't convince everyone A common complaint last week was that business is increasingly subject to political whims and ad hoc decision-making The surcharge issue was typical of many complaints about government policy "There's no question We've been subjected to ad hoc management of the economy and it's been getting hoc-er and hoc-er as time goes on," quipped business-



McCrystal

man Bill Yeowart

Predictably, many doubts were raised about government's commitment to privatisation. Andreas Wassenaar, former Sanlam head and now the bête noire of government spenders, struck a predictable chord with his assertions that there are more obstacles than government likes to admit

"Above all, strong, capable and inspired financial leadership is lacking," said Wassenaar "I can, therefore, not see

a determined driving force behind the proclaimed intentions"

Mike Coombe, of the Cape Town Chamber of Commerce, voiced the same doubts "Government doesn't understand privatisation Let's make sure the process is itself privatised"

That same self-assurance regarding businessmen's ability to do everything government can't do was not evident everywhere

Trade and Industry DG Stef Naude returned to familiar ground in telling Assocom that businessmen were too keen to blame government for every problem when it was often the private sector itself that was the obstacle Companies wanted deregulation and privatisation on their terms, not free market terms "The real obstacle to privatisation is from the private sector and vested interests," he charged

Naude isn't alone in the idea Assocom was told by one of its own members "Business is largely responsible for State interference in the economy We're all happy with the free enterprise system when things are going well, but the moment things get difficult, we run to government with our tails between our legs, pleading for protection"

But that was a rare moment of business self-doubt More typical of the general mood was another comment "Controls are an indication that government doesn't trust business to do business"

Controls, in the general context, refer to

both the economic and the political variety.

Sid Matus, Spar Organisation executive director and Assocom's new president, says. "There was a strong thrust at congress to do away with all discriminatory legislation, including political matters that impinge on the economy The feeling was that government should consult more with business, that spending should be controlled and the civil service reduced"

None of which would surprise anyone who has listened to business complaints in the past Nor would they be surprised by the motions that were passed with little or no resistance

One, calling on government to resist pressures for new direct economic controls and to dismantle existing ones and another seeking an end to racial discrimination and to preconditions hampering negotiations between "representative" political leaders have been discussed by Assocom before and will no doubt be discussed again

Another, on the Margo tax report and its implications, expressed concern at the number of key recommendations rejected or deferred and the lack of "real reform" of the tax system As usual, speakers were unhappy at the level of personal taxation

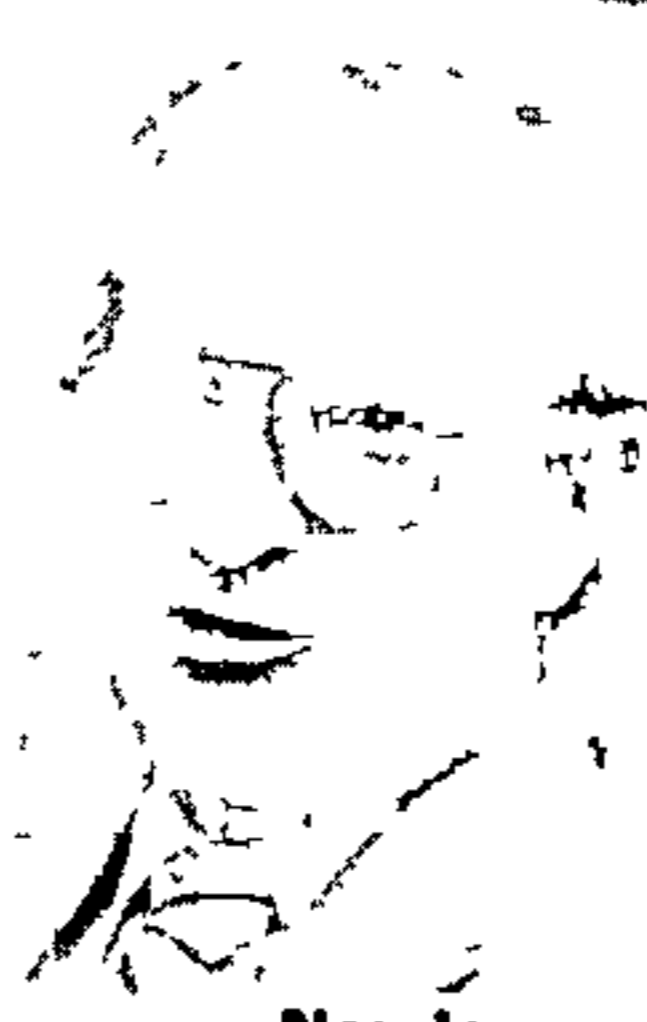
Commissioner for Inland Revenue Clive Kingan went to bat for government on this matter Like Naude, he blamed businessmen themselves for many of the problems, commenting "If com-

panies were paying the amount they should, we could bring down personal tax As long as companies continue to cheat, we will never bring down your tax"

To complaints that the SA tax system is too complicated, he responded "Taxation and simplicity don't mix, unless it's 'How much have you got, where is it, how soon can you bring it?'"

An old joke — but what do you expect when the issues are also growing whiskers and businessmen are increasingly frustrated at the lack of progress in economic reform?

What's the bet many of the same issues will still be around next year? ■



Naude



WITHIN two months of the promulgation of the Labour Amendment Act No 83 of 1988 on September 1, employers are threatening unions with multi-million rand lawsuits — which if successful may result in the liquidation and enforced folding-up of some unions

The unions concerned, all of them affiliates of Cosatu, are the Transport and General Workers' Union (TGWU), the Food and Allied Workers' Union (Fawu) and the Papi Kganare-led wing of the Commercial Catering and Allied Workers Union (Ccawusa)

The lawsuits by employers are for alleged losses suffered during what the employers and managers term "illegal strikes"

The claims are R2 million against TGWU which has been threatened by Ullman Brothers for a dispute that led to a work stoppage by 250 union members

The work stoppage took place towards the end of August — days before the Labour Amendment Act was affected

Fawu may face a claim of R1,7 million from the Kwela Wholesalers Meat Supply in Benoni which dismissed the union members hardly two hours after the work stoppage had started

It is interesting to note that the stoppage involving Fawu members took place during June this year — two months before the Labour Amendment Act was passed in September

Ccawusa has been threatened by Pyramid Distributors with a legal claim of R500 000. The workers at the company were fired within an hour of embarking on a work stoppage in September

A common feature in all the work stoppages is that management fired all the workers involved within hours of the stoppage

Observers view the action of managers at these companies as "union-bashing"

The reason advanced for this conclusion is that there is no hope of recovering the "losses" incurred since no union will afford the claims made against them

Most managers claim that the strikes were "illegal" in terms of the Labour Act

The Act has been denounced by unionists worldwide

The central aspect of the Act is that the

Employers pressure the unions

Sowetan 7/11/88 (133)

use against management

Unions which agree to no-strike deals are called "sweetheart" unions because they enjoy management support. Officially such unions are coming up in the British industry among companies owned by the Japanese. They have been bitterly criticised by the 9-million strong Trade Union Congress which is the British federation of unions

In South Africa most sweetheart unions are usually called "staff associations" because their formation was initiated by management instead of workers

It is surprising that given this inherent conflict of interest between workers and managers, the National Party Government has removed the right authority and power to

FOCUS

interpret and judge industrial disputes from the industrial courts and conferred it on managers — who are the major players in work related disputes and in fact defendants

Given the uncertain and depressed state of the economy one recognises that the Government's motive in drafting and passing the Act was part of a national 'economic fix'

But the fact that this was to be achieved at the expense of cordial established respect and recognition for each other's part by managers and workers has been demonstrated beyond doubt by the appointment of a special police force to deal with strikes — an uncalled for additional conflict in the labour relations arena

Before the passing of the Act workers country-wide belonging to unions affiliated to the two black federations Nactu and Cosatu, had staged work

stoppages picketing at works went on go slows and other protest actions in opposition against the intended Act

The protest action against the Act culminated in a massive stayaway lasting three days which started on June 6. Nactu and Cosatu acted jointly in mobilising their members in the protest

Cluses

Among others the federations objected to four clauses on the Act which

- Outlaw secondary and sympathy strikes by workers,
- Prolong procedures before a strike and protect managers (companies) from the effects of industrial action
- Open unions to legal damages claims by managers in the event of strikes deemed 'illegal' by managers
- Constrain unions from striking "under any circumstances whatsoever"

It was after the June three-day protest action by workers that managers formed a body to consult with the union federations on workers' grievances and objections against the Act. The managers' body which still exists in name only was called the South African Consultative Committee on Labour (Saccola)

Hinted

Talks on the Act began as early as July. As September approached and the Government hinted its intention to effect the Act on September 1, federation officials asked Saccola to order its members to undertake that they will not implement the controversial clauses listed above

September 1 came and went without any action from Saccola, which kept federation officials locked in talks while the Act was being passed

Despite some managers having joined the unionists in condemning the Act no manager or company has up to this date given an undertaking that it will not implement the controversial clause of the new Act

Saccola's position especially the buffer role it played on the eve of the passing of the Labour Act was revealed by the Director of the South African Breweries (SAB) Mr Rob Childs in a speech during the recent Institute of Personnel Managers congress at Sun City

He differed with all industrial relations practitioners by saying that Nactu and Cosatu had become less important actors in industrial relations

It is clear that the only thing that renders these federations less important in the industrial scene is the new Labour Amendment Act and nothing else

This is because the Act shields managers against workers' action while empowering managers unfairly

Unable

It is in that speech that Mr Childs sounded so paternalistic in his viewpoint on Saccola and the federations that he stated they were unable to demand anything from Saccola which will both satisfy the bulk of their members and which Saccola could actually deliver

The federation's demand was simply that managers undertake NOT to implement the controversial clauses — something Saccola could easily achieve

Cosatu spokesman Frank Meintjes was quoted saying that Saccola refused to ask its members to give the undertaking

In a surprising but not unexpected move the chairman of Saccola Mr Bobby Godsell who chaired the ill-fated talks with the federations was awarded the Institute of Personnel Management's Human Resource Practitioner of the Year prize by the IPM congress

The majority of the IPM's members are practising managers — and they are the ones who gave Mr Godsell that award

For which successful efforts were they recognising him?

By MOJALEFA MOSEKI

Pretoria Government drafted and passed it as a measure in which the Government confers managers with the right to pass judgment in disputes

Interpret

A manager can interpret and pass with ease a judgment on the dispute in which he is supposed to be the number one respondent or defendant

The workers have a right to go on strike action, or withdraw their labour, as a last resort tactic in forcing the managers of a company to reconsider their decision and continue negotiations until a mutual solution is reached

Strike action is the only weapon workers can



Political comment in this issue by Aggrey Klaaste and Sam Mabe. Sub editing headlines and posters by Sydney Mathaku. All of 61 Commando Road, Industria West, Johannesburg.

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'Picture not bright'

THE picture does not look especially promising in the metal industry in the second half of 1988 — mainly due to the strike which occurred in the sector about three months ago. According to the survey, are reporting "a fall-off" in consumer demand and this trend is likely to continue as interest rates rise, import surcharges begin to bite and the inflation rises.

This is according to the latest survey of the Steel and Engineering Industries Federation of South Africa, an employer body representing more than 3,500 firms in this sector.

Many sectors of the metal industry, accord-

Another increase in interest rates — expected in the near future — is likely to "further dampen demand," according to the survey.

The total number of hourly-paid employees in the industries now stood at about 351 000, up from 326 000 in August 1987.

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Employers warned over suing trade unions

THE Institute for Industrial Relations has come out with a warning to employers about assuming that they can resolve industrial relations issues simply by suing trade unions for damages

The institute, a non-profit organisation with employer and union members, said employers should be cautious that the consequences of adopting such drastic measures could ultimately be more financially devastating to their own interests and should not believe that short-term retributive action was a better solution

"The institute believes that it is not in the interests of sound industrial relations to sue trade unions

"Responsible employers want to deal with strong unions who have the resources to educate and train their members and representatives in responsible industrial relations practices

"Weak unions who cannot effectively meet the needs and aspirations of their members are not the sort of unions which South Africa needs," it said.

The institute also pointed out that Section 79 of the Labour Relations Act did not only allow for trade unions to be sued, employers could be sued by employees with a claim to have suffered because of illegal industrial action by the employer

Threat of damages

It urged both parties to avoid suing for damages which was "certainly not likely to foster a sound and productive employment relationship in the short, medium or long term"

Meanwhile, the threat of damages suits has had a probably unexpected side-effect in that unions, wary of being too closely associated with industrial action at the outset, have backed off somewhat from going to newspapers with strike news

So a lot of information now comes from workers in the first instance. The problem here is that workers are usually not as versed in all the nuances and complexities of industrial relations issues as their union organisers which means that the information they communicate is sometimes less full or less reliable than it could be

Got consequences

This has got immediate and historical consequences

Immediate because the news about industrial actions has become more difficult to get, historical because newspapers, apart from their other functions of enlightening, educating and entertaining, are also source documents for the future

Any historian in 2025 who wants to find out what was happening in 1988 will use newspapers as a primary source of information and reducing what's in the Press will simply make the historian's life a little more difficult



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INDUSTRIAL RELATIONS - EMPLOYERS' ORGAN.

1989

Human resources consultants merge

S/Times 29/1/87

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Olof van Schalkwijk

Randall Falkenberg

CONTACT Group and FSA Management Consultants have merged to form South Africa's largest firm of consultants specialising in human resources

A spokesman for the new company, FSA-Contact, says that in the past few years a host of small specialist consultancies have sprung up

"At the time, it seemed to make sense to have one firm advising on remuneration systems, another on industrial relations, a third on management development, supervisory training and so on

"But if a company is trying to instil consistent approaches through common values throughout the organisation, the piecemeal approach is not ideal "Our clients have said they would like to

have the option of dealing with one organisation that will help them to develop a consistent, integrated approach to all human resources management issues"

Both organisations realised some time ago that clients' needs were changing and would alter even more in the next few years

SA managers face a shift in emphasis to remain competitive and profitable

Their customers are demanding much higher standards of quality and service than in the past

Employees, with or without union backing, are also demanding a much bigger say in how the business is being run FSA-Contact will offer a fully comprehensive and integrated range of services to meet changing needs

Joint managing directors of the company will be FSA managing director Olof

van Schalkwijk and Contact Group managing director Randall Falkenberg The non-executive chairman will be Mike Morris

The shareholding of the company will be vested in the directors and some senior managers Branches exist in Durban and Cape Town and a branch in the Eastern Cape is under consideration The integrated operation will have a staff of 130 to serve 2 000 clients

Losses to link pay to output this year

By Mike Shuma,
Labour Reporter

This year could see greater employer pressure on trade unions to agree to a linkage between productivity and wages, and unions can be expected to increase their campaign for national and industry-wide bargaining.

This was said by University of the Witwatersrand industrial sociology lecturer, Professor Duncan Innes, at a recent industrial relations seminar organised by consultants FSA Contact.

Many employers are looking to increased productivity as a means of both overcoming the inflationary implications of wage increases and protecting their bottom line. So far, most black unions have shown little sympathy with this line of reasoning.

"(This year) is likely to see employers putting greater pressure on unions and employees to accept productivity bargaining or deals as part of wage negotiations," said Professor Innes.

INDUSTRY TALKS

He said black unions would, for their part, increase pressure for employers to accept national and industry level bargaining on wage issues.

This was linked to the Congress of SA Trade Unions' "one union, one industry" goal, likely to be pursued with more intensity this year.

Mr Taffy Adler, a former unionist now working for the Labour and Economic Research Centre, said the withdrawal of the State from the supply of housing and the development of a property market in black areas had contributed to the emergence of housing as a top bargaining issue.

He said, with a few exceptions, company housing schemes were unable to address the problems of the homeless.

This was because such schemes were originally designed for high income workers in the white residential market, and were generally linked to solutions provided by financial institutions.

Anglo's Godsell is re-elected Saccola chairman

ANGLO American and FCI's Bobby Godsell was re-elected chairman of the SA Co-ordinating Committee on Labour Affairs (Saccola) at the organisation's AGM late last week.

His election, and that of the AHI's Anton Roodt as vice-chairman, can be seen as a sign of Saccola's willing-

135) ALAN FINE (80)

ness to continue the role of a nationwide employer negotiating body, after certain representatives expressed doubts recently as to whether such a role was appropriate.

Saccola's main task this year will be negotiations with trade unions

over the controversial new labour legislation. The worker summit three weeks ago has resolved to devise by May a new draft Labour Relations Act for negotiation.

Godsell said Saccola was keen to re-open the talks which stalled last September when amendments were brought into force.

Anger over paid holiday swop deal

Soweto 5/14/89

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By LEN MASEKO

EMPLOYERS in the metal industry yesterday said they would grant employees a paid holiday on Founders' Day tomorrow while those who opt to work will be paid overtime rates.

A spokesman for the Steel and Engineering Industries' Federation said the arrangement was agreed by trade unions and member companies in the industry last year. The agreement also allows employees, through ballots, to swap

Founders' day for June 16

But the deal has angered the right wing White Workers' Union, which has warned of action — including a possible strike — against employers who tampered with the legal public holiday system.

The union has warned that the trend towards swopping the two days is creating an explosive situation, with June 16

“being forced down the throats of white workers who wished to have nothing to do with Soweto Day”.

In terms of the Seifsa agreement, employees are allowed, by a 75 percent ballot, to decide whether they wish to substitute June 16 as a paid holiday for Founders' Day. This means employees who voted in favour of the substitution will get a paid holiday on

Soweto Day while those who are against this arrangement will get a paid holiday tomorrow.

Employees who want to work tomorrow will get overtime pay. “They will also get the opportunity to work in time should a closure be observed on June 16, 1989,” the Seifsa spokesman said.

Seifsa has also recommended to its members to make alternative arrangements for employees who were against the substitution.

Blade 29/5/87

RIĀAN SMIT

ASSOCOM has resolved to take the initiative in organising an employer lobby at national level to improve "the present inadequate education system"

The FCI had already approached Assocom to co-operate in a joint investigation into educational problems, Assocom said in a statement last week

"Educationists, commerce, industry and government are all well aware that the country's education system is in a state of crisis. Continued fragmentation of the system, and the wasteful duplica-

tion of facilities and administrative authorities, can no longer be afforded"

Assocom said the lobby should represent the unified voice of business throughout SA and should include all major industrial and commercial organisations

A researcher at the Institute for Race Relations (IRR), Monica Bot, suggested in the May issue of South African Foundation Review that a negotiating forum, representing the different interests in

the private sector, be set up for influencing policy changes in education

A recent report by the University Planning Committee at Natal University says the number of black matriculating school-leavers is expected to grow at 5.61% a year — from 25 080 this year to 98 187 in 2009

White matriculating school-leavers will decrease by 0.32% a year from 31 034 this year to 28 609 in 2009

The report makes it clear that "if the present 'own affairs' policy of govern-

ment continues, whereby universities are identified for specific race groups, then illogicalities and impracticalities of enormous proportions will eventually

Figures compiled by the IRR show that 41 out of 1 558 black students who wrote matric mathematics (higher grade) in 1987 and 24 out of 601 who wrote physical science (higher grade) passed. In mathematics, 14 obtained a D symbol or higher, while the figure for physical science was eight

Metal industry unions reduce wage demands

Star 116189

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Employers and trade unions in the metal industry narrowed their differences in the fifth round of wage negotiations held this week, the Steel and Engineering Industries Federation of South Africa (Seifsa) said in a statement.

According to Seifsa, negotiation parties agreed to meet again on June 13, giving employers time to reconsider their final offer in the light of concessions made by the unions.

On May 16 employers presented their final offers on increases — 15,9 percent for labourers and 13 percent for artisans.

The National Union of Metalworkers of South Africa reduced its demand to a 20 percent across-the-board increase for all wage categories while the Engineering and Allied Workers' Union and the Electrical and Allied Workers Trade Union of South Africa (Eawtu) reduced their demands to 65,5 percent for labourers and 46 percent for artisans.

The Confederation of Metal and Building Unions' demands of 16,9 percent for labourers and 17 percent for artisans remained unchanged.

Union-employer wage gap narrows

THE divide between employer and union wage proposals narrowed significantly at the fifth round of metal industry wage negotiations in Germiston on Tuesday, a Seifsa spokesman said yesterday

And, in response to a request from the National Union of Metalworkers of SA (Numsa), Seifsa has undertaken to make representations to Inkatha, Cosatu and the state in an attempt to bring an end to the Natal violence

61067 1/6/87

ALAN FINE

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The spokesman said Numsa reduced its wage demand to 20% across-the-board Numsa's previous proposal ranged up to 26,5% The demand of the Naciu parties to the council was reduced to 46% from 65,5%

The Confederation of Metal and Building Unions made no further concessions

Final pay offer made

SEIFSA made its final offer of 15,9% for labourers and 13% for artisans to trade unions in the metal industry this week. *Sf Times 4/6/84*

Seifsa reports that the bargaining showed steady progress and the divide between the offer and some of the unions' demands narrowed.

The National Union of Metalworkers (Numsa) has reduced its demand to 20% across the board for all wage categories. Three other unions are asking for 65,5% for labourers and 46% for artisans. *(133)*

The parties will meet again on June 13.

Workers geared for

June 16 holiday

By LEN MASEKO

THOUSANDS of black workers throughout the country are geared to take a day off work on June 16, in accordance with agreements reached between their trade unions and employers.

Institute for Industrial Relations spokesman, Mr Adrian Hersch, said his organisation had noted at least 161 firms that recognised the day — commemorated every year since June 16, 1976 after the Soweto upheavals — as a paid holiday.

He said employers in the metal industry, represented by the Steel and Engineering Industries Federation of South Africa (Seifsa), had negotiated a different arrangement with unions. Their agreement allowed employees, through ballots, to swap Founders Day (April 6), for June 16.

Majority vote

A Seifsa spokesman said, however, his organisation did not monitor the outcome of the ballots conducted during the week of March 6 to test employees' response to whether they preferred to observe June 16 or Founders Day as a paid holiday. Tens of thousands of workers in the industry participated in the ballots, in which a 75 percent majority vote plant-by-plant was required before the holiday swop occurred.

The right-wing Confederation of Metal and Building Workers' Union, which represents mostly skilled, white employees, and the White Workers' Union have dissociated themselves from June 16, saying they did not identify with the commemoration.

The employer body, Assocom, has indicated that it would discuss the issue at its meeting next week. In the past years, the organisation has adopted the principle of "no work, no pay" as a guideline for its members.

New labour act under spotlight

CPW 7/11/87 146A7

133 Staff Reporter

THE first joint discussion on country-wide trade union demands on the controversial Labour Relations Amendment Act takes place this week when the SA Employers' Consultative Committee on Labour Affairs (Saccola) meets in Johannesburg.

Saccola secretary Mrs Frieda Dowie said the meeting on Friday would be the first by the employers' body since the Congress of South African Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) submitted their demands in a letter on June 1.

The letter to Saccola was compiled in the wake of the March workers' summit, where 700 delegates from Cosatu, Nactu and several independent unions resolved to draft an alternative Labour Relations Act to be submitted to employers.

Expecting a joint response from Saccola, the union federations threatened to declare a national dispute with the committee unless it made "positive progress" to meeting their demands in 30 days.

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Seifsa wage settlement in the offing

Sowetan 15/6/89

By LEN MASEKO

THE Steel and Engineering Industries Federation of South Africa this week offered improved increases during negotiations with trade unions, paving the way for an early wage settlement in the metal industry.

Seifsa has offered rises of 14 percent for artisans and 18 percent for labourers, compared to its previous offer of increases ranging from 13 to 15,9 percent.

A Seifsa spokesman said the Cosatu-affiliated National Union of Metalworkers of South Africa (Numsa) and three affiliates of the National Council of Trade Unions (Nactu) had responded "favourably" to the employer body's offer.

These unions had indicated that they would refer the offer to their members for approval. The three Nactu unions — two of whom

have since merged — are Engineering and Allied Workers' Union, Steel Engineering and Allied Workers' Union of SA and Electrical and Allied Workers' Trade Union of SA.

Increases

The across-the-board wage increases of 54 cents an hour for labourers and R1,11 an hour for artisans raised the minimum wage rates in the industry to R3,56 an hour (labourers) and R8,31 an hour (artisans).

The Confederation of Metal and Building Unions, which represents their members to accept the offer.

The two parties are scheduled to meet for white workers, has offered to recommend to

another round of talks on June 27, three days

before the expiry of the 1988/89 agreement

Saccola to meet unions for talks on labour Act

(133) ~~133~~ ALAN FINE ~~133~~

The SA Consultative Committee on Labour Affairs (Saccola) decided on Friday to contact Cosatu and Nactu to arrange a meeting soon with the unions on their proposals regarding the Labour Relations Act, Saccola secretary Frieda Dowie said *13/04/1961*

The two federations, with several independent unions, have demanded negotiations over the inclusion of hitherto excluded employees under the ambit of the Act, changes to aspects of the unfair labour practice definition and other clauses

They have also invited certain government departments to take part in the talks

The unions have threatened to declare a national dispute with employers on July 1 unless satisfactory progress has been made by then

Dowie declined to give any further detail on the employer position

Sowetan 21/6/89.

Unions meet over Act

THE Congress of South African Trade Unions and the National Council of Trade Unions are set to meet South Africa's major employer body, Saccola, next Tuesday to discuss the Labour Relations Amendment Act.

The date was initially suggested by Saccola, the South African Employers' Consultative Committee on Labour Affairs.

The unions proposed the resumption of talks after discussions broke down last year.

The unions have, however, objected to meeting at the Anglo American offices as proposed by Saccola.

A Saccola spokesman said it did not object to a change in venue as it was "virtually prepared to meet anywhere".

The spokesman said this was because "we believe it is important to continue discussions".

The general secretary of Nactu, Mr Phiroshaw Camay, said Nactu, Cosatu and about 13 independent unions were this week organising mass rallies, to be held around the country on July 1, to report back on talks with Saccola — Sapa

Labour talks

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A MAJOR South African employers' body, SACCOLA, will resume talks with the Congress of South African Trade Unions, the National Council of Trade Unions and smaller, independent unions on the Labour Regulations Amendment Act.

Sowetan 2/6/89
Saccola, the employers' body, has suggested four dates next week for talks but the unions are still to respond to the offer. — Sapa.

Unions bid to review new Labour Relations Act

Journalism 28/6/84

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EMPLOYERS and representatives of two labour federations yesterday agreed to seek a meeting with the National Manpower Commission to discuss — among other issues — the review of certain contentious clauses in the Labour Relations Amendment Act.

The parties to yesterday's talks were the employer body, South African Consultative Committee on Labour Affairs (Saccola), Congress of SA Trade Unions (Cosatu) and National Council of Trade Unions (Nactu)

The two parties said they hoped to meet the NMC on July 7 and 8, as part of fresh attempts to address objections raised by Cosatu and Nactu.

They also agreed to invite to the talks the SA Agricultural Union (SAAU), SA Transport Services (Sats) and the Commission for Administration. The inclusion of the three organisations in the forthcoming negotiations emanated from the two federations'

By LEN MASEKO

demand that the provisions of the labour legislations should be extended to workers in the farms, railways and various public sectors.

The two federations said in a statement: "We wish to appeal to the three employer organisations and/or their representatives to attend the next meeting as we believe that their presence is indispensable to the resolution of the rights of workers in these sectors."

Conflict

The federations said the conflict between them and Saccola remained. The conflict centred on the unions' demands that employers disregard controversial clauses in the labour legislation as well as support efforts to have them scrapped.

Nactu and Cosatu are scheduled to meet community organisations in Johannesburg tomorrow, to discuss developments in the whole saga.

The unions are also preparing for the second round of the workers' summit scheduled to take place on August 5 and 6. The meeting will focus on future action in the event of the negotiations reaching a deadlock.

The NMC, an 18 person advisory body to the Minister of Manpower, begun its review of the labour law last month. It is expected to complete its work in two years' time.

Establishing a base of mutual trust

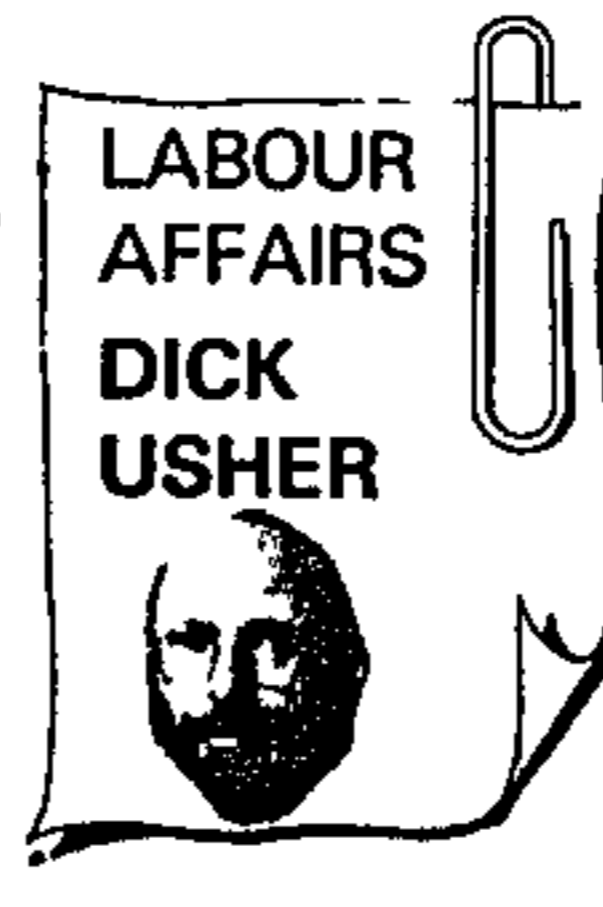
W/LK 11/7/89
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HISTORY, they say, has a habit of repeating itself

In the early 1980s, after Steve Woods had helped negotiate the first recognition agreement in the Western Cape with the General Workers' Union, he says that he found himself an object of some curiosity among industrialists

The curiosity, apparently, had something to do with the suspicion, if not fear, with which the union was regarded and he found himself dealing with questions such as "How can you possibly sign an agreement with those people? Don't you know you're letting the side down? What kind of insanity is this?"

That type of thing
Adrian Graham, industrial relations manager for Pepsi-Cola Africa, said this week that he finds himself in a similar position



Last year the company signed with Food and Allied Workers' Union what was probably the first in-house agreement to stand beyond the Labour Relations Act, in which the parties agreed to conduct their industrial relations according to a set of rules they had written themselves

After this he, too, found himself regarded with a degree of curiosity. He has even been told that it wasn't legal

At the same time he's also found that the step has aroused interest and people in industrial relations have asked to see copies of the agreement for study and reflection

If it proves useful to those who have seen it, Mr Graham is happy

"It's an agreement that we worked out between us which we felt would best serve the interests of the company and its employees

Give away

"People ask how we could give our rights away like that, and I tell them we haven't given anything away

"We've established a base of mutual respect from which, with trust in each other, each retains rights and obligations underpinned by a mutually agreed set of rules and procedures," he said

"Trust is built on respect, respect is built on trust — you can't have one without the other

"At wage negotiations this year, for example, we made an offer we thought realistic and when challenged by the union offered them a financial audit

"But they accepted our bona fides without the audit, which we feel was an indication of trust in us"

Mr Graham said that without trust and respect no agreement could produce industrial peace

"And it's not that we don't have problems

Important thing

"But the important thing is to deal with problems as soon as they arise, and to deal with them in a way that doesn't undermine anyone's rights or dignity," he said

"Shop stewards are always included in the process and we take care to communicate with them all the time

"In the end, the proof is that it works

"Both of us have placed our trust in an ongoing relationship, rather than the letter of the law

"Obviously only the future will tell whether that trust was justified"

● Last week's column about the Public Servants' League referred to National Education, Health and Allied Workers' Union involvement at Groote Schuur. It should have referred to the Health Workers' Union, an unaffiliated union

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Unionists plan a million protest

St. Times
2/7/84

By Robyn Chalmers

MORE than a million trade unionists will hold rallies this month in connection with the Labour Relations Amendment Act (LRAA).

Trade unions talked to the SA Employers Consultative Committee on Labour Affairs (Saccola) this week in an attempt to reach agreement on a demand sent to employers on June 1

The letter to Saccola was compiled in the wake of the March workers' summit where 700 delegates from the Congress of SA Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and independent unions decided to draft an alternative LRAA

The letter reasserted the unions' opposition to the LRAA and demanded the establishment of the "democratic rights of all South African workers, irrespective of race, sex, or marital status"

At a meeting on Tuesday, Saccola acknowledged that in the past nine months the Act had harmed industrial relationships. It said it was willing to engage in action to amend the LRAA

Saccola undertook to ask the SA Agricultural Union, the Commission for Administration as well as the SA Transport Services to attend the next meeting. Saccola also invited the National Manpower Commission to the meeting scheduled for July 7 and 8

Cosatu said the conflict between Saccola and the union federations remained

"The union federations will continue with the rallies planned for the beginning of July. A referendum of members on the LRAA is also envisaged for early July

"The unions expect that a further workers' summit will be held on August 5 and 6 to consider progress and plan action"

Saccola chairman Bobby Godsell believes it is still possible for the parties to reach agreement, but the employer body will not hold discussions under threat of action or demands and ultimatums by the unions

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MIRROR by
ROBYN
CHALMERS**

PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

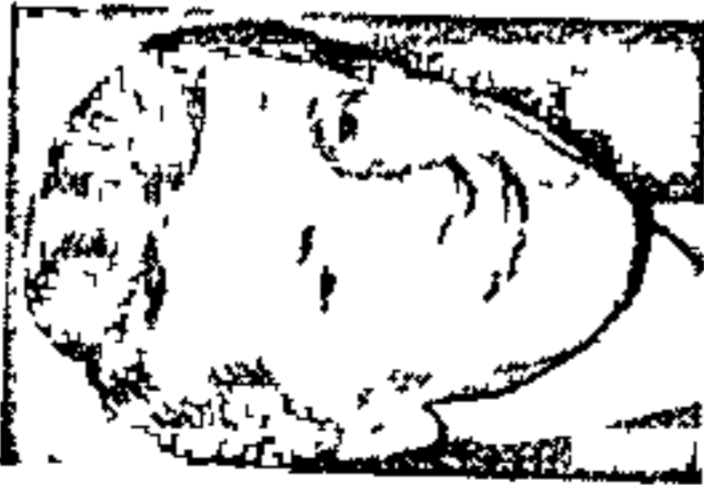
Unions wait for Seifsa's new pay offer

NEGOTIATIONS between trade unions in the metal industry and the Steel and Engineering Industries Federation of SA (Seifsa) are at a crucial point.

Seifsa held the last meeting of the current series with the trade unions this week. Trade unions made more concessions to their demands, but employer representatives told them they had no mandate to offer further wage increases.

Seifsa director Brian Angus says that in an attempt to complete negotiations the employer representatives undertook to recommend some minor adjustments to the offer.

The parties will meet again tomorrow to hear the union's response to this offer. At present, Seifsa is offering pay increases of between 14% and 18%.



Brian Angus unlikely to call another strike

This means a 54c-an hour across-the-board increase for labourers and R1 11 for artisans, which brings the minimum to R3 56 and R8 31 respectively.

Talks between Seifsa and metal-

workers have been remarkably conciliatory this year. This is probably in reaction to the strike which cost the industry upwards of R50-million last August.

The agreement which ended the 1988 three-week strike was hailed as a landmark, heralding new employment conditions in the industry. A five-year programme was agreed on to eliminate anomalies between different skills levels in the wage curve.

However, this agreement led to a split in the four International Metalworkers Federation (IMF) unions because the largest, the National Union of Metalworkers of SA (Numsa), alienated its three counterparts by reaching a separate deal with Seifsa.

At the beginning of this year's negotiations, Mr Angus predicted that they could be longer and more complex be-

cause of animosity among IMF unions. But he doubted that another strike was likely.

This could well prove to be true because neither employers nor unions are likely to want to risk disruption on the workfront. The unions wish to avoid disillusioning their members.

Now that Numsa is nearing the end of negotiations with the metal industry, attention will switch to motor manufacturers. Numsa has a membership of about 20 000 of the 37 000 workers in the motor industry.

Negotiations already under way indicate that Numsa is pushing hard for industry-wide bargaining on conditions and wages. At present, several companies negotiate individual plant

agreements with Volkswagen, Delta and Samcor deal with workers through the Eastern Cape industrial council.

Numsa argues that there are big differences in minimum wages offered by the manufacturers. At the bottom of the scale are Samcor and BMW, offering R4,50 an hour — Mercedes-Benz starts at R5 48.

Companies on the other hand, fear that centralised bargaining would leave them open to industry-wide strikes and that it could be both inflationary and unwieldy.

Time is, however, running out for them. Current agreements with Numsa expire at the end of this month, and the union wants to begin with centralised bargaining at the next round of negotiations.

The recent announcement that

Goodyear will quit South Africa has brought another issue to the fore — possible retrenchment of workers in the hard-hit area of Port Elizabeth, which has long been the hub of the motor industry.

Ohio-based Goodyear Tire & Rubber has sold its Uitenhage subsidiary to mining house Anglovaal. Although Anglovaal has assured workers that no jobs will be lost, some are sceptical.

In 1985, Port Elizabeth lost 5 000 jobs when Ford merged with the car division of Anglo American and moved to Pretoria. At the end of 1986, General Motors also left SA, selling its Port Elizabeth unit to a consortium. The new company, Delta Motor, stayed in the area producing GM vehicles.

Port Elizabeth is believed to have one of the worst jobless rates in a country where unemployment is estimated at 36%. Unofficial unemployment estimates for Port Elizabeth and Uitenhage hover at about 50%, and some researchers put the figure as high as 67% among blacks.

Numsa supports disinvestment, but is constantly faced with the dilemma of how to deal with resultant job losses. A Numsa spokesman fears that the departure of Goodyear will result in job cuts sooner or later in spite of Anglovaal's assurances.

Volkswagen, which is Eastern Cape's biggest private employer with 6 000 staff at its Uitenhage factory, has pledged to stay in SA, but has warned that future circumstances could force a withdrawal.

S/Times 21/7/89

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Numsa accepts wage increase

Sowetan 4/7/89

AGREEMENT in the 1989 wage negotiations between the National Union of Metalworkers and Seifsa employers' federation was reached yesterday with the union accepting the minimum 56c hourly increase offered by employers.

Numsa's demand was for a 60c an hour increase.

The talks were to set minimum wage rates and improved working conditions for the country's 361 000 metal

workers and began on March 20.

The increase is four percent above the current inflation rate and it has been generally accepted that this year's pay talks were conducted in a conciliatory spirit with both Numsa and Seifsa making concessions to reach an amicable settlement.

Another important concession was that Seifsa had effectively agreed to June 16 as a paid holiday. This should have ramifications in other industrial negotiations.

(133)

~~SEIFSA~~

~~NUMSA~~ ~~SEIFSA~~

Govt body declines talks

B/Dam 4/7/89

ALAN FINE

(133)

THE Commission for Administration had decided not to take part in talks on the Labour Relations Act with trade unions and employer federation Saccola, commission chairman Piet van der Merwe said yesterday.

He said the commission had discussed an invitation received from Saccola last week, but had decided the National Manpower Commission (NMC) was the appropriate statutory body to investigate matters.

The commission had been invited because of union demands that public sector employees be included under the ambit of the Act.

Star 4/7/89

Union accepts Seifsa wage offer

By Joe Openshaw

Agreement in the 1989 wage negotiations between the National Union of Metalworkers of SA (Numsa) and Seifsa Employers Federation was reached yesterday with the union accepting the minimum 56c hourly increase offered by employers

Numsa's demand was for a 60c-an-hour increase

The talks, which began in March, were to set minimum wage rates and improved working conditions for the country's 361 000 metalworkers.

STEP FORWARD

The increase is 4 per cent above the current inflation rate and it has been generally accepted that this year's pay talks were conducted in a conciliatory spirit, with both Numsa and Seifsa making concessions to reach an amicable settlement

"A major step forward was the granting of full pay for the first 10 days of sick leave. We set out this year to find significant progress with the employers," Numsa spokesman Mr Alastair Smith told The Star

Seifsa has also effectively agreed to June 16 as a paid holiday. This should have ramifications in other industrial negotiations

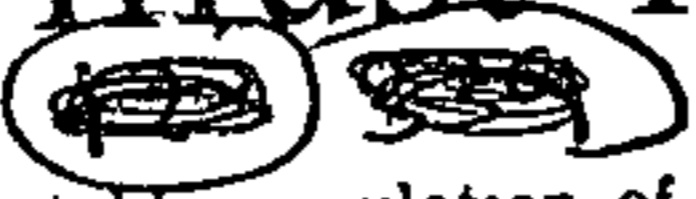
"We have responded to all of Seifsa's offers but one outstanding issue relates to June 16 as a paid holiday," said Mr Smith

"In the next two years, June 16 falls over the weekend and we have asked Seifsa to consider that when this occurs our members have the option of a paid holiday in lieu of June 16, either on March 21 or May 1"

Employers must help fund housing

BIDDER
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VAL PIENAAR



DEDICATED to the creation of a stable population of homeowners, Urban Foundation subsidiary FHA Homes is to build 2 500 houses this year, but CE Brian Longley said this is a mere 2,5% of the number needed to meet demand in the Transvaal

"SA needs to build 2 000 low-cost houses a year between now and the turn of the century to catch up on the existing backlog and keep pace with expected black population growth. The need in the Transvaal alone stands at 100 000 houses," he said. However, he pointed out that only an estimated 25% of the need figure can in fact afford formal housing. A drop in interest rates to 12,5% would increase

the size of the market by between 15% and 20%, while, he said, large numbers would never be able to afford to own homes under existing conditions

133

"These are the people at present living in shacks. For the foreseeable future they will have to continue to do so — the Urban Foundation simply tries to give them security of tenure of a serviced stand where they can erect the best home they are able to afford"

What Longley would like to see is increased involvement in the provision of housing on the part of employers. At the same time, he hoped to see FHA move increasingly into the "site and service" market

But he stressed that entry into this market could be undertaken only on a commercially viable basis.

"In the Transvaal, the cost of providing water, water-borne sewage systems and graded roads amounts to about R5 500 a stand. Raw land prices average about R2 000 per 250m² stand — a total of 7 500

"This is still far too high for an enormous number of people. We need to halve our costs — or gain the financial support of corporations that take their commitment to SA's future seriously."

More major employers enter labour law talks

Labour Reporter

FURTHER major employer organisations have agreed to take part in tomorrow's round of talks with trade unions about the Labour Relations Act.

According to Mr Bobby Godsell, chairman of the South African Consultative Committee on Labour Affairs (Saccola), the South African Agricultural Union and the National Manpower Commission will be represented at the talks with the Congress of South African Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and several independent unions

The talks are a response to union demands about contentious aspects of the Labour Relations Amendment Act, promulgated in September last year

They have threatened to declare a national dispute with employers over the issue if satisfactory progress towards resolving problems with labour legislation is not made

A first round of discussions took place in Johannesburg last week

Mr Godsell would not comment further on the talks except that both sides were keen to make progress

But an employer source involved in the negotiations said they had been given added impetus by employers

"There are parts of the Act with which employers are now unhappy because they are not working out in practice and causing more conflict and we would like to see these changed," he said

Other sources said it appeared as though the talks could lead to a two-tier arrangement with joint employer/union representations to government on issues such as cover for state employees and the agricultural sector under labour legislation, and unions taking up other issues with employer organisations at a second level

The next round of talks is scheduled for July 7 and 8 in Johannesburg

81 Day 6/7/89

Employer body is set to grow

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'Historic' motor industry labour talks begin today

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THE stage is set today for the first round of what Numsa terms "historic" industry-wide negotiations in the motor manufacturing industry.

Numsa spokesman Gavin Hartford said members had held week-long demonstrations in support of demands for industry-wide bargaining at Nissan, Toyota, Samcor North (Pretoria) and BMW.

He had received information that these companies, together with Mercedes Benz, had agreed to participate in industrial council negotiations scheduled to begin in Port Elizabeth today.

Eastern Province Automobile Manufacturers' Association chairman Brian Smith said last night that Mercedes and Samcor North had applied to join the association, the official employer party to the council. The association has, until now, comprised Volkswagen, Delta and Samcor PE. Smith said he would be unable to confirm participation by the other companies until tomorrow.

Hartford said Numsa's motive for wanting industry-wide bargaining was to establish uniform working conditions over a period. Minimum hourly wages in the industry presently range from R4,50 to R5,58. He said Numsa's opening demand

ALAN FINE

was for a R6,58 hourly minimum.

He confirmed the week-long closure of Nissan's Pretoria plant was related to the demonstrations. He said management had locked out workers last week as they perceived the demonstrations as threatening.

Union officials met with Nissan management on Monday to resolve the problem, and the plant is scheduled to reopen today. The three-day-old disinvestment strike by Numsa members at Goodyear looks likely to develop into a drawn out battle, with each side vowing to sit it out.

Numsa spokesman Gavin Hartford said the strike would continue until Goodyear began serious negotiations on union demands related to separation pay, job security, special pension fund arrangements and social responsibility expenditure.

A Goodyear spokesman repeated, however, that the company saw no justification for meeting the demands and would make no concessions.

Hartford said 1 200 workers were involved and that production had come to a standstill. Goodyear disagreed, saying the number of participants had fallen from 700 on Monday to 400 yesterday.

Unions reject public holiday offer wording

^{B1 Day 10/1/89}
METAL industry employers and trade unions had still not reached a final settlement in the annual wage negotiations for the industry, Seifsa said at the weekend.

Parties failed to reconcile the "disparate demands" of the different union groups on the issue of public holidays, Seifsa said in a statement issued after a meeting on Saturday.

"The Confederation of Metal and Building Unions (CMBU), Yster- en Staal- en Verwante Nywerhede Unie, and Mineworkers Union rejected the wording of the proposal made in the final employer offer for the substitution of the 1st of May for Workers' Day."

All other trade union parties had accepted the wording of the proposal, the statement said.

The trade union parties had agreed to respond to the employer offer at a meeting of the National Industrial Council for the metal industry on July 11, it said. — Sapa.

Metal firms bitter over back pay

THE director of one of 5 500 metal sector firms forced by a recent regulation to pay several months' backpay to employees complained bitterly yesterday at this development

Air Conditioning Services director Helmut Bacharach said the move could drive numerous companies out of business

This follows a lengthy legal battle between the metal industrial council and the Department of Manpower over the gazetting of a clause to the 1988 wage settlement over whether non-parties — employers not members of Seifsa — should be compelled to backdate wage increases to July 1 1988

The matter was settled out of court and the clause, requiring employers to backpay increases from July 1 to December 13 — when the wage increases were gazetted — was published last month

By Day 13/7/89
ALAN FINE

The 5 500 firms involved employ about 20% of the industry's workforce — some 70 000 people

However, Bacharach said yesterday it was "unbelievable they can do this".

He said his firm and others had costed their services ~~at~~ in that period in line with the wage rates applying at the time. He warned the need to pay large lump sums now could force many firms to the wall.

Seifsa director Brian Angus said any company could apply to the industrial council for exemption from this requirement. If they could show the lump sum wage payments would cause them serious financial difficulties, they would receive a sympathetic hearing

133

ALAN FINE

(133) Wage deals a six-year first

FRIDAY'S 15,2% to 18,5% metal industry wage settlement, following a week after the NUM/Chamber of Mines agreement, marks this year as the first since 1983 that SA's two major sets of negotiations have both been resolved without industrial action. *6/Day 17/1789*

Confederation of Metal and Building Unions (CMBU) chief Ben Nicholson yesterday said this was the first time in a decade that every union party to the metal industrial council had accepted the settlement.

This, he said, represented a new maturity in unions and an acceptance by Seifsa that employers can no longer take a "take

it or leave it" approach to wage bargaining.

Seifsa said the large number of trade union groupings with divergent and sometimes conflicting demands complicated talks. But, a spokesman added, they were conducted in good faith on both sides and had mostly been approached responsibly.

The public holidays issue, which held up settlement for two weeks because of differences between white and black unions,

□ To Page 2

Metal industry (133)

was resolved with agreement that May 1 Workers' Day and June 16 should all be treated as public holidays.

This aspect of the settlement has been drawn up as a separate common law agreement between the parties.

It will not form part of the official agreement to be gazetted by the Manpower Department because of government's refusal to recognise the unofficial, though de facto, May 1 and June 16 commemoration days as paid holidays.

It was also agreed the council should make representations to government to revise the Public Holidays Act to introduce

May 1 and June 16 as public holidays.

Hourly wage increases, to be implemented from July 1, range from 56c for labourers to R1,11 for artisans, raising the minimum rates to R3,56 and R8,31.

The industry's Sick Pay Fund would be substantially restructured and sick leave provisions would be extended. The employer body also agreed to speed up benefit payments under the fund to employees injured on duty.

Shift allowances for the afternoon shift are to be increased from 6% to 7,5% and from 12% to 15% for an evening shift.

□ From Page 1

Labour cost index in metal and engineering industries rises 20,2%

PRETORIA — The labour cost index in the metal and engineering industries increased to 162,2 for the three months to end-May — reflecting a rise of 20,2% compared with May last year, the Central Statistical Service disclosed at the weekend.

It said the index also showed an increase of 3,3% compared with February. The in-

dex for actual wage rates for the end-May quarter rose to 162,1 — an increase of 2,9% compared with February.

In another release at the weekend, CSS said the physical volume of manufacturing production for May decreased by 0,7% compared with April after seasonal adjustment.

The largest decreases were in tobacco products, textiles, rubber products and machinery and equipment industries. They were countered by rises in the furniture, glass and glass products and transport-equipment industries.

CSS also measured total non-gold production for April at 1,7% down compared

with March after seasonal adjustment. The decrease was due mainly to falls in the production of building materials.

However, total non-gold sales for April increased by 21,3% compared with March. This was due mainly to the increased value of iron sales, up 102% and manganese by 56,5%

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Seifsa and unions reach agreement after 4 months

Star 17/7/89
133 Labour Reporter

The Steel and Engineering Industries Federation (Seifsa) and metal industry unions have reached a wage agreement after four months of talks, guaranteeing increases of between 15,2 and 18,5 per cent for the industry's 350 000 workers.

Announcing the settlement, Seifsa said the increases would raise the hourly minimum rate for labourers to R3,56 and R8,31 for artisans. The increases would be effective retrospectively to July 1.

Regarding public holidays, the parties will, through the Industrial Council, make representations to the Govern-

ment to revise the Public Holidays Act generally and "specifically to introduce May 1 (May Day) and June 16 as public holidays".

In the interim the parties would regard May 1, Workers' Day, and June 16 as public holidays.

Other aspects of the agreement include:

- The conversion of the industry's pension fund into a flexible benefit fund and the restructuring of the Sick Pay Fund.
- That Seifsa would not object to the payment of the salaries of workers detained under the state of emergency.

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Cosatu's plan
'tragic' — Godsell

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18/7/87
Own Correspondent

JOHANNESBURG. — Union plans for industrial action in the first week of September appeared "tragically irresponsible" and put at risk employer-union discussions aimed at producing mutually acceptable labour legislation, Saccola chairman Mr Bobby Godsell said yesterday.

He was responding to the decision of the Cosatu congress to propose to other unions that industrial action be taken to protest against the Labour Relations Act, the election and "apartheid repression".

Mr Godsell said it was "regrettable that... Cosatu is coming to the precipitous judgment that our talks are not going to produce progress".

Peace pipes at Mercedes

STimes 23/7/89
THE new agreement between Mercedes-Benz South Africa (MBSA) and the National Union of Metalworkers of SA (Numsa) may bring relief to the troubled factory in East London

Numsa and MBSA have been at loggerheads for about four years, strike upon strike costing the company millions of rands. Strike action in 1987 was estimated to have cost it about R300-million, and the 1988 stoppage in September topped R100-

million. Hope is, however, in sight. MBSA and Numsa signed an important recognition agreement on Monday. It incorporates points from the West German minimum standards for labour relations.

What is particularly significant about the agreement is that rules and structures agreed on will facilitate interaction between management and hourly paid employees at MBSA.

The agreement incorporates 14 points from the minimum standards

for labour relations and excludes recourse to provisions of the Labour Relations Act (LRA) by either party unless otherwise agreed to.

After the three-week strike last year, Numsa spokesman Les Kettle-das said none of the work stoppages had anything to do with conditions of work, but with dissatisfaction over MBSA's industrial relations team.

Recent changes in the team have been welcomed by the union, and possibly created the climate for the signing of the agreement.

An MBSA spokesman says the hu-

man resources board director resigned a few months ago. In addition, MBSA appointed legal adviser Ian Russell and the industrial relations manager was replaced.

In another agreement, MBSA agreed to reinstate 17 employees dismissed as a result of an arbitration award.

Arbitration proceedings last year were held after the September strike when Numsa demanded the reinstatement of an employee suspended on full pay for alleged gross misconduct.

133

133 Learning
lifts LTA

EDUCATION is good for the LTA Construction group

It has completed major projects at universities in Port Elizabeth, Umtata, Stellenbosch and Johannesburg. It built the medical school for Wits.

LTA Venda Construction has been awarded a R3,9-million contract to build offices and lecture blocks for the University of Venda and the group recently handed over the first phase of a R8,5-million residence complex for the University of the Western Cape.

S/Times 30/7/89

MANY companies need to adjust their industrial relations (IR) policies if they are to thrive in a changing South Africa, says Gillam Bruniquel & Associates managing director Dave Gillam.

Mr Gillam believes those which do not take steps now to prepare for the future will be at a serious disadvantage. He identifies four areas that need to be addressed:

- The empowering of lower-level management
- Communication be-

More clout for foremen

133

tween management and staff

- Recognition of social, political and economic realities
- Remuneration-reward according to skills-contributions

He says it is essential that lower-level managerial staff, such as supervisors and foremen, be provided with more decision-making skills and authority.

"Higher-level management is having to make up for the lack of skills lower

down the ladder. The function of lower-level managers needs to be clearly defined.

CRUCIAL

"Thereafter, they must be trained to be more accountable and to delegate. In addition, management-staff communication is a crucial issue and companies found wanting in this area will struggle to survive."

Mr Gillam says employers

ignore SA's transformation at their peril, especially if they are oblivious to the social, political and economic evolution that is taking place.

Mr Gillam stresses that the pay differential between unskilled and semi-skilled workers and their skilled counterparts has been eroded and could cause discontent.

"Many skilled workers who are keeping SA's factories going are receiving much

lower percentage pay increases than workers with fewer skills and responsibilities.

"It's human nature that they will be disenchanted if this situation persists. More common sense and business acumen needs to be applied to the IR process."

He believes that too many companies switch to the "call the lawyer mode" as soon as IR problems arise, without giving enough thought to rational negotiation and discussion.

Seifsa was not involved

IN the August 3 edition of *Sowetan* it was incorrectly reported that the Steel and Engineering Industries Federation of South Africa (Seifsa) represented Samcor in a pay disagreement with National Union of Metal Workers of South Africa (Numsa).

Seifsa is not involved in any negotiations on behalf of Samcor. Samcor is not a member of Seifsa and does not operate in the steel and engineering industry.

The error is regretted

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Bosses Warm: More pay, fewer jobs

LABOUR turmoil in the motor industry highlights some of the dilemmas faced by both trade unions and employers.

Economists and employers say that neither the economy nor individual organisations can afford high wage increases, but trade unionists and their members insist that they can.

The National Union of Metalworkers of SA (Numsa) declared a dispute in the motor industry last weekend after talks between its Numsa negotiating committee and the South African Motor Industry Employers Association (Samiea) and South African Vehicle Body and Repairers Association (Savbra).

The negotiations affected about 160 000 employees in filling stations,



RUDOLF GOWUS
higher wages mean more jobless

vehicle repair workshops, component manufacturing establishments, engine reconditioning and automotive engineering establishments

Numsa demanded a minimum of R4,50 an hour. Rates currently range from R1,24 an hour for a cleaner and R1,45 for a general worker to R7 for a journeyman.

Motor manufacturers were hit by strikes and wage stoppages which resulted in the closure of several plants. Most spokesmen believed at the end of last week that the industrial action would be over by Monday, but they were sadly mistaken.

By the beginning of this week, 3 600 Toyota workers at Prospecton, Natal, had been dismissed because of industrial action, and 800 at Eveready and 1 200 at Goodyear had been locked out. In addition, the week-old shutdown of Toyota, Volkswagen and Samcor

plants, affecting 13 000 workers, continued.

Two issues are involved in the strikes — first, the alleged slow progress of national negotiations for a new labour contract for the motor industry; second, the demand for higher pay.

Rand Merchant Bank Group economist and director Rudolf Gowus argues that the motor industry cannot afford to pay more. He told a conference on strategic imperatives that wages and employment were intertwined with what was happening in the economy as a whole.

He predicted that SA was entering a slowdown, influenced both by foreign trends and domestic policy. Reasons for this included the need for a current account surplus, money supply growth, the acceleration of inflation and this

years' domestic policy — higher interest rates, dearer petrol and stricter hire-purchase agreements, among other measures.

Mr Gowus predicted that the downsizing would last until the end of 1990. It would have a major effect on the ability of companies to pay higher wages, the employment rate and job creation.

Mr Gowus said "If there were no trade unions, the level of wages would automatically drop during a slowdown. However, because of unions the real increase in wages will not be allowed to come down."

"Unions are an important and necessary part of our economy, but the result of this scenario will be that un-

employment will increase while wages in the non-unionised sectors of the economy will either stagnate or drop."

A survey by P-E Remuneration Services shows what has happened to wages and salaries in the 1980s. The black trade unions have been largely successful in narrowing the wage gap between whites and blacks.

In 1981, black skilled or semi-skilled workers could expect to earn 50% less than their white counterparts. By 1987 they earned only 30% less than whites. For example, unskilled and semi-skilled, gold miners receive 4,9 times less than skilled mineworkers compared with 21,2 times less in 1971.

This is but one of the factors contributing to the widely publicised retrenchments on several gold mines this year, but it is a big one.

Organisation Diagnostics managing director Laurie Hall, also speaking at the strategic imperatives seminar, examined the options open to managers and the Government in solving the unemployment-redistribution of wealth problem.

The first, he said, was job preservation and growth. The second was job creation and the third upgraded education and training. The fourth was the importance of paying a just, affordable wage.

"I am not a proponent of the missionary idea that there is a minimum wage. It is management's task to see to it that the years of service gained equate to skill-flexibility gains in productivity which justify earnings growth."

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S1 Tables 13/8/89

HOUSING has become an issue in negotiations between employers and trade unions.

The acute shortage, particularly among blacks, has been well publicised since the withdrawal of the State from the provision of housing studies by the SA Institute of Race Relations and the Development Studies Unit at Natal University disclose that the inability of low-income blacks to afford housing and the lack of land are major obstacles to easing the backlog.

Association of Building Societies of SA president Bob Tucker has said repeatedly that housing represents not only the biggest challenge and potential tragedy facing SA, but the greatest opportunity for economic transformation.

Trade unions have now be-

Housing a bargaining point

come embroiled in the issue.

Although many employers balk at becoming involved in the financing and delivery of housing, consultant Paul Hendler believes its provision holds possibilities for stabilising workforces and increasing productivity.

Mr Hendler and Tim Hart of the National Institute of Personnel Research (NIPR) write in the Institute of Personnel Management (IPM) journal that housing is set increasingly to become a permanent feature of industrial collective bargaining.

They say it is important to understand that these negotiations are based on strategic assessments of the parties' own interests.

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"Recently, there has been growing pressure from union membership for unions to address housing. This pressure has its roots in the extreme shortage of housing and the high cost of shelter and services.

"Increasingly, employers are seeking to divest themselves of direct involvement in housing (such as hostels and company housing) and promote home ownership.

"This reflects a desire to entrench a stable urban workforce, and perhaps particularly to retain scarce skilled and semi-skilled labour."

Collective bargaining about housing is still in its infancy, and there are likely

to be numerous obstacles to overcome.

Mr Hart and Mr Hendler say a difficulty is that housing does not end with mobilisation of finance.

There are several preconditions for adequate housing, and the relationship between

unions and benefit funds could involve tricky negotiations.

"The biggest challenge to the emerging process of collective bargaining over housing is likely to be that of making home ownership available to the lowest-paid

workers.

"However, at this early stage, the potential appears to exist for a constructive breakthrough which could significantly improve both the housing backlog and the quality of life of large numbers of workers."

Our action will be disciplined-union 'PEACEFUL PROTEST'

Sowetan 5/9/89

133

By Themba Molefe and Len Maseko

Bosmont scene



Pupils of C.J. Botha High School in Bosmont protesting against the elections yesterday. Sowetan 5/9/89 (S2) 327

THE first day of a national protest action against tomorrow's general election begins today with employers bracing themselves for another massive work stayaway.

An employer body, the South African Consultative Committee on Labour Affairs (Saccola) said its members would be guided by the effect of disruptions, if any, in their particular industries before deciding on any action against workers.

Saccola chairman Mr Bobby Godsell said "Employers take a dim view of protests that result in the disruption of production and the economy."

He said that for example the first day of the sustained industrial action - called by Cosatu, Nactu and independent unions against the Labour Relations Amendment Act last Friday had been peaceful and not a costly form of protest.

The lunch-hour protests on the first anniversary of the Labour Relations Amendment Act were not costly, not only to the employers but to the workers as well, Godsell said.

Saccola hoped that there would be a society that would allow such peaceful protests in future.

The Association of Chambers of Commerce

• To page 2

Sowetan 5/9/89

Protest action

• From page 1

(Assocom) indicated to Saccola that its members would be adopting a no-work-no-pay principle.

The two-day protest action against the tricameral Parliamentary elections and the controversial LRAA has been called by the Mass Democratic Movement (MDM) and an alliance of Nactu, the Black Consciousness and Pan Africanist movement.

The Ministry of Law and Order yesterday reiterated its warning that the police would be on the alert against any disruptions at polling stations.

A spokesman said the normal police quota would be deployed.

Cosatu said yesterday, "We have called for national peaceful protest on September 5 and 6. Our action will be disciplined and peaceful. We call on Mr Adriaan Vlok (Law and Order Minister) in particular, to act with restraint and allow us to exercise our right to peaceful protest."

The National African Federated Chamber of Commerce (Nafcoc) said its members would close businesses between 11 am and 3 pm in solidarity with the action on the two days.

(Report by Themba Molefe and Len Maseko both of 61 Commando Road, Industree)

E A B S



Own Correspondent

JOHANNESBURG — Employer federation Saccola has suspended its participation in talks on the Labour Relations Act with Cosatu and Nactu because of the union-initiated anti-LRA overtime ban and consumer boycott of white business

A major retailer said at the weekend that it was still too early to measure the impact of the actions officially launched on Friday. However, it has clearly taken a grip in the Eastern Cape, where a boycott began prematurely 12 days ago.

Saccola told the unions at meetings on Thursday night and Friday that it was unwilling

Employers halt talks with unions over ban

to continue negotiations on the act

The employer federation has resolved to seek mandates from its constituents — 11 of South Africa's largest employer organisations — as to whether it should continue talks in the face of these actions.

Saccola secretary Mr Friede Dowie said last week that employers considered the ban and

boycott an act of bad faith, coming as they did in the middle of negotiations.

At the weekend, Nactu general secretary Mr Piroshaw Camay defended the union initiative. "They (Saccola) want us to lay down our weapons while they retain the ability to use the act against us," he said.

He said the overtime ban would be reviewed on October 6. He warned that the only way of ensuring that it ended was for employers to either reach agreement with the unions on amendments to the act by then, or to place a moratorium on the use of its repressive provisions.

The boycott is scheduled to end on October 6.

Saccola suspends labour talks

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ALAN FINE

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The employer federation has resolved to seek mandates from its constituents — 11

He said the overtime ban would be re-

□ To Page 2

Talks suspended

□ From Page 1

viewed on October 6. The boycott is scheduled to end on October 6.

The retailer, who did not wish to be identified, said it would be possible to assess the effect of the boycott only later this week.

He said tighter economic conditions had caused a substantial decline in consumer spending over the last six to eight weeks, and it was difficult to tell whether the boycott had played any part in this.

It was clear, though, sales in the Eastern Cape had suffered significantly more, when compared to the national pattern.

East London's CBD Association Chairman, Frank Bishop said at the week-end the consumer boycott of businesses has hit retail trading in the area by about 10% in less than a fortnight.

Bishop said most businesses affected were furniture trading outlets and chain stores with a large percentage of black customers.

He said East London's CBD was one of the first trade areas to desegregate.

He felt it was disappointing the "generally liberal" Border area appeared to have been singled out by the boycott planners.

He called for immediate negotiation with the organisers and described the implementation of the boycott against the East London CBD as "an arbitrary" way of tackling a problem. Retailers were keen to meet with the people or groups behind the boycott, he said.

"The buzz word these days is negotiation. But we have a problem because we do not know who the organisers are. As an association we were never told what problems the organisers had with us," said Bishop.

□ In a statement yesterday the Chemical Workers Industrial Union (CWIU) said all its members at BP's East London and Cape Town plants have embarked on an overtime ban as part of the Cosatu/Nactu anti-labour relations act campaign.

CWIU said management was attempting to persuade workers to call of their action.

Bosses keen on partnership with unions 'to create wealth'

By Kaizer Nyatumba

South African employers were not anti-trade unions and were eager to co-operate with unions in the process of wealth-creation, according to the University of South Africa's Project Free Enterprise report released in Johannesburg yesterday. Announcing the findings of the report, Professor Martin Nasser of Unisa's School of Business Leadership, said the most amazing finding was that the South African workforce and management were now closer to agreeing on a national economic vision and strategy than ever before.

JOINT STRATEGY

"Contrary to the general belief that they are in two increasingly hostile, polarised camps, both management and employees now have enough in common to forge a joint strategy for national wealth-creation.

"The research proved conclusively that management is not anti-trade unions and is eager to co-operate with unions in the process of wealth-creation," said Professor Nasser.

The study, conducted among 4 000 people from all sectors and levels of the economy in both urban and rural areas, was the third to be carried out by Project Free Enterprise, the first two having been in 1984 and 1986 respectively.

The study also found that black employees were more prepared to contribute towards free enterprise, provided they shared in the benefits of the economic growth.

This, said the report, meant that employers now had "a once-in-a-lifetime opportunity" to set the process of wealth-creation in motion in partnership with employees.

The study found that far-reaching progress had

been made in equal opportunity programmes over the past three years, although some employees remained sceptical about their management's commitment to these programmes.

"Equal opportunity is not an option, it is a strategic must. Not only does it help create a more equalised society but it also ensures continuity of the free enterprise system," the report said.

The report urged the Government and the private sector to give urgent attention to the removal of excessive rules, regulations and controls which inhibited wealth-creation.

The report called on the Government to abolish the Group Areas Act, which had played a role in obstructing the emergence of "a common corporate culture for black and white employees." Management was also called upon to support the systematic "erosion" of the Act — a process which was already taking place through both political pressure and the effects of the housing shortage in the townships.

PRIVATE SECTOR

The study also found that there was an overwhelming opposition of sanctions on South Africa. According to the report, 95 percent of whites and 78 percent of blacks were opposed to sanctions.

The dramatic improvement in perceptions and attitudes was due to moves by both the Government and the private sector to implement the project's last proposals made in 1986.

Professor Nasser said since its inception in 1984, the project had attempted to gauge the perceptions and attitudes of "all the actors involved in the economy," and to create awareness of the implications of negative attitudes towards the free market system.

This year's research team was made up of Professor Nasser, Mr Wolf Schmickl (



Professor Martin Nasser of Unisa's School of Business Leadership. He says there is a common economic vision between South Africa's workforce and managements.

...via cable rather than radio, and will in turn be linked to the council's central computer

Public Servants Association GM Hans Olivier said the PSA was bound to a policy of striving for market related salaries

...credit was also still strong, particularly in the corporate sector. Imports showed little indication of declining and the rise in the money supply remained disturbingly high

Saccola to announce talks decision soon

8 days 2/10/89

ALAN FINE

EMPLOYER federation Saccola is to inform Cosatu and Nactu in the next few days of whether it is prepared to resume negotiations on the Labour Relations Act

- Saccola suspended its participation in the talks 10 days ago, citing the union call for a national overtime ban and consumer boycott in support of demands for changes to the Act as a breach of good-faith bargaining (133)

- Saccola chairman Bobby Godsell declined to outline the terms of the decision made at a high-powered meeting of leaders of the organisation's affiliates, saying he would not do so until the unions themselves had been informed

The union federations have defended their call, saying employers left themselves open to such actions for as long as they did not renounce their rights to use "objectionable" clauses in the Act

Some plans up, some down

7 days 2/10/89

EDWARD WEST

VALUES of plans passed for residential buildings reflect declining investment and confidence in the housing market, while values of plans passed for the non-residential sector show continued activity ahead

However, the CSS warns that the value of non-residential plans passed can be pushed up by building projects involving large capex and are not an absolute indicator of activity in the construction industry

According to the CSS, the value of plans passed for the residential sector during the first seven months of 1989 compared to the same months last year shows consistent decreases. January showed a 2,5% decrease, February 3,5%, March 14%, May 5,4%, June 13,2% while July showed a 6,2% decrease. The only increase to be recorded was April, which showed a 1% increase when compared to the same month last year

However, the value of non-residential plans passed for the seven months shows consistent and large

increases when compared to the same months last year

January showed a 133% increase, February 129%, April 11,1%, May 55,2%, June 47,1% while July showed a 160,9% increase. Only March recorded a decrease, 10,6%, when compared to March 1988.

Building Industries Federation of SA economist Charles Martin said business confidence in housing construction had dropped substantially because high interest rates had dampened housing investment capacity.

Bou Pen MD Herc Botha said high land prices and the inability of state subsidies for first-time homeowner to counter the effects of high interest rates had damped demand in the residential housing market

In line with the predicted downturn in the cyclical construction industry, Martin said there was much work in progress in the non-residential sector, but contractors were finding it difficult to refill order books.

Bosses get tougher

D/C-MS
7/10/89
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A REPORT from the Institute for Industrial Relations this week hinted at the emergence of a "tougher" management attitude in negotiations with unions

The report said that one trend the institute had identified for the first three-quarters of this year was that average wage increases were "moderately" ahead of inflation as opposed to being "more firmly ahead" of inflation during 1988

It said various observers had credited this to a tougher management attitude as well as management becoming more skilled in bargaining which was said to have brought about "union restraint"

Although the report suggested that the lower level of wage increases might also be attributed to workers above the lower grades having attained, or at least being in sight of attaining, some form of moderately respectable standard of living, there are other indicators that management is adopting a tougher attitude

One such is that several strikes, in the Western Cape anyway, have been much longer than normal, indicating management resistance to union demands

Among those that spring to mind are the Everite strike by Cawu which lasted 12 weeks, the Hextex strike by Actwusa which lasted about seven weeks, and two strikes involving Electrical and Allied Workers' Trade Union (EAWTUSA) — the eight-week Plessey strike and the strike at National Panasonic now in its sixth week

Compare this with figures from the National Manpower Commission's annual report for 1988 which said that the average duration of strikes last year was 5,6 days, down from 9,9 days in 1987

Union spokesmen said that managements had definitely started taking a tougher line on industrial action and were also seeking stronger tactics to break strikes

An EAWTUSA spokesman said that National Panasonic, for example, had now cut off medical aid facilities to strikers

Another illustration of a more hardline management position is that lock-outs appear to be increasing

Cosatu has mentioned this several times in statements on industrial relations and in this region it was used most recently by Atlantic Diesel Engines in the Numsa strike ADE instituted a lock-out of all Numsa members the day after the strike started, which effectively threatened union solidarity

Members who accepted the company offer were allowed into the plant to work and ADE said in a statement on September 27 that 325 union members had accepted the offer in their individual capacities and returned to work



A Business Times Survey October 15, 1989

A thorn in the side of SA industry

ONE of the thorniest issues currently facing the industrial relations experts in South Africa is the Labour Relations Amendment Act.

The Amendment Act was intended to correct flaws in the 10-year-old Labour Relations Act. At the core of the older legislation was the provision for black workers to join trade unions which could then be recognised as their representatives.

There followed a period of rapid growth in the number of unions, their membership and strikes. The Act also created the Industrial Court.

AECI GM human resources, Bokkie Botha, says many of the first Industrial Court decisions went against employers. They became concerned that the Court was acting against them. However, many of these first cases were to do with fairness. Autocratic employers were not used to being questioned and they didn't like it.

Balance

The view of the Industrial Court changed as a balance was achieved and labour practices modified.

However, the National Manpower Commission (NMC) was asked to investigate a number of aspects of

By Andrew Gillingham

the Act including the Industrial Court.

The NMC produced a number of recommendations and the government prepared a series of draft amendments.

Says Mr Botha "The Labour Relations Act is an all pervasive piece of legislation and the amendments covered a wide range of issues from administrative to those affecting basic principles."

Both the NMC and the Department of Manpower invited comment from over 100 interested parties.

By the end of 1987 amendments were introduced which began to look as if they would be the final version.

Then trade union federations became concerned about some of the proposed amendments and started to gear up against them.

The SA Co-ordinating Committee on Labour Affairs — which had been cre-

ated to provide employer input into the Geneva based International Labour Organisation — had begun to become more involved in internal issues.

It suggested talks between the unions and employers.

They tried to find common areas of concern regarding the new legislation. For any such legislation to work it had to have general acceptance among both parties.

Speeches

At the time some politicians made speeches calling for the need to control trade unions. Unions were concerned that the legislation was intended to turn back the clock. Employers didn't want legislation which would prove unworkable.

The Minister of Manpower said he would consider joint proposals by the trade unions and the employers.

However he set a time

limit and both parties soon realised it could not be met. Instead they agreed on certain clauses which they considered areas which should be discussed further and asked the Minister not to promulgate these clauses. But the clauses were promulgated along with the rest of the Amendment Act and talks broke down.

The trade unions began a series of actions aimed at both government and employers in protest.

These included a call for a national overtime ban and various boycotts.

The NMC has since been asked to review the entire Act and employers and trade unions have begun talks to find common ground on what the new Act should look like.

Mr Botha says there are a number of areas which cause concern and some of the main bones of contention include

□ The Schedule of Unfair La-

BOKKIE BOTHA
thorny issue

bour Practices. This was an attempt to codify these practices for the guidance of both parties and includes such things as strikes, intermittent strikes and dismissals.

□ Time limits were introduced relating to dispute settlements, such as when a dispute could progress to a legal strike or to the Industrial Court.

□ Publication of Industrial Court decisions. Both employers and trade unions want these judgements more widely publicised.

□ New amendments were introduced which put the onus on trade union leaders to prove they were not involved in illegal strike action. And the introduction of a clause which allowed an employer to sue the union for damages.

Delivers keynote address

road of labour relations

□ Nasionale Pers group manpower development manager George Coetzee will address the need for a more focused and strategy-orientated approach towards management development.

□ Labour law and industrial relations consultant Charl de Witt will examine the legal implications of Aids and discuss policy considerations

relevant to dealing effectively and fairly with its complications.

□ Shell SA manpower planning manager Godfrey Mashope will discuss the need to include more blacks in the higher echelons of management.

□ Nasser Associates director and partner Roy Dinsdale's address will cover mentorship as a powerful tool in

bringing people into the core of the business.

□ Professor Pierre Goetschin, from Lausanne University, will address the impact of international demographic changes on business policy.

□ Cemento Polpatco, Chile human resources manager Mario Livingstone will discuss the problems facing Chile.

PAUL JOHNSON
renown author

MANPOWER MIRROR

MANPOWER
MIRROR by
ROBYN
CHALMERS



PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

Unions scent victory in labour law battle

S/Times

22/10/89



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SOUTH Africa could be rid of certain sections of the controversial and costly Labour Relations Amendment Act (LRAA) by next year.

Employer organisation Saccola and union federations Cosatu and Nactu have until the end of the month to make submissions about the LRAA to the National Manpower Commission.

The reaction of union members and employers to the LRAA is almost unprecedented. Last weekend more than 150 000 people took part in Cosatu or organised marches at 17 centres to protest against it.

Port Elizabeth had by far the biggest march to 4000 people walking peacefully



Nic Wiehahn
pressure
for change in
labour laws

through the streets. In Conservative Party controlled Secunda 6 000 marchers defied the town council.

Two major stayaways have cost the economy almost R1 billion and one shudders to think what companies have

lost through strikes go-slows the two-week consumer boycott and the overtime ban launched recently.

Two worker summits were organised to discuss union reactions to the LRAA and it was a major topic of debate at this year's Cosatu national congress.

Such a far reaching and intense campaign could not have been expected when the Act was promulgated in September last year but it has had the desired effect for the unions.

Manpower Minister Eli Louw has invited interested parties to make submissions to the NMC about the LRAA. Although he does not foresee the law's

being scrapped he thinks it can be modernised and simplified.

Mr Louw says Existing principles will therefore mostly be retained but it is inevitable that certain matters will be considered afresh.

Reacting to the announcement Saccola Cosatu and Nactu have resumed talks which were suspended about three weeks ago when the two union federations called the boycott and the overtime ban.

Saccola complained that the federations were not fighting fairly. Negotiations about the LRAA were in progress and Saccola members believed the unions should refrain from taking action until certain issues had been resolved.

Cosatu and Nactu wanted employers to agree not to resort to the LRAA when negotiations between individual companies and unions broke down but to move to mediation.

Among other things they demanded that all labour legislation undermining job security be scrapped. They also asked for enforcement of the right to strike and engage in sympathy strikes. All workers excluded from the LRAA should be covered by the law say the unions.

Talks among the three parties have been difficult and prolonged but one of the major breakthroughs is agreement to ask for scrapping of Section 79 (2) of the Act.

It deals with the right of companies to sue unions in the event of damage caused by strike action. Although most

employers in Saccola agree that the section should be abolished some wish to retain it. This hampered progress in the discussions.

Now that October 31 is the final deadline for submissions to the NMC the parties will have to make a concerted effort to come to an agreement over the rest of the issues.

Negotiations are progressing well says Saccola secretary Friede Dowse who is confident that consensus will be reached.

Although Cosatu and Nactu are not as confident as Saccola about the outcome both organisations have pledged to be reasonable.

The director of Unisa's Business Management School and architect of the original LRA Nic Wiehahn believes a review of labour legislation is a must.

He told a labour relations seminar in Pretoria that changes in labour relations were causing SA to break with existing legislation.

Professor Wiehahn said unions were moving into a new era in which they were trying to act as mediators for change and concentrating more on socio-political questions.

Professor Wiehahn is highly regarded in the labour arena and considering he drafted the legislation which changed the face of labour relations in SA his opinion is important.

MANPOWER BY MIRROR BY ROBYN CHALMERS

MANPOWER

PEOPLE AT THE TOP ARE ON THE MOVE SEE PAGE 13

PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

Employers hit back at the strikers

THE recent upsurge in industrial action has caused a distinct hardening in the attitudes of managers, many of whom say enough is enough.

Labour relations have been in almost continual turmoil since before the September general elections, and there are few indications that they are improving.

After the two-day stayaway by workers on September 5 and 6, major organisations have been hit by widespread and lengthy strikes - Sasol, South African Breweries (SAB), Premier Food Industries and De Beers.

Dion, Barlows, Fidelity Guards and Cargo Carriers. The diversity of the industries hit by labour unrest and the fact that most wage disputes traditionally take place early in the year or at mid-year, suggest there is more to the strikes than meets the eye.

The two factors common to almost all of the industrial action are opposition to the Labour Relations Amendment Act (LRAA) and a breakdown in wage negotiations.

The underlying factor could, however, be the developments taking place in politics. Linked closely to this is the state of the economy.

Management attitudes have become markedly tougher since the two-day stayaway. Shortly after the stayaway, Assocom manpower secretary Vincent Brett said bosses had taken a fairly sympathetic approach to workers.

He believed the fact that the protest was aimed at the elections and not against the LRAA was probably the primary reason for their attitude.

However, as President De Klerk's programme for change moves into top gear, and management sees tangible evidence of it in the release, for example, of ANC prisoners, labour analysts say trade unions and bosses are increasingly at odds with one another.

On the one hand, management is less

sympathetic to the political agenda of unions, arguing that the Government is sincere in its intention to bring about reform.

On the other, unionists believe now is the time to step up the pressure, to ensure their own position in the political arena and force the Government to move as speedily as possible.

The SAB reaction to the strike involving about 5 500 Food and Allied Workers Union (Fawu) members is evidence of the hard-line approach being adopted by management.

SAB has placed advertisements in several newspapers showing what workers are paid and the firm's wage

offer. The advertisements say the SAB offers a grade one worker - an unskilled labourer - R1 063 a month.

This is not an unknown tactic. SAB used it to break the 1987 strike by showing strikers' colleagues what they really earned and causing them to lose credibility.

The economy is also an important factor. High interest rates and inflation give the unions a good weapon when entering wage negotiations. Managers are having none of it.

Hit by the first major strike in its history, De Beers implemented a pay offer which had been rejected by the National Union of Mineworkers (NUM).

De Beers told workers on Monday "The company is informing all employ-

ees affected by the dispute that the offer on wages is being implemented.

"Employees are also being informed that if they return to work by Wednesday, 25th October, they will receive a lump-sum payment of the backdated value of the difference between the old and new pay rates from the relevant increment dates.

"If they return to work after 25th October, they will not qualify for this additional benefit."

Labour analysts do not foresee an early downturn in the number of strikes. If anything, they believe the political situation could heighten conflict.



Brewery strikers defy the bosses

MANPOWER (011) 508-4286 between 08h00 and 12h00 for an appointment. Bentley Abrahamson & Partners Inc Tel (011) 484-3930. Apply to your company benefits.

Business urged to join forces with the masses

CAP- Tents 23/11/89

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By AUDREY D'ANGELO
Financial Editor

BUSINESS must avoid falling into the trap of forming a partnership with government, Pierre du Toit, a partner in accounting firm Arthur Andersen, warned at the Cape Times Businessman of the Year lunch yesterday

Instead, it should form a partnership with the masses who were both its workforce and its customers and whose sheer numbers gave them power

Du Toit also called for a Taxpayers' Charter, on the lines of those in Britain and Canada, which would restore an element of trust and a belief in fairness to the tax system

"Economically that trust becomes vital to the survival of the tax system and thus to the economic survival of our society and ultimately to the survival of society itself. Loss of that trust will cause the tax system ultimately to become an instrument of impoverishment and decline

"In a SA where we already have to ensure our economic survival in the face of continued international isolation we have to maximise our resources, and for that we need to bring trust back into our tax system

"Also," Du Toit continued, "politically we need to bring trust back into the tax system. Disenfranchised, or at best malenfranchised, communities of colour are increasingly becoming part of our tax world and we dare not exacerbate the cry of 'No taxation without representation' with mistrust in the tax system itself"

He called for a Taxpayers' Charter — "a formal serious statement from the authorities as regards tax administration.

"The UK already has such an instrument. Canada is another example. While neither has enforceability as such in a court of law, it is generally considered that they have assumed a practical importance which has contributed to trust between those authorities and their taxpayers

"In those instruments especially procedural issues are dealt with. Taxpayers are guaranteed their right to a fair hearing. They are presumed to be honest until the opposite is proved. They are promised the right of equal treatment in comparable circumstances

"They are guaranteed courtesy. More fundamentally, they are granted, explicitly, their right within the law to reduce their tax burden. And equally

importantly, they are assured that those who seek to escape their share of the burden through illegal means will be brought to justice"

Discussing the need to avoid a business partnership with the government, and to form one with the masses, Du Toit said "One does not need to be in partnership to encourage and powerfully support what one finds good in government

"At the same time, not being in partnership enhances the ability to resist and oppose that which one finds cruel and counter-productive"

Du Toit said the present era was one of hope and expectation "But one fears, especially overseas, unrealistic expectation. When the probably equally unrealistic disillusionment sets in — as it will — business cannot afford to have the world community see it as partner to that perceived disillusionment

"If that happens, business will finally have been lost as possibly our last umbilical cord with the civilized world outside"

Du Toit said that business and "the people, the workers, the masses" were the two main power bases in SA

Business was the engine of wealth, money. Even the government was subject to that power because without business there was no wealth, no tax and no government

The masses were the people who "dig our raw materials, work our factories, drive our distribution trucks, man our tills. They also buy our goods, use our services, directly or indirectly spend money in our businesses

"And," continued Du Toit, "they have the numbers. In the inescapable, inexorable, irreversible, undeniable force of their numbers lies the other power"

The partnership between the two should start with business being more active in the management of this country

It must praise government for "doing right by our new partners". It must protest, oppose and resist any harm done to them

Such a partnership made good business sense. "Business has the money. The people have the future. In partnership business can bring wealth to their future. They can bring a future to the wealth of business.

"If we do that, we may still become a tripartite partnership — one between business, an accepted government and all the people of a peaceful and prosperous SA"

Secret group to fight for employers' rights

w/t Hkus 23/12/89 133

A SECRET mutual-support employer group has emerged in the Western Cape with the retention of employer rights under the Labour Relations Act as its top priority.

According to a copy of the group's newsletter, the idea was sparked by "outrageous" union demands in the dispute with South African Breweries

A core of members came together in August to share experiences and ideas on how employers faced with such demands could be assisted.

The result was Manco, which has since held several meetings



and grown to 26 members

Membership is by invitation only "to ensure that only those prepared to stand up for employer rights are admitted".

The newsletter says that "this does not mean Manco is anti-union —

we are however against the misuse of unions for political objectives antagonistic to free enterprise"

Stated objectives are to create a library, a data bank of union demands, to hold quarterly general meetings to receive "confidential security/intelligence reports" and deal with aspects of current importance on the labour front, to hold special meetings as warranted, to issue newsletters and make representations at ministerial level.

Security

The newsletter says "a security source" (whether commercial or state is not said) proposed the name Management Services Co-

ordination (Manco)

The group found it alarming that the South African Employers Coordinating Committee on Labour Affairs (Saccola) should agree that certain sections of the LRA should be dropped "as most employers object to their last few remaining rights currently assailed by Cosatu being further watered down.."

Priority

"Manco has been mandated by its members to oppose amendments which could adversely affect our existing rights."

On this level, top priority is to present an employer case to the Minister of Manpower not only for retention of employers' rights under

the Act but for removal of unnecessary "cost consuming" aspects

It wants the equivalent of an attorney-general to be appointed to the Industrial Court to vet cases and throw out those "manifestly unfounded".

"For example, why should we have to go to court for dismissal of an employee in his first six months as we are permitted to do under the new unfair labour practice definition, but still have to prove fair procedure?"

Throw out

"Surely the court's A-G can throw the case out on affidavits that have complied with the law?" said the newsletter

Appealing for support from employers, the newsletter says that the Minister of Manpower is advised by a National Manpower Commission on which the legal profession, professors and consultants are well represented "whose ideas do not always coincide with what we as employers would like to see"

"Cool face"

"So when we see the Minister we should be able to convince him that we represent a sizeable segment of Western Cape employer thinking with practical and not theoretical experience of 'cool face' (sic) dealings with unions"

SHOPPING FOR YIELDS

FIXED DEPOSITS

	32 Days	3 Months	6 Months	9 Months	12 Months	13-17 Months	18 Months	19-23 Months	24 Months
Syfrets Bank	15,00	15,50	17,75	17,00	17,00	-	15,50	-	-
Nedbank	14,50	15,50	18,00	17,00	17,00	16,00	16,00	16,00	15,00
F N B	14,50	15,00	17,50	17,00	17,00	17,00	16,00	16,00	15,50
Standard Bank	14,25	15,00	18,00	17,00	17,00	16,50	16,50	16,50	16,50
Santam Bank	15,00	15,50	17,00	17,00	17,00	15,50	15,50	15,00	15,00
Trust Bank	-	-	18,00	16,75	16,40	15,90	15,90	14,90	14,90
Allied Bank	16,50	17,00	18,00	17,00	17,00	16,00	15,50	15,50	15,00
N B S	-	15,00	17,50	16,75	17,00	16,00	16,00	16,00	16,00
United Bank	14,50	15,00	16,50	16,25	17,00	16,50	16,50	16,50	16,50
Good Hope Bank	14,50	15,00	18,50	17,00	17,00	17,00	16,00	16,00	16,00
Boland Bank	14,50	15,00	18,00	18,00	17,50	17,50	17,50	17,50	15,50
Volkas	14,50	14,75	17,50	17,00	17,00	16,00	16,00	15,50	14,75
E P B S	-	16,00	17,00	16,00	17,00	16,00	16,00	15,50	14,75
Personal Trust	16,50	17,00	18,50	18,00	18,00	17,00	16,50	16,50	16,00
Fidelity Bank	14,00	14,50	17,50	17,00	18,00	16,50	16,50	16,50	16,00
S A Perm	14,50	14,60	17,80	15,65	17,00	16,00	16,00	15,50	15,25
Provincial	-	-	-	-	17,15	16,25	16,25	16,00	16,00
Saambou	-	15,50	18,00	17,25	17,00	16,00	16,00	15,50	15,50

- Investors over 60 may qualify for an extra 0,5 percent on certain investments
- All rates quoted are for interest paid monthly
- These rates apply to investments of R1 000

Figures compiled by Personal Trust

INDUSTRIAL REL. EMPLOYERS' ORG.

1990

Employers the housing fundis blacks look to

51 Times 14/11/90



EMPLOYERS are SA's "housing oracles" and they don't even know it, says SA Housing Trust chief socio-economic researcher Louise Botha.

Dr Botha has completed studies connected with the housing delivery process. She found that employers are the sources of information most highly regarded by would-be black homeowners. But employers are often uninformed or underinformed about affordable housing

She says this finding highlights a major opportunity for companies and employer organisations to motivate workers and improve industrial relations

"They must take the first, important step in the affordable housing process — contribute to a better understanding of the benefits and disciplines of home ownership."

However, Dr Botha believes this opportunity could be lost without some employers ever realising that it exists. A national survey of employers last year by the SAHT showed that few regard housing as a priority

The study shows a general awareness that housing is a problem, she says, but senior executives are more likely to focus

their attention on inflation and on their company's day-to-day agenda

"But there was a general realisation that trade unions were beginning to make housing an issue, and therefore, at some stage, employers would give it more thought

"Yet as soon as questions shifted from general considerations to exact

details, we started to draw a blank"

The SAHT carries out surveys of prospective homeowners in all areas where housing projects are planned. The latest project-related survey covered the Northern Free State

There, 53% of respondents listed their employers as a source of possible help and information about housing

Thus, says Dr Botha, is a typical reaction "The worrying aspect about the survey was that 23% of firms originally contacted refused to take part in the study

"Yet, every project-related study, we carry out among prospective homeowners confirmed the perceived potential that employers have for assisting in the housing process

"Some employers are already, making major contributions. But many are worried about a premature commitment"

Dr Botha believes that the vital initial need is for information and education at worker level. Making a training room available for briefings on housing or for question-and-answer sessions with specialists

LOUISE BOTHA ... opportunities missed

would be a big step forward, she says. "The cost to the employer would be minimal." A start has been made — but much more will have to be done if the opportunity is not to be lost

Draft of Anglo's political guide handed to govt

B/Dan
18/1/90 ANDREW GILL

A DRAFT of Anglo American's Citizen's Guide to Constitutional Questions has been handed to government, Anglo American director public affairs and industrial relations Bobby Godsell said yesterday. The document, which has not yet been made public, was also presented to the ANC by Godsell and fellow executive Michael Spicer in Lusaka on Saturday. So far there has been no response from either party.

Godsell said he and Spicer handed the document to the ANC, and that they had spoken to legal and economic advisers of the organisation.

"Although there has been no feedback as yet, they were pleased to receive it," he said.

Anglo American intended handing the document to every interested party "including the PAC and internal groups connected to the ANC", Godsell said.

"We have not made the guide public yet because it is incomplete. The book still has to be printed and finalised."

~~200~~ Concepts 133

The 85-page document offers various constitutional options and interprets them, but, he said "It poses questions rather than gives answers."

"It poses questions like 'what does democracy mean?' and offers various popular interpretations."

Spicer said the guide "debates issues essential to comprehensive democracy."

He added it was Anglo's "modest contribution" to deepening the constitutional debate.

It also offered a guide to the various interpretations of political buzzwords.

The Anglo guide clarifies political issues and concepts alluding to nation, state and democracy.

The book — compiled by Anglo's scenario planning section consisting of Godsell, Spicer, director Michael O'Dowd and Margie Keeton of public affairs — was completed in six months.

It was ready last week and was now in the hands of the publishers, Godsell said.

"It should be on the streets in about two months."

Industrial action 'not ruled out'

Unions plan move against Barlow Rand

B/Dcom 24/1/90

133

REPRESENTATIVES of six Cosatu unions met yesterday to begin planning a large-scale campaign against Barlow Rand for this year because of the corporation's status as the leading opponent in SA of centralised collective bargaining.

Numsa spokesman Geoff Schreiner said he could not rule out widespread industrial action as the culmination of the campaign by the unions, which represented "tens of thousands of Barlow Rand employees at scores of plants"

The other unions involved are the National Union of Mineworkers, the SA Clothing and Textile Workers' Union, the Paper, Printing and Allied Workers' Union (Ppwawu), the Food and Allied Workers' Union, and the Chemical Workers' Industrial Union

Talk of an anti-Barlow Rand campaign surfaced last year when subsidiary Nampak and other large companies forced the withdrawal of the employer organisation from the printing industrial council, causing the collapse of the council just as Ppwawu was about to join it

This will probably force Ppwawu to accept the decentralised, plant-level bargaining favoured by Barlow Rand

Explaining the rationale behind the campaign, Schreiner said unions strongly believed the future of industrial relations depended on setting up "equitable" collective bargaining structures. In the union view, centralised bargaining was most appropriate

"It is clear Barlow Rand is engaged in a systematic effort to destroy the industrial

ALAN FINE

council system"

Schreiner said a number of metal-sector Barlow subsidiaries had withdrawn from the annual council negotiations between unions and Seifsa, and there was now talk that the entire Barlow Rand group in the industry would apply this year for exemption from the council agreement

He declined to detail tactics planned for the campaign, as some unions still had to discuss them internally.

Barlows Group human resources GM Andre Lamprecht said it was wrong to say the group was attempting to destroy the industrial council system

"The group is, and always has been, managed on an operationally decentralised basis, and the collective bargaining structures follow this business structure"

He said the group had a history of dealing with the unions on this basis since the Wiehahn days. For quite some time, there was a happy congruence between the group's decentralised structure and the unions' then aversion to centralised bargaining.

Barlow Rand Group businesses had a good record of labour stability

"It would be a pity if an ill-conceived campaign such as this one damaged the stability they have enjoyed and the relationships they have built up with their employees, individually and collectively"

Lamprecht said the view that centralised structures were more equitable was open to debate.

● See Page 3

Trans

Unions, employers in impasse on Labour Act

By Drew Forrest

Efforts to re-launch vital employer-union talks on the Labour Relations Act appear to have reached an impasse, with both sides looking to the other for the next move

Progress in the talks, which aim at joint submissions to the State, may be the only way to avert a fresh LRA campaign threatened by the unions late last year. Union anger over the Act has already sparked two stayaways and a national overtime ban

Mrs Friede Dowie, secretary of the employer body Saccola, said employers were awaiting an answer to a proposal that talks resume early next month

TIGHTENING

But metal unionist Mr Jeff Schreiner said the unions were waiting for a written Saccola response to proposals on key points of contention in the talks. Chief among these are employer interdicts against strikes, the statutory definition of unfair labour practice and the exclusion of public sector and farm workers from the LRA

It is understood employers propose a tightening of court rules to ensure interdicts are only granted in urgent circumstances

They also favour a much looser definition of unfair labour practice in the LRA, embodying such concepts as irreparable damage through strike action

"Reasonableness is the key," said one employer. "The Industrial Court must strike a balance between the right to strike and the long-term consequences of the strike"

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Saccola lauds planned Labour Act changes

133

EMPLOYER federation Saccola has welcomed the proposed changes to the Labour Relations Act reported yesterday, but stressed good labour law ultimately depended on blacks having equal access to law-making forums.

The new draft Labour Relations Amendment Bill extends the time limits for processing disputes through official channels and deletes the part of Section 79 (2) which reversed the normal rules regarding onus of proof in damages suits

Manpower director-general Joel Fourie said yesterday the Bill was still under departmental discussion. He did not expect many substantive changes, if any, to be made before it was tabled in Parliament.

Saccola chairman Bobby Godsell said he was pleased government had addressed issues central to the talks employers had conducted with Cosatu and Nactu during the past 18 months.

"But, having said that, we still will not have good labour law until blacks

ALAN FINE and ADELE BALETA

have equal access to the legislature, and organised labour is fully involved in bodies like the National Manpower Commission (NMC)," he said.

SA urgently needed a common consultative and negotiating forum for labour law which included all parties, he said. Meanwhile, Saccola would continue talking to government and the unions.

Onus

Comment from Cosatu and Nactu was unavailable late yesterday, but union sources said a meeting would be held to discuss the Bill tomorrow night.

In a statement yesterday, Seifsa welcomed the proposed scrapping of the part of Section 79 (2) that placed on unions the onus to prove they were not responsible for damages arising from unlawful strikes. This would result in a return to the normal principles of SA law.

Seifsa welcomed the proposed removal of the industrial council's obli-

gation to refer unresolved disputes to the industrial court because, it said, the onus should rest with any party to the dispute.

The employer federation supported the proposed extension of the time limit from 14 to 30 days for the referral of disputes to the Industrial Court as there would no longer be unnecessary delays.

Proposed amendments to Section 27A of the Act would simplify the dispute resolution process and eliminate technical points arising from the current wording of the Act.

But the statement said the proposed wording relating to the time limit for referral of disputes to industrial councils could be problematic in determining exactly when a dispute was alleged to have arisen.

Seifsa said the proposed extension of the time period within which an industrial council could settle a dispute — 30 to 45 days — would allow time for more effective conciliation processes regarding dispute resolution and deferment of potential industrial action, pending the outcome of longer conciliation processes.

● Comment: Page 6

New Act a welcome beginning - bosses

Labour Reporter

Proposed Labour Relations Act changes revealed this week were a welcome beginning, and it was vital that the labour movement was involved in restructuring the Act as a whole, key employer spokesmen said yesterday.

At the same time, a leader of South Africa's largest white labour body, the 100 000-member SA Confederation of Labour (Sacol), has criticised the effective scrapping of section 79 (2) of the LRA in the proposed Bill

ILLEGAL STRIKES

This shifts the onus of proof on to unions facing damages arising from illegal strikes

Stressing that he had no objection to lawful strikes, Sacol secretary Mr Nic Celliers said white organised labour feared a rise in illegal strike action because of foreign interference

Mr Vincent Brett, labour adviser of the SA Chamber of Business, yesterday welcomed the Bill but stressed that it was only a beginning

"We are hoping to look at the whole Act and trust that unions will make their input on this occasion," he said

DISPENSATION

The Government plans to overhaul the entire LRA, and the National Manpower Commission (NMC) has called for representations as a prelude to an inquiry

This week the employer body Saccola stressed that an acceptable labour dispensation would only be reached when blacks were represented in the legislature and such forums as the NMC

THE labour movement garnered the first fruits of its Labour Relations Act campaign this week, with the disclosure that the Government is to drop some of the Act's controversial provisions

The amending Bill is based on last year's National Manpower Commission inquiry, which was clearly influenced by the "Saccola talks" between employers and Cosatu/Nactu on the LRA and 18 months of massive worker protest

Unions saw the controversial 1988 amendments to the LRA as an attempt to weaken them and undermine industrial action. Two general strikes, a consumer boycott and a national overtime ban were the result

The Cabinet still has to consider aspects of the Bill and further changes are possible, says manpower director-general Mr Joel Fourie. But the aim is to enact it during this session of parliament

Liability

The key proposed change is the effective scrapping of section 79 (2) of the LRA, which shifts the onus of proof on to unions facing damages actions arising out of illegal strikes. The section has never been used, but unions feared it could expose them to crippling damages claims

In what is seen as a sop to conservative white unions who wanted 79 (2) retained, government drafters have left the rump of the clause, which creates a statutory liability for damages. Lawyers say this is largely symbolic, as employers have a common law right to sue for strike damages

The Bill also relaxes the time limits in statutory dispute-settling procedures. Labour lawyers believe time limits should be altogether scrapped as a technical obstacle to dispute settlement, but view the change as a positive step.

Changes minor

A final revision extends the "cooling off" period between the referral of a dispute to an industrial council and a lawful strike ballot.

In terms of the labour movement's overall complaints about the LRA, the changes are minor. In the Saccola talks, unions have demanded sweeping changes to the legislation

These include the granting of

Fighting for Sowetan 2/2/90 CONSENSUS 133 on the LRA



union rights to the public sector, domestic and farm workers, one labour law for South Africa and the homelands, immunity of legal strikes from interdicts and the reframing of the unfair labour practice definition to exclude sympathy strikes and intermittent strikes on the same issue

The National Manpower Commission last year called for representations on a planned revamp of the entire LRA, and the unions aim to influence the reshaping of the law through the powerful employer lobby

To the extent that the current Bill reflects employer-union consensus in the Saccola talks on both 79 (2) and the issue of time limits, the strategy has paid dividends

Interdicts

But agreement on the central union demands will be more problematic if and when the talks, which are currently stalled, resume

Employers are known to believe that the interdicting of strikes is sometimes necessary, although they concede that the Industrial and Supreme Courts often grant orders in non-urgent circumstances. Sources say they favour a tightening of court rules for the granting of urgent relief

Measured against trade union demands, impending changes to the Labour Relations Act revealed this week mean very little. Rapid progress in union-employer talks on the Act seems the only way further mass unrest over the legislation can be averted, reports DREW FORREST.

On the unfair labour practice issue, employers agree the current definition is too rigid, but favour a partial codification which would take account of such concepts as irreparable damage through strike action

Consensus

Although Saccola has said it favours union rights for all, it has qualified this by saying they "should reflect the economic and structural circumstances of the sector concerned"

And while agreeing that labour law in South Africa and the homelands should "reflect com-

mon principles", it has said that employers must operate within existing law

Some observers are pessimistic about the unique Saccola process, saying conflicting employer and union interests preclude consensus on key issues

They believe the current Bill essentially addresses the concerns of employers, who had come to see 79 (2) and the time limits as counter-productive

But the talks may be the only way further mass worker action around the LRA, threatened by the unions late last year, can be averted

Uitenhage ceasefire

Sowetan 20/2/90



ADRIAAN VLOK

Sowetan Correspondent

A CEASEFIRE has been agreed to in Uitenhage following talks between industrialists, the Pan Africanists and the United Democratic Front on Friday after peace calls from Mr Nelson Mandela and the ANC.

Negotiations for a long-term peace accord start early this week.

Business was at a standstill last week when heavy fighting, in which at least 19 people were killed and scores of houses set alight or damaged, led to workers joining a Cosatu stay-away that demanded immediate Government action on the township conflict.

The Midland Chamber of Industries (MCI) stepped in as a mediator on Thursday.

Pan Africanists accepted the



POPO MOLEFE

proposals of Uitenhage industrialists while the UDF waited until after a report-back rally on Friday, addressed by its secretary-general Mr Popo Molete and the ANC's Mr Raymond Mhlaba before going back to the chamber for further talks.

The police public relations division in Pretoria reported no inci-

dents of violence in Uitenhage in weekend unrest reports. The situation was quiet yesterday as workers streamed back to major employers like Volkswagen.

After Friday's meeting, MCI president Mr Brian Rayner said the chamber represented by the senior industrialists with factories in Uitenhage had held separate meetings with both sides in an attempt to facilitate a restoration of peace and stability in Kwanobuhle.

Molete said it was the democratic right of Ama-Afrika to organise and it was wrong of UDF-affiliated workers to demand that Ama-Afrika members be dismissed from their places of employment. Such an attitude was contrary to the guiding UDF principle of democracy, he said. All had a right to propagate their views.

Peace talks between the UDF and Ama-Afrika began at an undisclosed venue in Uitenhage yesterday.

Employers in front line

SI Times 25/2/90

(133)

It is essential that employers review their industrial relations strategies to keep pace with major political changes.

This advice from John Povey, a director of IR consultancy Gillam Bruniquel & Associates, is based on a belief that political developments are overtaking the initiatives adopted by commerce and industry.

Mr Povey says: "Not so long ago, employers were at the forefront of change. But the events of the past few weeks have put political parties back in control of the pace of change."

Mr Povey stresses that companies cannot afford to sit back and expect the Government, the ANC and other political organisations to determine events.

Employers should keep abreast of fast-moving political changes

"Changes in society could well strip changes in the workplace, companies having to catch up with social developments.

"The aspirations of black workers have been lifted by recent events and cannot be overlooked."

Mr Povey says all workers should be treated equally, but admits that this is easier said than done. It can be achieved only through a concerted effort by management to become actively involved in the change process.

This requires management dealing with the problems of all parties — workers, supervisors, managers and other staff members.

To tackle these problems, Gillam Bruniquel has developed a workshop course entitled Formulating IR Strat-

egies (First). Mr Povey says First is designed to identify companies' culture, objectives, IR philosophies and strategic plans

It then gets to grips with the action that needs to be taken

Mr Povey contends that companies have to adopt pro-active programmes to ensure that they keep pace with the volatile environment.

"There is no sense in companies structuring business plans that do not pay enough attention to managing human resources

"Increasingly, the stability and success of SA commerce and industry lies in the motivation of employees at all levels of the organisation"

Ad hoc reactions or policies are inadequate to cope with the changes. Carefully structured IR action plans should be formulated.

Poor get poorer and rich get richer, say trade unions

14/3/88 133

Market freedom scorned

Eastern Europe's upheavals may have prompted deep soul-searching among local trade unionists, but their faith in a socialist South Africa and rejection of free market doctrines appears unshaken

Thousands of public sector workers took to the streets of Johannesburg at the weekend to protest against the Government's privatisation policies

And at the SA Chamber of Business labour conference last week, one of South Africa's most experienced unionists unleashed a scathing indictment of the "economic nostrums of state and capital", arguing that these would worsen South Africa's ills

At the heart of an address by the National Union of Metalworkers' Dr Bernie Fanaroff was a warning that there could be no "quick fix" for the South African economy and that policy would be constrained by workers' demands

Moves to boost business competitiveness by depressing wages and weakening unions would simply not be accepted, he said

Dr Fanaroff reserved his most withering scorn for the "religion of Thatcherism/Reagonomics", and its central tenet that the poor benefit from market freedom

"Abundant figures" showed that

The world crisis of socialism has sparked intense debate, rather than ideological despair, among local unionists. A restatement of socialist ideals was thrust under employer noses at the SA Chamber of Business labour conference last week, reports **DREW FORREST**.

poverty and social differentiation had increased in Britain during the '80s, he said. Research indicated that 20 percent of Americans received 44 percent of US income in 1988, the highest yet recorded, and that the poor received 4.6 percent, the lowest since 1954

"The evidence for 'trickle-down' doesn't exist. What does exist is 'trickle-up' — the rich get richer and the poor get poorer, and there are more and more poor"

Turning to privatisation, Dr Fanaroff stressed that major European public corporations, such as the Swiss and German railway and telecom systems, remained efficient

Efficiency was a function of management style, not private ownership, he said, quoting Iscor as an example of a concern whose productivity had risen over many years before it was privatised

And as public companies had to satisfy a range of needs set by social policy — such as providing low-cost inputs to industry and cheap housing and transport — they could not be measured by the same yardstick as private undertakings

On the "myth" of deregulation, Dr Fanaroff said that far from creating employment, the policy "turned relatively high-wage jobs to absolutely poverty-wage jobs"

A Numsa study had revealed that over a five-year period, a "negligible" 150 metal industry jobs had been created in deregulated decentralisation and industrial growth points, while 67 000 jobs had been lost in metropolitan areas

Available evidence also indicated that deregulated small businesses in industrial parks were very unstable, he added

Local unionists are still grappling with an economic programme which recognises post-perestroika realities and meets South African conditions, but Dr Fanaroff's speech gave key glimpses into labour's thinking

He poured cold water on the social democratic option, arguing that that this assumed an injection of aid "perhaps on the scale of the Marshall Plan". With its skilled workforce and developed infrastructure, Eastern Europe offered a far more enticing target for investors

Dr Fanaroff held that planning was the key to a high-wage, low-cost economy in South Africa, but took a flexible view, arguing for the integration of a planned economy and market forces

The lesson of Eastern Europe was not that socialism has failed, he said, but that democracy was needed at all levels of society and that the market and economic incentives had a vital role to play

Pointing to the failure of private developers to provide low-cost housing, Dr Fanaroff said profit was not a sufficient motive. And as taxes alone would not yield the resources needed to raise living standards, direction of production and investment would be required

What of the thorny issue of nationalisation? Dr Fanaroff said few unionists saw state ownership as an end in itself or a full economic answer, and that there was still intense debate around what form it should take

But union experience, he added in a blunt warning to the captains of industry, "convinces us that employers and shareholders in South Africa will not co-operate in any significant way with restructuring and the redirection of resources, so nationalisation will be necessary"

Louw, unions seek consensus

CMT Times 16/3/90 (133) (134) (135)

By BARRY STREEK
Political Staff

YESTERDAY's first meeting between a cabinet minister and South Africa's two largest trade union federations, Cosatu and Nactu, resulted in agreement that all workers should have basic worker rights which had to be negotiated

In a joint statement last night they also committed themselves to "reaching the broadest possible consensus on future labour legislation"

The conciliatory tone of last night's statement indicated a significant breakthrough after years of often acrimonious conflict between the government and black unions.

They agreed to hold further discussions on thorny issues such as privatisation, deregulation, inflation and work-place violence

All parties said after yesterday's meeting between Minister of Manpower Mr Eli Louw and representatives of the Congress of South African Trade Unions (Cosatu) and the National Congress of Trade Unions (Nactu), that discussions on proposed legislation were "fruitful".

The joint statement said the draft agreement negotiated between between Cosatu/Nactu and the employer

body, Saccola, would be submitted to the minister as soon as possible and after this Mr Louw would refer it to the National Manpower Commission

The minister will then give the NMC's proposals priority attention and endeavour to put them through Parliament in the current session

Mr Louw also indicated he would "facilitate" a meeting of the unions with the relevant minister on the issue of the public sector and convey "an urgent request" to the South African Agricultural Union to discuss labour legislation covering farmworkers.

"All parties agreed that all workers should have basic worker rights which must be negotiated

"They also agreed there should be a further meeting, with Saccola present, to discuss proposed amendments to the Labour Relations Act

"On the present disputes in the health and prison sectors, the minister will convey the proposal for direct negotiations between the responsible authorities and the trade unions concerned.

"The parties exchanged preliminary views on a range of issues relating to privatisation, deregulation, inflation and work place violence and agreed that these will require further discussion," the statement said.

Sapa

CVI 7/11/20 20/3/20

Anglo's new advert drive

OWN CORRESPONDENT

LONDON. — Anglo American yesterday launched its overseas ambassadorial offensive to raise the group's international profile in the politico-economic debate.

Two full-page advertisements in both The Times and The Guardian signalled the start of a campaign disclosed when Anglo's chairman, Mr Gavin Relly, announced his retirement and his new role as an unofficial ambassador for the group and South Africa.

Seifsa proposes amendments to main agreement at wage talks

01 Jan 26 13:190

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ADELE BALETA

NO WAGE offer was tabled at the first round of annual wage negotiations between Seifsa and unions in the metal and engineering industries last week. But the employer body proposed six amendments to the main agreement, which expires on June 30.

A Seifsa statement said a list of 61 separate union demands for conditions of employment was dealt with at Thursday's meeting.

Wage increase demands ranged from a 18% to 125%.

Seifsa partially responded to union demands and did not table an offer. Negotiations are scheduled to continue on April 4.

Seifsa's proposed amendments include that:

A clause be introduced, on a parties only basis, providing Seifsa members with legal protection against a compulsion to bargain at company level. Seifsa said this was not intended to prejudice existing company level collective bargaining arrangements,

Sick leave provisions include that a medical certificate be produced for any period of absence of more than a day or a shift, employees should not be entitled to payment for the first day of absence and the sick leave qualification cycle

should operate annually from January.
 The Sick Pay Fund rules allow for voluntary continuation of non-party membership if non-unionised employees change jobs but remain employed in the industry, provided the new employer agrees and is a Seifsa association member, and that there be voluntary membership by scheduled non-unionised employees.

Workshop employees be allowed to work 15 hours overtime, and site work and repair and maintenance employees 20 hours; that no employer permit or require an employee to work overtime unless an agreement has been concluded, all reference to "Sunday time" be deleted from the main agreement and hours worked on Sunday be specifically included in the definition of overtime, and that in cases where employees absent themselves without permission, the highest rated overtime hours be absorbed first to make up the normal 45-hour week; and

The definition of "continuous employment" be changed to include the provision that it would not apply in respect of terminations resulting from employee misconduct.

Saccola favours new labour laws

EMPLOYERS hoped that any changes to labour law proposed by them and two labour federations would receive serious and positive consideration by the Government, a spokesman for the SA Consultative Committee on Labour Affairs says.

Writing in his organisation's report, Saccola chairman Mr Bobby Godsell said he also hoped talks involving the employers' association, Nactu and Cosatu would continue and "move quickly" towards resolution of the disputed clauses in the Labour Relations Act.

He said Saccola believed it had reached agreement in principle on four issues. These were:

- * Whether race should be a criterion regarding union registration;
- * Whether industrial court judgments should be published more widely;
- * Whether time limits should be legislatively prescribed regarding the industrial council and conciliation board;

* Whether Section 79(2) of the Act that presumed union liability regarding actions of its members should be retained.

Employers and federations were now focussing on two other issues in their interim "narrow agenda", Godsell said.

The two aspects were: whether employers and unions should have access to urgent forms of court relief in the case of a legal strike or lock-out; and how the protection of legally striking workers against dismissal should be provided by law.

He said employers were concerned when Cosatu and Nactu linked, "both in time and subject", their anti-LRA campaign to protest against the parliamentary elections on September 6 last year.

"This linkage illustrates the problems of the partial incorporation of black South Africans into the economic, but not yet into the political structures of citizenship.

CASH Act Gold Honour for

7-14/60

Barlow Rand, Cosatu set for talks

133 Staff Reporter

Representatives of five Cosatu affiliates are to meet Barlow Rand in a bid to renegotiate collective bargaining structures

The meeting is set for April 9.

The Cosatu affiliates said in a statement that Barlow Rand's approach to industrial relations is a recipe for major conflict

Cosatu unions were willing to negotiate with Barlow Rand into the 1990s, but, if an agreement could not be reached the unions had committed themselves to a sustained campaign against the company

This would include shopfloor action, meetings with the ANC, and further contact with trade unions outside South Africa.

The planned meeting follows discussions by regional shop steward councils from Barlow Rand plants.

Some of the recommendations include.

- Demands about collective bargaining, retrenchment and job security at all Barlow Rand companies

- Barlow Rand's head office should revise its position on centralised bargaining, right to strike, deregulation, and basic worker rights.

Clarify issues

A spokesman for Barlow Rand, Mr H Bell, said the meeting would clarify issues that led to the announcement of a Cosatu campaign against Barlow Rand.

The discussions could lead to fruitful alliances between both parties

But, Mr Bell added, it was not Barlow Rand's intention to enter into negotiations about collective bargaining arrangements

The Cosatu affiliates involved are the NUM, National Union of Metal Workers (Numsa); Paper, Pulp, Wood and Allied Workers' Union (Ppwawu); SA Clothing and Textile Workers' Union (Sactwu); and the Food and Allied Workers' Union (Fawu).

Halve number of holidays

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Saccola

B10-7 10/4/90

Own Correspondent

CAPE TOWN — The number of public holidays taken by SA workers should be halved, according to former SA Employers' Consultative Committee on Labour Affairs chairman Bobby Godsell.

At present there are 10 officially designated holidays. A further series of days are traditionally observed by black organisations, including June 16 (Soweto Day), March 21 (Sharpeville Day) and October 19 (Black Wednesday, commemorating the banning of black consciousness organisations and the death of Steve Biko).

The number of public holidays — each costing the economy about R650m in lost production — should be reduced to seven, Godsell notes in the latest annual report of Saccola, SA's largest employer body.

Godsell submits that SA's pattern of public holidays presents employers with at least three problems:

□ The National Productivity Institute has suggested that a country of SA's level of development should not have more than seven public holidays

on its annual calendar;

□ The divergence of the official calendar of public holidays and the actual pattern of observance by black organisations in particular; and

□ All SA's public holidays were at present fixed date holidays. "Therefore, most fall mid-week, and are highly disruptive of the work process."

Godsell states: "Saccola has therefore sought to find ways to integrate the official and actual calendars, to reduce the total to seven and to promote the idea of holidays falling on Mondays, rather than mid-week."

□ ALAN FINE reports AHI representative Anton Roodt was elected Saccola chairman at the organisation's AGM last Thursday. The SA Chamber of Business's Bokkie Botha was elected vice-chairman.

A Saccola statement said Godsell would retain his leadership of Saccola industrial relations matters, including the talks with trade unions on labour legislation.

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Unions and industry meet to draft new Labour Act

By EDDIE KOCH

TRADE unions and organised industry were last night locked in intensive efforts to draft a new labour law for South Africa

The high-powered meeting was the latest in a string of attempts to break the logjam between unions and big business over the controversial Labour Relations Act (LRA)

A joint committee of experts from both parties met for most of yesterday to draft a new and mutually acceptable bill so that it can be passed by parliament this year

The outcome of the drafting session was not known at the time of going to press. But both union and employer sources said the aim was to agree on a draft piece of legislation that could be recommended to their members for urgent adoption.

An alliance of unions from the Congress of South African Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) plan to meet employer associations on Monday next week for the draft to be formally accepted. If this happens, it will be forwarded to the Minister of Manpower so that it can be tabled in parliament during the current session.

The on-off talks between the unions and the South African Consultative Committee on Labour Affairs (Saccola), which represents big business, ran into snags last week as employers asked for an earlier version of the jointly drafted law to be amended.

The main stumbling block was the employers' insistence that they retain the right to apply for urgent court interdicts against legal strikes in cases where these posed a threat to lives or the future of a company.

The earlier version of the joint Saccola/union draft included the right to interdict illegal strikes.

"We are not prepared to compromise on the right of workers to proceed with legal strikes. What is the use of workers complying with all the procedures to make their strike legal if, in the end, they can be interdicted by their employers?" said a senior union representative.

"We have accepted that the employers' concerns can be accommodated by redrafting the wording of the document. A joint team has been established to try and arrive at a mutually acceptable document that can be recommended to both constituencies for approval on Monday."

Saccola representative Freda Dowie declined to comment on the debates that took place in talks this week. "These are very sensitive and premature publicity could hinder our ability to get agreement on the draft," she said.

The parties agreed that all workers will be covered by labour legislation although it is not yet clear if farmworkers and state employees will be covered by the LRA or separate legislation, says Golding.

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New labour law subject of dispute

133
B/D am 25/4/90

ALAN FINE

DIFFERENCES between organised business and labour in negotiations over the Labour Relations Act could hinder plans for legislative amendments to be pushed through Parliament this year.

Cosatu/Nactu spokesman Marcel Golding said yesterday proposed revisions by employer federation Saccola to the draft devised by legal representatives of the two sides seriously complicated the timetable.

The revisions, described by Golding as "substantial" were discussed at a six-hour meeting in Johannesburg which ended in the early hours of yesterday morning. The unions, he said, believed Saccola might have reneged on certain agreements in principle reached previously.

Saccola secretary Frieda Dowie disputed that allegation. "We are not reneging on any agreement. We proposed revisions because we were not satisfied at the way in which some of the agreements in principle had been translated into proposed legislation," she said.

The parties are scheduled to meet again tonight and a further meeting has been scheduled for Monday when, it is hoped, the agreement could be finalised for submission to Manpower Minister Eli Louw.

While spokesmen for both sides would not divulge details of the dispute, it is understood they revolve around interdicts against strikes, time limits for the lodging of disputes, and an employer undertaking to abide by any agreement even if it is not translated into law. The unions are willing to accept that employers should have the right to apply for interdicts against unlawful strikes.

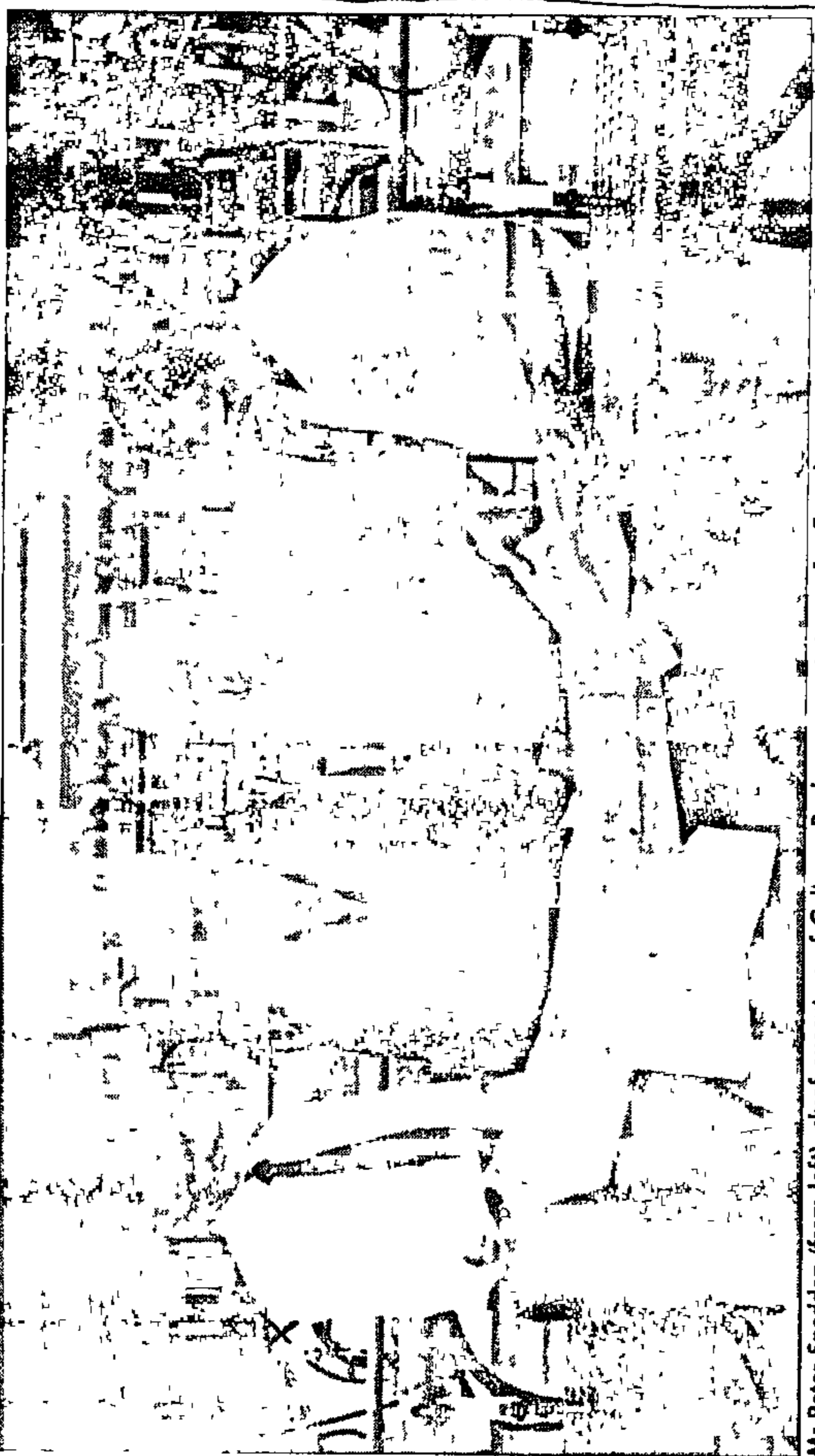
However, Saccola wishes employers to be entitled to apply also for interdicts against lawful strikes where substantial and irreparable harm could be caused to the affected business.

The unions want 180 days for the lodging of disputes through official channels, while Saccola is willing to accept a substantially shorter period than that.

Finally, it is understood Saccola is loathe to undertake to sign an agreement "on the implementation of the rights contained in the proposed amendments for so long as these rights have not been given legislative effect."

SA 27/4/90 (133)

Productivity development key



Mr Peter Sneddon (from left), chief executive of Cullinan Brick, representatives of a French company — Cerc — Mr Mario Roretto and Mr Angelo Rubli and Cullinan production manager Mr Kurt Matheis discuss the building of the company's new tunnel kiln

R30-m brick-manufacturing plant for Midrand

Cullinan Brick is spending more than R30 million on a new hi-tech brick-manufacturing plant situated at Midrand.

The new plant will come into operation this year and features a revolutionary steel-cased tunnel kiln which will form the core of the plant.

The facility will offer the company a number of significant benefits for its investment. The process will result in less waste enabling better use of valuable clay reserves. The high degree of mechanisation and the low energy consumption required to operate the plant make it extremely economical.

Other divisions within the group will carry out the site excavation and reticulation work. Refractories from Cullinan Refractories will be used to line the kiln.

The new plant has the capacity to produce about 60 million bricks a year.

Sanitaryware hit by sag in demand

The sanitaryware industry, along with other industries...

Cement industry set for tumble

The cement industry, which has only recently recovered to 1984 levels, looks set to take another tumble. Hit by the 1985/86 recession, demand fell, but it recovered to about 8 million tons during the year...

South Africa has traditionally been, and to a large extent still is, a country which has relied heavily on labour. Wages for the black workers made this worthwhile, but as wages have increased under union pressure, so this advantage has been eroded, leaving South Africa in the position of needing to make each worker more productive.

One avenue towards increased productivity is training and motivating the workforce. However, another essential element needed to compete with the overseas producers is technology. The problem is that the value of the rand has diminished against the major world currencies and most of the technology required to bring South African plants in line with their overseas competitors is imported.

Bricequip director Mr Bert Wijnbelt says "Prices of machinery in West Germany, for example, have only increased between 5 and 10 percent during the past few years. However, the rand has fallen against the Deutschmark. Just five years ago R1 would buy 2,20DM, now R1 will buy only 0,65DM. This means that machinery bought in West Germany and imported into South Africa has increased in price by about 300 percent.

"There is some machinery produced locally but the high rate of inflation has pushed up prices — though the recession has helped to keep price hikes to the minimum."

Most of the sophisticated equipment used for making bricks is imported, though Mr Wijnbelt says every effort is being made to increase the local content of each installation in an effort to keep costs down.

"Manufacturers want the latest overseas technology because labour is no longer the cheap option it was some years ago. Labour is still cheaper in South Africa than overseas but the workforce is not as productive.

"Another problem is that a plant must run 24 hours a day, 365 days a year. A kiln cannot simply be shut down as the start up is very expensive. This means that during the day enough green bricks (undried and unfired bricks) must be produced to keep the kiln busy at night and over the weekends.

"With this in mind the manufacturers cannot afford strikes. A shut-down plant costs hundreds of thousands of rand each week. This has led to a tendency to cut out unreliable labour.

"A modern high technology plant can run with about 10 people because everything is computerised. There is no manual brick handling and the people needed tend to be high calibre staff, such as electricians for checking, controlling and maintaining machinery and equipment," says Mr Wijnbelt.

"Johnson Tiles managing director Mr Keith Dixon says all the machinery required for tile making has

ent key

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Johnson Tiles managing director Mr Keith Dixon says all the machinery required for tile making has to be imported, and under the influence of the low rand value, the prices have gone heavenwards. This has handicapped the local industry in its attempts to keep up with the latest technology.

"Another problem is the lack of local support for the equipment. This places us at a disadvantage when compared with countries such as Italy. We may have to fly in a technician if something goes wrong. Most of the better equipment is manufactured in Italy so they have support on their doorstep.

"With this in mind great care has to be taken when selecting equipment, to ensure it is reliable and not subject to frequent breakdowns," says Mr Dixon.

Continental China Holdings group managing director Mr Bill Paverd estimates that the replacement cost of the company's production facilities is in excess of R100 million.

And, he says "If a new plant were to be constructed today only about 30 percent could be provided locally, with the bulk, 70 percent, having to be imported."

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Parties push on with talks about LRA

ALAN FINE

COSATU, Nactu and employer federation Saccola were yesterday holding on course their attempt to reach agreement on interim changes to the Labour Relations Act to be made law during the current parliamentary session (133) (20)

No official statements were issued after a seven-hour meeting which ended in the early hours of yesterday morning.

However, sources at the meeting said a drafting sub-committee of senior union and Saccola officials and their legal representatives was attempting to rework sections of the previous draft agreement on which the two sides disagreed (21)

The issues in dispute include the right of employers to bring interdicts against lawful strikes, time limits for the lodging of disputes, and changes in the operation of the labour courts

It is understood that both sides made concessions, but details of these were described as too sensitive to disclose at this stage. A further mandating process will probably be required. b10m 27/4/90

A union spokesman said Cosatu and Nactu were still very concerned that delays could prevent the possibility of an eventual agreement becoming law during this parliamentary session

A Manpower Ministry spokesman said yesterday it was not possible to designate a final deadline for submission to Minister Eli Louw of the agreement

However, if Parliament adjourned in early July as expected, time was running short.

Louw has told the parties any agreement would be examined very seriously and with urgency. However, it would have to be investigated by the National Manpower Commission and be put through the normal procedures.

CVL 7/15/70 133/140/1706

Louw reacts to labour accord

THE accord between the employer federation Saccola and the union groups Cosatu and Nactu contained proposals on a far wider spectrum than provided in the draft Labour Relations Amendment Bill, the Minister of Manpower, Mr Eli Louw, said yesterday.

Those proposals which were not reconcilable with the draft bill would have to be referred to the National Manpower Commission for consideration and recommendation to him after all other interested parties had been granted the opportunity to comment.

But he was willing to discuss the accord with Saccola, Cosatu and Nactu "as early as Tuesday, May 15".

Mr Louw's statement indicates that although he feels the proposals go further than the ambit of the draft amendment bill, and therefore by implication cannot be considered together with it, the momentum gained in the accord should not be lost.

However, despite the proposed meeting on Tuesday, it seems unlikely that key aspects of the Saccola/Cosatu/Nactu agreement will be submitted to Parliament during the current session.

PLANS to privatise state forests could be catastrophic for consumers and push up the price of houses, Mr Rupert Lorimer, Democratic Party MP for Bryanston, said in Parliament yesterday.

Mr Lorimer said that late last year, the Department of Forestry had announced an average increase of 29,6% in the price of sawlogs, apparently as a prelude to privatising the forests.

He said the results of the increase for consum-

House costs 'will soar' if forests sold

ers could be catastrophic

"The biggest user of sawn timber is the building industry. This inordinate price increase would push up building costs excessively and, in turn, push up the price of houses at a stage when South Africa faces a housing crisis."

CMA-10/15 15/5/90 (133) (134) (135) (136)

Historic talks on SA labour law

HARARE. — In the first meeting of its kind, representatives of the International Labour Organisation (ILO) yesterday sat down here with delegations from Cosatu, Nactu and the South African government to discuss labour laws for a post-apartheid society.

However, the National Manpower Commission (NMC), which said yesterday that its management had not been invited to participate, said the meeting had no decision-making power because of its exclusion. The commission will be represented only by members of its technical committee on the La-

bour Relations Act (LRA).

But Mr Neville Rubin, the senior official in charge of the ILO's equality of rights branch in Geneva, said the chairman of the NMC, Dr Frans Barker, had been invited "at the specific instigation of Cosatu".

Mr Rubin stressed that the meeting was not discussing the readmission of SA to the ILO — from which it was expelled 20 years ago.

Yesterday's discussions were chaired by Sir John Wood, one of Britain's leading experts on industrial law. — Own Correspondent and Sapa

Saccola, unions meet Louw today

THE Minister of Manpower Mr Eli Louw is to meet the South African Employers' Consultative Committee on Labour Affairs (Saccola), Cosatu and Nactu in Pretoria today to discuss amendments to the Labour Relations Act *Sowetan 18/5/90*

Saccola and the two trade union bodies have reached agreement on the changes to the law that they would like to see implemented

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However, Louw wants to discuss what he sees as omissions in their agreement.

Louw said the new definition of unfair labour practice did not include guidelines on fair conduct included in the present definition.

Proposed provisions on the termination of service left out the right of parties to regulate the termination of service by agreement.

The legal remedies at the disposal of parties for unfair strikes and lock-outs were omitted, Louw said, as were some provisions protecting the freedom of association.

'Historic' progress in SA labour talks

Own Correspondent

JOHANNESBURG —
After nearly seven hours of tough talking on Friday, Manpower Minister Eli Louw, Cosatu, Nactu and Saccola agreed that amendments to the Labour Relations Act proposed by the latter three would be published in a special Government Gazette for comment this week.

The meeting, described by one source as even more historic than that two weeks ago at which the union-Saccola agreement was signed, has revived hopes that the agreement could still be translated into legislation this year.

However, much uncertainty on this score remains, and it appears the usually antagonistic employers and unions are to be involved in an intensive lobbying effort to ensure their agreement does become law within the six weeks before Parliament is adjourned.

Proposals

Louw said after the meeting that in addition to having the draft Bill published in a special Gazette on Wednesday, the proposals had been referred to the National Manpower Commission for comment as soon as possible.

Saccola spokesman Bobby Godsell said his organisation "continues to be hopeful" this could be achieved.

Nactu acting general secretary Cunningham Ngcukana said "But if it does not happen, we will have to recommend to our members that there be no further co-operation with the minister, the NMC or any other arm of the state.

"We took a political risk in talking to the minister, and we expect reciprocation."

'SA business lacks a social conscience

MRCW 29/5/90

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30/4

By BOB TUCKER, Managing Director of The Perm division of NedPerm Bank

THE South African industrial and commercial "machine", made up of everyone from the housewife to the smallest informal business unit to the largest conglomerate, generates what may broadly be described as the "wealth" of the nation

ECONOMICS

That wealth comprises a wide spectrum of "outputs" — from child development and education to various products and services, from salaries and wages to social enrichment and responsibility programmes, and from personal fulfilment to the profits, measured in money, available for distribution to the shareholders

As a consequence of our heritage and our circumstance, we as a business community are infatuated with only one component of that wealth output, namely bottom-line profit

That infatuation is primarily attributable to the concentrated structure of the South African economy and the consequent control exercised by the portfolio managers of the large institutional investors

Those fund managers carry no responsibility for any component of wealth output apart from the monetary return on the administered portfolio measured in the very short time frame

They have no interest in whether the industry in which they have invested is labour or capital intensive, offers fulfilling or unfulfilling work opportunities, or sells products and services which enrich, or impoverish, society

In short, the nature, amount and distribution of the total wealth output is of no concern, only the amount of short-term profit is

It is a truism that you only get what you measure and, even more importantly, what you reward

Since it is only short-term profits which are measured, and

Time for a change

SOUTH AFRICA'S status as the world's "Pariah" State is ending and businessmen should begin preparing for the changes, says DERYCK SPENCE, the head of Castrol SA

Mr Spence said "We have long said that reform in South Africa was way overdue until President De Klerk's address to Parliament in February, it had been a case of too little, too late.

"But events have moved quickly since then and his current visit to Europe has been a tour de force. It appears we are on the brink of a major international breakthrough which could result in South Africa regaining its place in the community of nations. This must bring about a boom

He said that British-owned companies in South Africa welcomed the meeting between President De Klerk and Premier Margaret Thatcher because it allowed them to "get on with the job"

"The change places a major responsibility on business. We are the standard bearers of reform. We have to get our houses in order

"We have to persuade our fellow South Africans that free enterprise is better than nationalisation, that we are serious about generating and sharing wealth

"We have to run our businesses efficiently and responsibly, treating our employees with dignity and striving to train and educate our workers — allowing them to transcend years of discrimination and, bluntly, an inferior quality of life"

consequently rewarded, the overwhelming concern of the professional managers of the formal sector of the economy is the maximisation of that short-term profit, again without any real concern as to whether "wealth" is generated and fairly distributed in the process, or not

Incentives

Regrettably, in my view, the attention of the fiscus has likewise been diverted away from the nature, or "mix", of wealth-generating activities towards the quantification of bottom line profits and the application of the fiscus' share of those profits on public expenditure

In fact, since the mid-1970s there has been a consistent trend away from tax incentives which influence the nature and direction of economic activity, even though such incentives have the advantage of only being accessible by businesses which are profitable in the first place

Consequently, no one who has the power to do so is prepared to influence the mix and distribution of

wealth, and yet large sections of the population are sorely deprived

It is hardly surprising, therefore, that their spokesmen should stake an immediate claim to that asset which would give them capacity both to exert that influence and to appropriate the profit flow which they have been induced, by our behaviour, to believe is the only component of any real value

The potential tragedy of nationalisation (primarily because it severely inhibits individual freedom and the freedom to be enterprising) is obvious from recent history

Alternative

But then an alternative mechanism for "redistributing wealth" or, in my terms, generating a different "mix" and distribution of wealth outputs, must be offered

Merely running strong side programmes and projects would amount to "paternalistic fish feeding" and would be unlikely to do much towards equipping the people with fishing rods or with the knowledge to use them

If an appeal to the "social conscience" of managers is anathema to our business ethic, if government is not prepared to influence the wealth and distribution mix by way of tax incentives, and if expenditure side programmes amount to paternalistic "fish feeding", it would seem that the only real option is to apply the money which the government and others are now making available in a catalytic way to mobilise the very considerable wealth-generating potential which does exist

Opportunity

A recent visit to a squatter camp, for example, revealed the ability of 5 000 families to establish that many homes in a matter of weeks. What would happen if that resource could be matched with the capacity of their employers, pension funds, the building material suppliers, small contractors and the financial institution, all of whom are looking for an opportunity to do good business?

And what catalytic action is necessary to bring about the effective interaction of those resources?

The first task would be to identify the most urgent needs of the affected communities

Community

Historically, we have tended to sit in our ivory towers and have determined those needs for the people concerned. If, however, that identification is undertaken with them, the potential for integrated and synergistic co-operation is significantly enhanced

Having identified the needs, all the resources, ranging from the finances, skill and human energy of the community itself to the capacity for all other sectors of the economy which could be directed towards the satisfaction of those needs, would have to be evaluated

Obviously if those resources were interacting effectively in generating the optimum range of wealth outputs, the community need would have been satisfied in the first place — but there must be some inhibiting factors

Metalwork wage talks move slowly

DANIEL FELDMAN

SOME progress was made at talks between the National Union of Metalworkers of SA (Numsa) and the Steel and Engineering Industries Federation of SA (Seifsa) last week on issues secondary to wage negotiations, spokesmen from both parties said.

Seifsa executive director Brian Angus said issues of employment security, discrimination in training and bargaining at plant level were discussed. The proposals on these issues are still provisional, but might be ratified at the next meeting, scheduled for June 7.

Numsa organiser Bernie Fanaroff confirmed progress had been made at the informal meeting on issues peripheral to wages, but added that "on many issues we remain dead-locked".

"Seifsa's wage proposals are still far from acceptable, and unless they are willing to change their stance, I don't foresee the completion of the talks before the current Main Agreement expires on June 30," he said.

If that occurred, he said, there was a possibility the proceedings would go into dispute.

Fanaroff added the manner in which negotiations were taking place was "very unproductive".

He suggested negotiating for more than one day at a time, reducing the size of the speaking teams, videotaping the proceedings and making the talks more informal.

Unions could face tough line

DANIEL FELDMAN

EMPLOYERS may react firmly to anti-privatisation stayaways and other action planned by Cosatu next month

Cosatu is preparing a nationwide protest campaign in July following "highly unsatisfactory" meetings with Ministers in charge of privatisation.

Steel and Engineering Industries Federation of SA (Seifsa) executive director Brian Angus said "Action would be a completely inappropriate way of dealing with problems, and a very dim view would be taken of it. Employers wouldn't support it at all, and would probably take appropriate action in response"

Though he said Seifsa would not recommend any specific responses, he assumed employers would take their own independent actions including no work/no pay, warnings, and possible dismissals

"We are all concerned about the Natal violence and similar situations, but this is nothing employers can do anything about," Angus said, referring to an issue Cosatu organisers cited in proposing the action

"From Seifsa's point of view, workers in

the metal industry are tired of stayaways" Several members of Cosatu's anti-privatisation action sub-committee confirmed at the weekend possible mass action encompassing all members would be finalised at a meeting this week.

Anti-privatisation committee chairman and Posts and Telecommunications Workers Association vice-chairman Floyd Masehele said the action, originally planned only for public sector employees, will now involve all Cosatu-affiliated union members. 8/02/90 4/6/90

He said it would be a nationally organised action, regardless of the specific nature of it. Demonstrations, sit-ins, and marches during working hours are currently on the drawing-board.

The action was proposed after a top-level Cosatu delegation met with Mineral and Energy Affairs and Public Enterprises Minister Dawie de Villiers and Administration and Economic Co-ordination Minister Wim de Villiers last week

Numsa, Seifsa talks enter fifth round

DANIEL FELDMAN

THE fifth round of annual wage talks begins today between the National Union of Metalworkers of SA (Numsa) and the Steel and Engineering Industries Federation of SA (Seifsa).

The current Main Agreement, which determines the wages and conditions of employment for the industry's 380 000 employees, expires on June 30.

After the fourth round of talks on May 10, spokesmen for both sides said they were frustrated with the slow pace of the negotiations.

"I hope that more rapid progress will be made in these talks," said Seifsa executive director Brian Angus yesterday. He said if the agreement was not finalised today, another meeting would be scheduled before the end of June. He refused to comment on Seifsa's planned proposals for today's meeting.

Though Seifsa did not offer an addi-

tional wage proposal during the fourth round meetings, it made revised proposals on sick leave and overtime.

It has thus far made two offers to increase wages, the latest offer ranging from 11,5% to 15,7% increases in the various wage categories.

Numsa rejected the offer as it "didn't come close to the forecasts for the annual inflation rate, and it did not include a guaranteed personal increase", said a Numsa statement.

Numsa's demands stand at a R2 an hour across the board increase — a 56% increase on the lowest rates.

Some progress was made at a special meeting last week on secondary issues, including employment security and discrimination in training, which may be ratified today.

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8/10/90 7/16/90

Seifsa moves pay offer up a notch

133

DANIEL FELDMAN

EMPLOYERS yesterday increased their wage offer by 1% in the fifth round of pay talks between the National Union of Metalworkers of SA (Numsa) and the Steel and Engineering Industries Federation of SA (Seifsa).

The parties described the talks as failing to make significant progress. A sixth round was scheduled for June 14.

Seifsa tabled a third wage offer ranging from a 12,5% to a 16,7% wage increase. This brings the lowest rate to R4,11 an hour, an hourly increase of 55c on current wages. Their last offer ranged from 11,5% to 15,7% — 51c an hour for labourers. Numsa's unmodified demand stands at a R2 across-the-board hourly increase.

"It appears there is little likelihood of a Main Agreement being ratified before the existing one expires on June 30," said Seifsa spokesman Hendrik van der Heever.

Numsa said progress was made on a job creation programme and discrimination in training.

Numsa attacked employers for allegedly "preferring to import artisans from Europe rather than taking on locally trained people." Van der Heever said Seifsa would investigate the claim.

C. Times

(133)

21/6/90

FW, unions to talk on labour act

Political Correspondent

PRESIDENT FW de Klerk last night agreed to a meeting with black trade union federations in a bid to defuse the potentially damaging conflict between the government and labour over the proposed changes to the Labour Relations Act.

However, Mr De Klerk stressed it would not be possible to meet Cosatu's demand that legislation reforming the contentious law be passed during this session of Parliament.

In a letter, released after yesterday's lengthy cabinet meeting to Cosatu's general-secretary Mr Jay Naidoo, Mr De Klerk said he was prepared to meet with both unions and employers on June 26 to discuss the Saccola-Cosatu-Nactu accord.

The proposed meeting will also be attended by the Minister of Manpower, Mr Eli Louw, who has

been at the centre of the storm.

Responding to a threatened nationwide stayaway on July 2 by both the ANC and Cosatu, Mr De Klerk said it was clear that further deliberations and discussions would be "in the best interests of both workers and employers, before legislation is concluded"

However, Mr De Klerk added that the parliamentary process did not allow for complex legislation of this nature to be finalised in a relatively short time

"It will therefore not be possible to pass legislation in this regard during this session of Parliament."

But Mr De Klerk proposed as a compromise that it would be possible to introduce, after negotiations, a bill this year to the joint committee of Parliament

This would provide ample time for the multi-party committee to finalise legislation before the

start of the next session of Parliament which is slated to begin in February

The compromise proposal came against sharply conflicting statements yesterday from the Conservative Party and the Democratic Party on how the impasse should be resolved

The CP said that if Mr De Klerk or any member of his cabinet made any concessions to Cosatu's demands they would undoubtedly be gutless victims of "criminal blackmail".

But the DP said that the proposed amendments to the Labour Relations Act should be brought before Parliament "with all deliberate speed"

The DP's deputy manpower spokesman, Mr Tony Leon, called for a further session of Parliament this year to ensure the enactment of the measures

End of fatigue (133)

With the annual Main Agreement in the metal industry expiring on June 30, progress is finally being made in the sixth round of wage negotiations between Seifsa and trade unions

The 15 unions in this year's talks are variously affiliated to Cosatu, Nactu and the Confederation of Metal & Building unions. The National Union of Metalworkers of SA (Numsa), largest union in the industry, is demanding a R2/hour across-the-board increase

Seifsa's final offer of increases range from 15% (R1,24 an hour) at the top rate to 18% (64c an hour) at the bottom. This would bring the new hourly minimum to R4,15 for labourers and R9,45 for artisans

Numsa, despite rejecting Seifsa's offer, indicates it will refer the offer to its national bargaining conference this weekend. Among

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other things Numsa is to recommend settlement on training, job security and extension of the scope of the Main Agreement to homelands and other sectors of the industry

Seifsa executive director Brian Angus says employers have made a number of "substantive concessions" on some demands, including further improvements to leave bonuses, living-out allowances and increased contributions to the industry's pension fund

Employers stress that they consider the final offer to be substantial "in the light of the alarmingly declining economic conditions"

Numsa says progress has been made on training proposals with employers agreeing to the development of industry-wide guidelines for the removal of racial discrimination in training. Seifsa has also agreed in principle, according to the union, to withdraw support from educational institutions that continue to apply racial discrimination

Considerable progress has also been made on the issue of conversion of the industry pension fund into a provident fund.

However, Numsa points out, final settlement hinges on further progress on a number of issues. These include wages, implementation of impending new labour relations laws, more maternity leave and free Pap tests, paternity and compassionate leave, and proportional representation on the Industrial Council. ■

Saccola welcomes labour talks, but urges swift action

W/Ment 22/6/90

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By Drew Forrest

IN a bid to defuse high emotions around the Labour Relations Act, the employer body Saccola has urged a "programme of action" to ensure that amending legislation is agreed by no later than September.

Welcoming the proposed talks between President FW De Klerk, Saccola, the Congress of South African Trade Unions and the National Council of Trade Unions, a spokesman said the meeting could be the start of a process enabling the manpower and education joint committee of parliament to agree on a Bill by September.

Yesterday Cosatu said it was weighing its response to a letter from De Klerk rejecting union demands for the enactment of the Saccola accord before parliament rises and offering to meet the parties to the agreement next week.

And in another development, Constitutional Development Minister Gerrit Viljoen told a press briefing at the close of parliament that the African National Congress would be "moving the goalposts" if it heeded Cosatu's call to review its participation in negotiations with the government.

"I cannot see that the ANC can with any credibility or convincing motivation support an additional pre-condition (for talks) with regard to labour relations raised by a labour organisation," he said.

In its first detailed reaction to this week's crisis over the LRA, Saccola said

it was "frustrated" it had not been possible to start converting National Manpower Commission (NMC) proposals on the accord into law.

After weighing comments to a draft Bill based on the accord, the NMC had recommended that one clause be rewritten, one omitted and one held over for further consideration. The balance, it said, should be enacted.

Saccola said that at a meeting on June 12, two weeks before parliament recesses, the parties had urged Manpower Minister Eli Louw to proceed with parts of the accord endorsed by the commission.

"The legislation of these proposals will serve the interests of industrial peace, and thereby the national interest," it said.

And in a clear reference to Cosatu's threatened defiance campaign, which includes stayaways and product boycotts, it urged "all parties to carefully consider whether their words and actions" would contribute to labour peace.

●Attorneys Deneys Reitz, explicitly targeted for union action, has strongly denied objecting to the Saccola proposals.

Its representations on the draft Bill were of a technical nature and not designed to delay legislation, the firm said, adding it supported the Saccola process.

Eskom denied union claims that it had withdrawn representations. However, the corporation was making every effort to ensure that these did not delay the legislative process, it said.

Employers retract labour law queries

25/6/90 B Day 25/6/90

WEEKEND statements from Sasol and BTR Dunlop mean that every major company whose "objections" to proposed amendments to labour law were cited by Manpower Minister Eli Louw as reasons for delaying the introduction of legislation, has now called for the process to go ahead.

This emerged as Cosatu announced it had decided on Friday to accept President F W de Klerk's invitation to meet him, along with Nactu, employer federation Saccola and the Manpower Department to discuss the matter.

The meeting, set down for tomorrow, appears to be the last chance to avert labour disruptions planned by the unions to protest at delays in processing legislation.

Louw told the three parties to the Labour Relations Act accord (Cosatu, Nactu and Saccola - CNS) two weeks ago that comments received by the National Manpower Commission (NMC) indicated the time to study the proposals was too short.

He cited Sasol, BTR Dunlop, Eskom, Gold Fields, law firm Deneys Reitz and Unisa as having made such submissions.

Manpower director general Joel Fourie yesterday repeated the department's defence of delaying the introduction of legislation, and said hundreds more objections had been received after the official May 23 closing date for submissions to the NMC.

ALAN FINE

BTR spokesman Glen Sutton said following consultations with the Natal Chamber of Industries "it appears our concerns on the interpretation of the CNS agreement have been allayed by certain assurances given to the chamber by the Saccola chairman, and on this basis our submissions of June 5 become inappropriate".

Sasol showed Business Day a letter from MD Paul Kruger to Saccola's Bobby Godsell last week in which he thanked Godsell for "bringing to our attention" that the NMC recommendations did not propose immediate passage of two clauses of the agreement and draft Bill which were Sasol's main concern.

"Although we still have concerns regarding other aspects of the Bill we do not want to delay unnecessarily the legislative process. We are prepared to address these concerns before the Standing Committee as was suggested by you."

Earlier Eskom spokesman George Lindeque said he had explained to Godsell and Fourie that Eskom's comments had been "largely of a technical nature, drawing attention to obvious ambiguities and errors in the draft Bill".

"I made it clear the process need not be

To Page 2

LRA B Day 25/6/90

delayed in order to correct the draft Bill accordingly. Eskom has not withdrawn its representations but we are making every effort not to delay the process unduly."

A Deneys Reitz spokesman said the firm did not object to the proposed amendments. The firm's representations "were constructive and drew attention to practical difficulties in the draft Bill. Our representations were not intended to be used as a basis to delay the passage of the Bill or to avoid the promulgation of any amendment. This will be conveyed to the Minister of Manpower immediately."

Sapa reported Unisa denied it had objected to the accord. Principal Prof J van Vuuren said statements on the accord had, however, been made by "an eminent scholar" in the field of labour relations who was attached to the university. These statements had been made in the academic's personal capacity. Gold Fields declined to comment on reports that it, too, had with-

(133) From Page 1

drawn any objections it may have had to the draft Bill being given legislative effect. However, both union and employer sources confirmed this had occurred.

Fourie said most of the 80 submissions received by the NMC had suggested changes to the proposals even if not all had asked for a delay. He added the Department had received 500 more objections since May 23.

"But the point is not to count heads. There are people who have problems with the CNS accord. Let's give them an opportunity," he said.

He said it was clear from the wording of their letters and statements that some of the originally cited firms - including Eskom and Sasol - still had problems with the proposals.

In an unprecedented move, NMC acting chairman Frans Barker announced public hearings this week from June 26 to 29, in its broader investigation into consolidating the Act.

Labour bill: Call for go-ahead

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Own Correspondent

JOHANNESBURG — Weekend statements from Sasol and BTR Dunlop mean that every major company whose "objections" to proposed amendments to labour law were cited by Minister of Manpower Eli Louw as reasons for delaying the introduction of legislation, has now called for the process to go ahead.

This emerged as Cosatu announced it had decided on Friday to accept the invitation from President FW de Klerk to meet him, along with Nactu, Saccola and the Manpower Department to discuss the matter.

Mr Louw told the three parties to the Labour Relations Act accord (Cosatu, Nactu and Saccola — CNS) two weeks ago that comments received by the National Manpower Commission (NMC) indicated the time to study the proposals was too short.

He cited Sasol, BTR Dunlop, Eskom, Gold Fields, law firm Deneys Reitz and Unisa as having made such submissions.

Manpower director general Mr Joel Fourie yesterday repeated the depart-

ment's defence of delaying the introduction of legislation, and added hundreds more objections had been received after the official May 23 closing date for submissions to the NMC.

BTR group industrial relations manager Mr Glen Sutton said that following consultations with the Natal Chamber of Industries "it appears that our concerns on the interpretation of the CNS agreement have been allayed by certain assurances given to the chamber by the chairman of Saccola, and on this basis our submissions of June 5 become inappropriate."

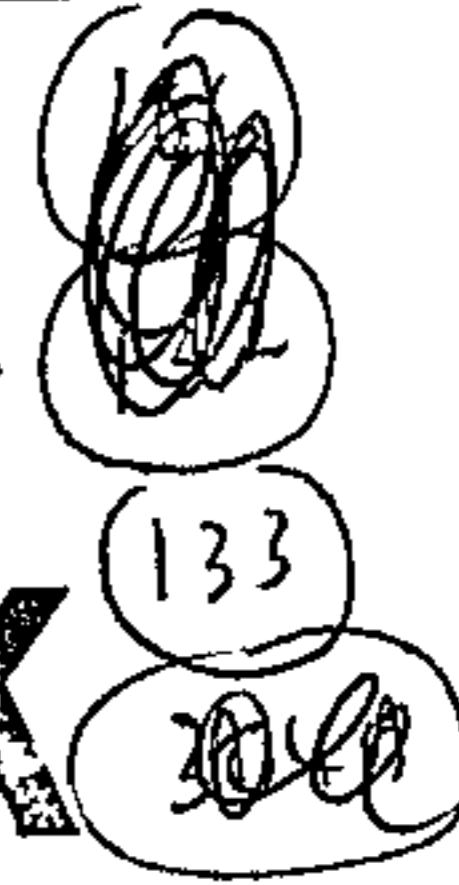
Sasol noted a letter from managing director Mr Paul Kruger to Saccola's Mr Bobby Godsell last week in which he thanked Mr Godsell for "bringing to our attention" that the NMC recommendations did not propose immediate passage of two clauses of the agreement and draft Bill which were Sasol's main concern.

● Meanwhile, NMC acting chairman Mr Frans Barker announced public hearings this week from June 26 to 29, in its broader investigation into consolidating the Act.

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Labour, Saccola to meet De Klerk

Sowetan 26/6/90



THE National Council of Trade Unions will be part of the joint labour and employers' delegation which meets State President Mr F W de Klerk in Pretoria today to discuss the enactment of a new labour law.

The federation's assistant general secretary, Mr Cunningham Ngeukana, said yesterday Nactu would be represented by six senior officials.

The meeting takes

place at the Union Buildings in Pretoria. It follows threats of widespread labour unrest by the Congress of South African Trade Unions after the Government postponed enacting the draft labour law during the 1990 Parliamentary session.

Nactu, together with Cosatu and the South African Consultative Committee on Labour Affairs employers' body, are due to meet Mr de Klerk and Manpower Minister Eli Louw at 10am today, spokesman for the State President's office, Caspar Venter, confirmed

The three parties responsible for the alternative Labour Relations Act accord planned to meet in Johannesburg late yesterday, Mr Ngeukana added.

Comment

Commenting on the meeting with Mr de Klerk, a Saccola spokesman said the State President was "not the type of man who would arrange such a meeting for nothing".

A Cosatu spokesman was not immediately available for comment.

A delegation of ultra-rightists will be meeting State President F W de Klerk in Pretoria today to raise "rightwing and white" views of the "new South Africa".

Announcing this yesterday, Herstigte Nasional Party chief secretary Mr L J van der Schyll said the HNP, Afrikaner Weerstandsbeweging, Magsak-sie Afrikaner Nasionalisme and Genootskap van Regte Afrikaners would be represented at the 2pm meeting with Mr de Klerk in the Union Buildings. - Sapa.

Landmark meeting eases labour discontent

CAL Trade 27/6/90 133

PRETORIA — Seething labour discontent over delays in enacting a landmark industrial relations agreement between the country's major employer grouping and black trade union federations was temporarily eased following a historic meeting here yesterday.

The four-hour meeting between President F W de Klerk and the labour representatives ended with an interim arrangement aimed at resolving the continuing crisis over the Labour Relations Amendment Act.

A tripartite working party will be formed within 14 days to examine ways of resolving the impasse over the law, but trade union re-

presentatives warned of continued pressure backing their demand for speedy enactment of a new labour accord

Mr De Klerk, Manpower Minister Mr Eli Louw, representatives of the South African Consultative Committee on Labour Affairs (Saccola) and office-bearers from Cosatu and the National Council of Trade Unions (Nactu) met in the Union Buildings to seek a solution to the crisis

The parties emerged confident that the working group would pave the way for mutually acceptable labour legislation

And a statement by the State President's Office hinted that the desired labour law could be finalised early during the 1991 parliamentary session

The accord in question was drafted over a two-year period — characterised by protracted industrial unrest — by the Saccola/Cosatu/Nactu grouping and is held as an alternative to the contentious Labour Relations Amendment Act

The agreement reached at yesterday's meeting proposed that a joint working party should meet within 14 days and report progress within a further 30 days

The "constructive nature" of yesterday's meeting was praised by Anglo American Corporation

Cosatu and Nactu spokesmen warned, however, that the federations would continue exercising organised labour action until the accord had been written into law

— Sapa

Posadres van applikant: Posbus 81338, Parkhurst, 2120.

Kantooradres van applikant: Keyes Court 15, Keyeslaan, Rosebank.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

D. W. JAMES,
Nywerheidsregistrateur.
(6 Julie 1990)

KENNISGEWING 552 VAN 1990

DEPARTEMENT VAN MANNEKRAG WET OP ARBEIDSVERHOUDINGE, 1956 REGISTRASIE AS 'N WERKGEWERS- ORGANISASIE

Hierby word vir algemene inligting bekendgemaak dat die Boland Meesterbouers en Verwante Bedrywe Vereniging met ingang van 27 Junie 1990 ingevolge artikel 4 (7) van die Wet op Arbeidsverhoudinge, 1956, as 'n werkgewersorganisasie geregistreer is ten opsigte van—

(i) alle werkgewers in die Bou- en Verwante Nywerhede;

(ii) alle vervaardigers en/of handelaars wat gereedskap, masjinerie, toerusting, dienste en materiale wat vir die uitvoering van die bedrywighede van die Bounywerheid noodsaaklik is, verskaf,

in die landdrostdistrikte Bredasdorp, Caledon, Grabouw, Hermanus, Kuilsrivier en Stellenbosch (uitgesonderd enige gedeelte van laasgenoemde twee distrikte wat voor die publikasie van Goewermenskennisgewings Nos. 283 van 2 Maart 1962, 1683 van 7 Augustus 1987 en 1337 van 30 Junie 1989 binne die landdrostdistrik Bellville geval het, Malmesbury (uitgesonderd die gedeelte wat voor die publikasie van Goewermenskennisgewing No. 171 van 8 Februarie 1957 binne die landdrostdistrik Bellville geval het), Somerset-Wes (uitgesonderd die gedeelte wat voor 9 Maart 1973—Goewermenskennisgewing No. 173 van 9 Februarie 1973—binne die landdrostdistrik Wynberg geval het), Strand en Wellington.

Vir die doel hiervan beteken—

“Bou- en Verwante Nywerhede”, sonder om die gewone betekenis van die uitdrukking enigerwyse te beperk, die nywerhede waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om geboue en bouwerke (wat van die aard van geboue is) op te rig, te voltooi, op te knap, te herstel, te onderhou of te verbou en/of artikels te maak vir gebruik by die oprigting, voltooiing of verbouing van geboue en bouwerke, waar die werk verrig en die materiaal voorberei word op die

Postal address of applicant. P.O. Box 81338, Parkhurst 2120.

Office address of applicant 15 Keyes Court, Keyes Avenue, Rosbank.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

D. W. JAMES,
Industrial Registrar.
(6 July 1990)

NOTICE 552 OF 1990

DEPARTMENT OF MANPOWER 133 LABOUR RELATIONS ACT, 1956 REGISTRATION AS AN EMPLOYERS' ORGANISATION

It is hereby notified for general information that the Boland Meesterbouers en Verwante Bedrywe Vereniging has with effect from 27 June 1990 in terms of section 4 (7) of the Labour Relations Act, 1956, been registered as an employers' organisation in respect of—

(i) All employers in the Building and Allied Industries;

(ii) all manufacturers and/or traders who provide tools, machinery, equipment, services and materials necessary for the performance of the activities of the Building Industry,

in the Magisterial Districts of Bredasdorp, Caledon, Grabouw, Hermanus, Kuils River and Stellenbosch (excluding any portion of the two last-mentioned districts which, prior to the publication of Government Notices Nos 283 of 2 March 1962, 1683 of 7 August 1987 and 1337 of 30 June 1989 fell within the Magisterial District of Bellville), Malmesbury (excluding that portion which, prior to the publication of Government Notice No 171 of 8 February 1957, fell within the Magisterial District of Bellville), Somerset West (excluding that portion which prior to 9 March 1973—Government Notice No 173 of 9 February 1973—fell within the Magisterial District of Wynberg), Strand and Wellington.

For the purposes hereof—

“Building and Allied Industries” means, without in any way limiting the ordinary meaning of the expression, the industries in which employers and their employees are associated for the purpose of erecting, completing, renovating, repairing, maintaining or altering buildings and structures (which are in the nature of buildings) and/or making articles for use in the erection, completion or alteration of buildings and structures, where the work is performed and the material is prepared on the sites

<p align="center">KENNISGEWING 586 VAN 1990 ADMINISTRASIE: VOLKSRAAD DEPARTEMENT VAN LANDBOU-ONTWIKKELING</p> <p>KENNISGEWING VAN VERGADERING VAN SKULDEISERS KRAGTENS ARTIKEL 22 (1) VAN DIE WET OP LANDBOUKREDIET, 1966</p> <p>Hierby word 'n vergadering van ondergenoemde applikant en sy skuldeisers op die plek en datum hieronder genoem, belê, met die doel om skuldeisers in staat te stel om hul vorderings teen die applikant te bewys en 'n skikkingsvoorsel van die Landboukredietraad te oorweeg</p> <p>J. H. RADEMEYER, Direkteur: Direktoraat Finansiële Bystand, Departement van Landbou-ontwikkeling.</p>	<p align="center">NOTICE 586 OF 1990 ADMINISTRATION: HOUSE OF ASSEMBLY DEPARTMENT OF AGRICULTURAL DEVELOPMENT</p> <p>NOTICE OF MEETING OF CREDITORS IN TERMS OF SECTION 22 (1) OF THE AGRICULTURAL CREDIT ACT, 1966</p> <p>A meeting of the undermentioned applicant and his creditors is hereby convened at the place and date mentioned hereunder for the purpose of enabling creditors to prove their claims against the applicant and of considering a proposal for a compromise by the Agricultural Credit Board.</p> <p>J. H. RADEMEYER, Director: Directorate Financial Assistance, Department of Agricultural Development</p>
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Aansoek van/ Application by	Plek van byeenkoms/ Place of meeting	Datum en tyd/ Date and time
Cornelis Johannes Brits, van die plaas/of the farm Elm, Posbus/P O Box 86, Koppies, 9540	Kantoor van die Landdros/Magistrate's Office, Koppies	31 Augustus/August 1990 om/at 09 00

(20 Julie 1990)/(20 July 1990)

<p align="center">KENNISGEWING 587 VAN 1990 ADMINISTRASIE: VOLKSRAAD DEPARTEMENT VAN LANDBOU-ONTWIKKELING</p> <p>KENNISGEWING VAN VERGADERING VAN SKULDEISERS KRAGTENS ARTIKEL 22 (1) VAN DIE WET OP LANDBOUKREDIET, 1966</p> <p>Hierby word 'n vergadering van ondergenoemde applikant en sy skuldeisers op die plek en datum hieronder genoem, belê, met die doel om skuldeisers in staat te stel om hul vorderings teen die applikant te bewys en 'n skikkingsvoorstel van die Landboukredietraad te oorweeg.</p> <p>J. H. RADEMEYER, Direkteur: Direktoraat Finansiële Bystand, Departement van Landbou-ontwikkeling.</p>	<p align="center">NOTICE 587 OF 1990 ADMINISTRATION: HOUSE OF ASSEMBLY DEPARTMENT OF AGRICULTURAL DEVELOPMENT</p> <p>NOTICE OF MEETING OF CREDITORS IN TERMS OF SECTION 22 (1) OF THE AGRICULTURAL CREDIT ACT, 1966</p> <p>A meeting of the undermentioned applicant and their creditors is hereby convened at the place and date mentioned hereunder for the purpose of enabling creditors to prove their claims against the applicant and of considering a proposal for a compromise by the Agricultural Credit Board.</p> <p>J. H. RADEMEYER, Director: Directorate Financial Assistance, Department of Agricultural Development</p>
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Aansoek van Application by	Plek van byeenkoms Place of meeting	Datum en tyd Date and time
Jacobus Albertus Hough, van die plaas/of the farm Vlakpan, Posbus/P O Box 473, Delareyville, 2770	Kantoor van die Landdros/Magistrate's Office, Delareyville	27 Augustus/August 1990 om/at 10 00

(20 Julie 1990)/(20 July 1990)

<p align="center">KENNISGEWING 588 VAN 1990 DEPARTEMENT VAN MANNEKRAG WET OP ARBEIDSVERHOUDINGE, 1956 INTREKKING VAN REGISTRASIE VAN 'N WERKGEWERSORGANISASIE</p> <p>Ek, David William James, Nywerheidsregistrator, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidsverhoudinge, 1956, bekend dat aangesien ek rede het om te vermoed dat die South African Lawnmower Manufacturer's Association gelikwieder is, sy registrasie ingetrek sal word, tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word.</p> <p>D. W. JAMES, Nywerheidsregistrator. (20 Julie 1990)</p>	<p align="center">NOTICE 588 OF 1990 DEPARTMENT OF MANPOWER LABOUR RELATIONS ACT, 1956</p> <p align="right">133</p> <p align="center">CANCELLATION OF REGISTRATION OF AN EMPLOYERS' ORGANISATION</p> <p>I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (1) of the Labour Relations Act, 1956, that as I have reason to believe that the South African Lawnmower Manufacturers' Association has been wound up, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice.</p> <p>D. W. JAMES, Industrial Registrar. (20 July 1990)</p>
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INDUSTRIAL RELATIONS - EMPLOYERS' ORGANISATION

1991

133 *Interests and area in respect of which application is made* Any firm, company or close corporation engaged in the business of general engineering or founding or jobbing in the Republic of South Africa

For the purposes hereof "General Engineering Founding, Jobbing" means, in addition to its all embracing meaning, repetitive production of metal or abrasive products by precision methods on machine tools designed or adapted to this end, or the manufacture of metal castings, or the performance of engineering processes, or the undertaking of engineering work in connection with articles which, owing to the heavy nature thereof, cannot be handled otherwise than by using large power-driven plant or machinery, and

"abrasive products" means grinding media such as grinding wheels, brick, sticks, segments and other devices which are designed for the purpose of removing by mechanical abrasion metal or other surplus material from other products and in which the abrasive is composed wholly or mainly of some mineral substance embedded in a matrix of ceramic, resin, rubber, shellac or other binding material.

Postal address of applicant: P O Box 1338, Johannesburg, 2000.

Office address of applicant: Metal Industries House, corner of Marshall and Simmonds Streets, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

D. W. JAMES,
Industrial Registrar.
(8 March 1991)

NOTICE 215 OF 1991

DEPARTMENT OF MINERAL AND ENERGY AFFAIRS

RESERVATION OF LAND FOR THE PURPOSES OF A PUBLIC ROAD

The Mining Commissioner for the Mining District of Johannesburg has, in terms of section 179 (1) (b) of the Mining Rights Act, 1967 (Act No. 20 of 1967), reserved for the purposes of a public road a strip of proclaimed land on the farm Leeuwpoot 113 IR, District of Boksburg, Mining District of Johannesburg, Province of the Transvaal, as shown on a sketch plan copies of which have been filed under RMT R104/90 in the Mining Titles Office, Johannesburg, and in the office of the Mining Commissioner, Johannesburg

(19/5/1/2975)

(8 March 1991)

Belange en gebied ten opsigte waarvan aansoek gedoen word: Enige firma, maatskappy of beslote korporasie betrokke by die bedryfstak algemene ingenieurswese of gieteriewese of stukwerk in die Republiek van Suid-Afrika

Vir die doeleindes hiervan beteken "Algemene Ingenieurswese, Gieteriewese, Stukwerk" benewens sy alomvattende betekenis, die herhaalproduksie van metaal- of skuurprodukte deur presisiemetodes op masjengereedskap vir hierdie doel ontwerp of aangepas, of die vervaardiging van metaalgietstukke, of die verrigting van ingenieursprosesse, of die onderneem van ingenieurswerk in verband met artikels wat, weens hul gewig, nie anders as deur die gebruik van groot, kragaangedrewe uitrusting of masjinerie hanteer kan word nie; en

beteken "skuurprodukte" skuurhulpmiddels soos slypwiele, -stene, -stawe, -segmente en ander toestelle wat ontwerp is met die doel om deur middel van meganiese skuuraksie metaal of ander oorskotmateriaal van ander produkte te verwyder en waarin die skuurmiddel uitsluitlik of hoofsaaklik saamgestel is uit 'n mineraalstof wat in 'n gietvorm van keramiek, hars, rubber, skellak of ander bindmateriaal ingebed is

Posadres van applikant: Posbus 1338, Johannesburg, 2000.

Kantooradres van applikant: Metal Industries House, hoek van Marshall- en Simmondsstraat, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet.

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

D. W. JAMES,
Nywerheidsregistrateur.
(8 Maart 1991)

KENNISGEWING 215 VAN 1991

DEPARTEMENT VAN MINERAAL- EN ENERGIESAKE

UITHOU VAN GROND VIR DIE DOELEINDES VAN 'N OPENBARE PAD

Die Mynkommissaris vir die myndistrik Johannesburg het 'n strook geproklameerde grond op die plaas Leeuwpoot 113 IR, distrik Boksburg, myndistrik Johannesburg, provinsie Transvaal, soos getoon op 'n sketskaart waarvan afdrukke onder RMT R104/90 in die Mynbnewekantoor, Johannesburg, en in die kantoor van die Mynkommissaris, Johannesburg, bewaar word, kragtens artikel 179 (1) (b) van die Wet op Mynregte, 1967 (Wet No 20 van 1967), vir die doeleindes van 'n openbare pad uitgehou.

(19/5/1/2975)

(8 Maart 1991)

NOTICE 216 OF 1991**DEPARTMENT OF MINERAL AND
ENERGY AFFAIRS****RESERVATION OF LAND FOR THE PURPOSES OF
A PUBLIC ROAD**

The Mining Commissioner for the Mining District of the Orange Free State has, in terms of section 179 (1) (b) of the Mining Rights Act, 1967 (Act No 20 of 1967), reserved for the purposes of a public road a strip of proclaimed land on the farms Kalkkuil 153, Fregul 443 and Hesters Rust 224, Administrative District of Odendaalsrus, Mining District of the Orange Free State, Province of the Orange Free State, as shown on a sketch plan, copies of which have been filed under RMT R82/90 in the Mining Titles Office, Johannesburg, and in the office of the Mining Commissioner OFS, Welkom.

(19/5/1/2977)

(8 March 1991)

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25/0

NOTICE 217 OF 1991**DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956****APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF AN EMPLOYERS' ORGANI-
SATION**

I, David William James, Industrial Registrar do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the National Contract Cleaners' Association. Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of employers' organisation: National Contract Cleaners' Association.

Date on which application was lodged: 21 November 1990.

Interests and area in respect of which application is made: All employers engaged in the Cleaning Industry in the Republic of South Africa.

For the purposes hereof—

"Cleaning Industry" means the industry in which employers and their employees are associated for the purpose of the daily cleaning of buildings, offices, shops, arcades shopping centres, schools and flats and the cleaning of carpets and windows,

"cleaning of carpets" means the daily vacuum cleaning of fixed carpets in buildings and the steam cleaning of such carpets *in situ*

P.T.O. →

KENNISGEWING 216 VAN 1991**DEPARTEMENT VAN MINERAAL- EN
ENERGIESAKE****UITHOU VAN GROND VIR DIE DOELEINDES VAN 'N
OPENBARE PAD**

Die Mynkommissaris vir die myndistrik Oranje-Vrystaat het 'n strook geproklameerde grond op die plase Kalkkuil 153, Fregul 443 en Hesters Rust 224, administratiewe distrik Odendaalsrus, myndistrik Oranje-Vrystaat, provinsie die Oranje-Vrystaat, soos getoon op 'n sketskaart waarvan afdrucke onder RMT R82/90 in die Mynbriewekantoor, Johannesburg, en in die kantoor van die Mynkommissaris OVS, Welkom, bewaar word, kragtens artikel 179 (1) (b) van die Wet op Mynregte, 1967 (Wet No. 20 van 1967), vir die doeleindes van 'n openbare pad uitgehou.

(19/5/1/2977)

(8 Maart 1991)

KENNISGEWING 217 VAN 1991**DEPARTEMENT VAN MANNEKRAG****WET OP ARBEIDSVERHOUDINGE, 1956****AANSOEK OM VERANDERING VAN DIE REGI-
STRASIEBESTEK VAN 'N WERKGEWERSORGANI-
SASIE**

Ek, David William James, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die National Contract Cleaners' Association. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde werkgewersorganisasie 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 Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van werkgewersorganisasie National Contract Cleaners' Association.

Datum waarop aansoek ingedien is 21 November 1990.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle werkgewers betrokke by die Skoonmaakbedryf in die Republiek van Suid-Afrika.

Vir die doeleindes hiervan beteken—

"Skoonmaakbedryf" die bedryf waann werkgewers en hul werknemers met mekaar geassosieer is vir die doel van die daaglikse skoonmaak van geboue, kantore, winkels, arkades, inkoopsentrums, skole en woonstelle en die skoonmaak van tapyte en vensters;

"skoonmaak van tapyte" die daaglikse stofsuig van vaste tapyte in geboue en die stoomskoonmaak van sodanige tapyte ter plaatse

Posadres van applikant: Posbus 11681, Marine Parade, 4056

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 Postal address of applicant P O. Box 11681, Marine Parade, 4056

Office address of applicant: Second Floor, Metal Industries House, Ordnance Road, Durban.

Attention is drawn to the following requirements of sections 4 and 7 of the Act.

(a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

D. W. JAMES,
 Industrial Registrar.
 (8 March 1991)

NOTICE 218 OF 1991

DEPARTMENT OF MANPOWER LABOUR RELATIONS ACT, 1956

CANCELLATION OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (2) of the Labour Relations Act, 1956, that I have cancelled the registration of the Forging Association of Southern Africa with effect from 27 February 1991.

D. W. JAMES,
 Industrial Registrar
 (8 March 1991)

NOTICE 220 OF 1991

DEPARTMENT OF POSTS AND TELECOMMUNICATIONS

AMENDMENT OF THE TARIFF FOR TELECOMMUNICATION SERVICES

It is hereby made known, in terms of section 2B (3A) of the Post Office Act, 1958 (Act No. 44 of 1958), that the Postmaster General, acting under section 2B (1) (e) of the said Act, has determined that the fees, rates or charges set out in the schedule below are to be demanded or received in respect of the services concerned.

SCHEDULE

1.0 In the Schedule the expression "the Tariff" means the Tariff for Telecommunication Services promulgated under Government Notice 1192 of 1 July 1977, as amended.

2.0 The Tariff is hereby further amended as follows with effect from 1 April 1991:

PART 4: INTERNATIONAL TELECOMMUNICATION RATES

Substitute the following for the existing item 34.1:

Kantooradres van applikant: Tweede Vloer, Metal Industries House, Ordnance-weg, Durban.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

D. W. JAMES,
 Nywerheidsregistrator.
 (8 Maart 1991)

KENNISGEWING 218 VAN 1991

DEPARTEMENT VAN MANNEKRAG WET OP ARBEIDSVERHOUDINGE, 1956 INTREKKING VAN REGISTRASIE VAN 'N WERKGEWERSORGANISASIE

Ek, David William James, Nywerheidsregistrator, maak hierby kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge 1956, bekend dat ek die registrasie van die Forging Association of Southern Africa met ingang van 27 Februarie 1991 ingetrek het

D. W. JAMES,
 Nywerheidsregistrator.
 (8 Maart 1991)

KENNISGEWING 220 VAN 1991

DEPARTEMENT VAN POS- EN TELEKOMMUNIKASIEWESE

WYSIGING VAN DIE TARIEFVLYS VIR TELEKOMMUNIKASIEDIENSTE

Hiermee word ingevolge artikel 2B (3A) van die Poswet, 1958 (Wet No. 44 van 1958), bekendgemaak dat die Posmeester-generaal, handelende kragtens artikel 2B (1) (e) van genoemde Wet, bepaal het dat die gelde, tariewe of koste uiteengesit in die onderstaande Bylae ten opsigte van die betrokke dienste geëis of ontvang moet word.

Employers must be on their toes, says Louw

8/0ay 315/91 133
Political Staff

CAPE TOWN — Employers have generally not been as well organised as workers in recent years, Manpower Minister Eli Louw said yesterday

Outlining recent trends in the labour field to the annual conference of the Cape Local Government Employers' Organisation in Parow, Louw said statistics showed that unions had used the prescribed conflict resolution mechanism to their advantage

"At the same time, employers watched passively and did not grasp the opportunities and measure available to them"

Louw said it could be expected that labour union activities would become increasingly extended to the rural areas

"It would therefore be good for rural employers to make themselves conversant with negotiations with unions and labour

law"

Louw said that while the trade union movement had shown a downward trend for some time in Europe, the movement was growing in SA

"The growing influence of unions in the public sector and in the area of local authorities will continue"

Louw noted that among workers there was a measure of opposition to privatisation because job losses were feared, and that would have to be addressed

The chief reason for strikes continued to be disputes over wages, accounting for 80% of strikes in 1990

But SA's economic realities meant that unions would have to revise their demands

before they opted too hastily for strikes
Louw said employers and organised labour should "join hands in a conciliatory approach in moulding attitudes in the battle for the hearts and minds of people"

Employers and employees had a common goal — the improvement of their living standards "This can hardly be done by conflict I strongly recommend co-operation"

Louw said that in balancing these interests, employers should not act defensively, as though the economic and commercial environment would remain unchanged

"They must act pro-actively to bring about mutual beneficial changes in a constructive way

"Those employers that can adapt most easily to the art of compromise will ultimately be better off," Louw said

Circular on Labour Act is ignored

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Sawyer 16/5/91

THE South African Chamber of Business (Sacob) has sent out a circular to businessmen on the Labour Relations Amendment Act, which came into effect on May Day.

However, major black business organisations such as Nafcoc and Fabcos, whose membership employs thousands

of workers in South Africa's townships and many of whom have not been hard hit by labour unrest, have remained silent on the Act.

Sources say that the two organisations have met and discussed a variety of issues with Sacob, although it is still not clear whether the labour relations came under spotlight.

The most important feature of the amendments, which resulted from drawn-out efforts and discussions between Saccola (an employers association) and Nactu and Cosatu, is the replacement of the detailed definition of an unfair labour practice by a much broader definition.

This means that employers and trade unions will have more freedom as to their arguments and actions concerning unfair labour practices which have been very controversial between the parties since the LRA was implemented in 1978.

The industrial court will also have wider discretionary powers to determine unfair labour practices.

NOTICE 507 OF 1991

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Pretoria and Districts Caterers Association. Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of employers' organisation Pretoria and Districts Caterers Association.

Date on which application was lodged 25 March 1991.

Interests and area in respect of which application is made All employers engaged in the undermentioned trades in the Magisterial Districts of Brits, Bronkhorst-spruit, Cullinan, Kempton Park, Pretoria, Randburg, Rustenburg, Witbank and Wonderboom:

- (i) Tearoom, Restaurant and Catering Trade, and
- (ii) Commercial Distributive Trade

For the purposes hereof the above-mentioned trades are defined as follows

(i) "Tearoom, Restaurant and Catering Trade" means the trade in which employers and their employees are associated wholly or mainly for the purpose of preparing, serving or providing meals or refreshments (whether liquid or otherwise) or both such meals and refreshments in or from any establishment or part thereof, whether permanent, temporary, indoors or in the open air, and includes such activities when carried on in or from one or more classes or premises or parts thereof—

(a) used as public restaurants, fish-and-chips shops, cafes, tearooms, roadhouses and take-away food outlets, except where the preparation and/or supply of ready-to-consume food and/or refreshments take(s) place on or from the premises of an accommodation establishment;

(b) where meals or non-alcoholic drinks are served for consumption on the premises or are provided for consumption away from the premises,

(c) where aerated or mineral waters are supplied in glasses or other containers for consumption on the premises; and

(d) wherein or wherefrom the activities referred to herein are carried on in respect of or in connection with any theatre, bioscope, bioteatroom, drive-in cinema or other entertainment or any function,

KENNISGEWING 507 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWERSORGANISASIE

Ek, David William James, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Pretoria and Districts Caterers Association. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde werkgewersorganisasie 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 Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van werkgewersorganisasie Pretoria and Districts Caterers Association.

Datum waarop aansoek ingedien is 25 Maart 1991.

Belange en gebied ten opsigte waarvan aansoek gedoen word Alle werkgewers betrokke by ondergenoemde bedrywe in die landdrostdistrikte Brits, Bronkhorst-spruit, Cullinan, Kempton Park, Pretoria, Randburg, Rustenburg, Witbank en Wonderboom

(i) Teekamer-, Restourant- en Verversingsbedryf; en

(ii) Kommersiele Distribusiebedryf

Vir die doeleindes hiervan word bogenoemde bedrywe soos volg omskryf

(i) "Teekamer-, Restourant- en Verversingsbedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is uitsluitlik of hoofsaaklik met die doel om etes of verversings (hetsy vloeibaar of ander) of sowel sodanige etes as sodanige verversings te berei, te bedien of te verskaf in of vanuit enige bedryfsinrigting of gedeelte daarvan, hetsy permanent, tydelik, binnenshuis of in die ope lug, en dit omvat sodanige werksaamhede wanneer verrig in of vanuit een of meer klasse persele of gedeeltes daarvan—

(a) wat gebruik word as openbare restourante, vis-en-skyfie-winkels, kafees, teekamers, padkafees en verkooppunte vir wegneemkos, behalwe waar die voorbereiding en/of verskaffing van eetklaar voedsel en/of verversings plaasvind op of vanuit die perseel van 'n akkommodasiebedryfsinrigting;

(b) waar etes of nie-alkoholiese drankie bedien word vir verbruik op die perseel of verskaf word vir verbruik weg van die perseel;

(c) waar spuit- of mineraalwater in glase of ander houers verskaf word vir verbruik op die perseel; en

(d) waarin of waarvandaan die werksaamhede hierin bedoel, verrig word ten opsigte van of in verband met enige teater, bioskoop, kafeebioskoop, inryteater of ander vermaaklikheid of enige onthaal,

and further includes the supply of liquor in any such establishments or on any such premises in terms of a liquor licence held or deemed to be held by such employers or issued under the Liquor Act, 1989, but does not include hotelkeepers, boarding-housekeepers or lodging-housekeepers, and further includes all operations incidental to or consequent on any of the aforesaid activities

(ii) "**Commercial Distributive Trade**" means the trade in which employers and their employees are associated for the purpose of conducting the business of a shop and includes all operations incidental thereto. In this context "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 part thereof in which such goods are stored, packed or unpacked, or from which such goods are delivered or despatched to purchasers or from which wholesale or retail orders are executed

Interests and area in respect of which registration is held Employers engaged in the Catering, Tearoom and Restaurant Trade in the Magisterial Districts of Pretoria and Wonderboom

Postal address of applicant. P O. Box 2128, Pretoria, 0001

Office address of applicant Fifth Floor, 2 Pencardia, 509 Pretorius Street, Arcadia.

Attention is drawn to the following requirements of sections 4 and 7 of the Act.

(a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged

D. W. JAMES,

Industrial Registrar.

(14 June 1991)

NOTICE 511 OF 1991



**DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956**

**APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION**

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Independent Liquor, Catering and Allied Workers Union. Particulars of the application are reflected in the subjoined table

en dit omvat voorts die verskaffing van drank in enige sodanige bedryfsinrigtings of op enige sodanige persele kragtens 'n dranklisensie gehou of geag gehou te word deur sodanige werkgewers of uitgereik kragtens die Drankwet, 1989, maar dit omvat nie hotelhouders, losieshuishouders of huurkamerhuishouders nie, en dit omvat voorts alle bedrywighede wat met enige van voormelde werksaamhede gepaard gaan of daaruit voortspuit.

(ii) "**Kommersiële Distribusiebedryf**" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om 'n winkel te dryf, en dit omvat alle bedrywighede wat daarmee gepaard gaan. In hierdie verband beteken "winkel"—

(a) enige perseel waarheen persone uitgenooi word met die doel om hetsy by die klein maat of by die groot maat, die goedere daarin uitgestal of goedere van die soort daarin uitgestal, te koop; en

(b) enige perseel of gedeelte daarvan waarna sodanige goedere geberg, verpak of uitgepak word, of waarvandaan sodanige goedere aan kopers afgelewer of versend word of waarvandaan groothandels- of kleinhandelsbestellings uitgevoer word.

Belange en gebied ten opsigte waarvan registrasie gehou word Werkgewers betrokke by die Verversings-, Teekamer- en Restaurantbedryf in die landdrosdistrikte Pretoria en Wonderboom

Posadres van applikant. Posbus 2128, Pretoria, 0001.

Kantooradres van applikant Vyfde Verdieping, Pencardia 2, Pretoriusstraat 509, Arcadia

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

D. W. JAMES,

Nywerheidsregistrateur.

(14 Junie 1991)

KENNISGEWING 511 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Independent Liquor, Catering and Allied Workers Union. Besonderhede van die aansoek word in onderstaande tabel verstrek

(ii) "Hotel and Liquor Trade" means the trade in which employers and their employees are associated for the purpose of providing accommodation and one or more meals per day for reward on premises where the sale of liquor is carried on and in connection with which one or more than one liquor licence is held or deemed to be held by such employers or has been issued in terms of the Liquor Act, 1989. Provided that, for the purposes of this definition, the expression "accommodation" shall mean bedroom accommodation and the services ordinarily associated therewith.

(iii) "Commercial Distributive Trade" means the trade in which employers and their employees are associated for the purpose of conducting the business of a shop and includes all operations incidental thereto. In this context "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 part thereof in which such goods are stored, packed or unpacked, or from which such goods are delivered or despatched to purchasers or from which wholesale or retail orders are executed.

Interests and area for which registration is held The liquor and Catering Trade and the Tearoom, Restaurant and Catering Trade in certain of the areas applied for.

Postal address of applicant P O. Box 5274, Pretoria, 0001

Office address of applicant 34 Brown Street, Suite 24, Pretoria

Attention is drawn to the following requirements of sections 4 and 7 of the Act.

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

D. W. JAMES,
Industrial Registrar
(14 June 1991)

NOTICE 512 OF 1991

DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as an employers' organisation has been received from the Association of Personnel Service Organisations of South Africa. Particulars of the application are reflected in the subjoined table.

(ii) "Hotel- en Drankbedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om huisvesting en een of meer etes per dag teen vergoeding te verskaf op persele waar die verkoop van drank bedryf word en in verband waarmee een of meer as een dranklisensie gehou word of geag word gehou te word deur sodanige werkgewers of uitgereik is kragtens die Drankwet, 1989. Met dien verstande dat vir die doeleindes van hierdie omskrywing die uitdrukking "huisvesting" slaapkamerakkommodasie en die dienste wat gewoonlik daarmee geassosieer word, beteken.

(iii) "Kommersiële Distribusiebedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om 'n winkel te dryf, en dit omvat alle bedrywighede wat daarmee gepaard gaan. In hierdie verband beteken "winkel"—

(a) enige perseel waarheen persone uitgenooi word met die doel om, hetsy by die klein maat of by die groot maat, die goedere daarin uitgestal of goedere van die soort daarin uitgestal, te koop; en

(b) enige perseel of gedeelte daarvan waarin sodanige goedere geberg, verpak of uitgepak word, of waarvandaan sodanige goedere aan kopers afgelewer of versend word aan of waarvandaan groothandels- of kleinhandelsbestellings uitgevoer word.

Belang en gebied waarvoor registrasie gehou word Die Drank- en Verversingsbedryf en die Teekamer-Restaurant en Verversingsbedryf in sekere van die gebiede waarvoor aansoek gedoen is.

Posadres van applikant Posbus 5274, Pretoria, 0001.

Kantooradres van applikant: Brownstraat 34, Suite 24, Pretoria

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet.

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

D. W. JAMES,
Nywerheidsregistrator.
(14 Junie 1991)

KENNISGEWING 512 VAN 1991

DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N WERKGEWERSORGANISASIE

Ek, David William James, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n werkgewersorganisasie ontvang is van die Vereniging van Personeel-diensorganisasie van Suid-Afrika. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

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TABLE

Name of employers' organisation Association of Personnel Service Organisations of South Africa

Date on which application was lodged 7 March 1991.

Interests and area in respect of which application is made All companies and firms actively engaged in business as private employment offices or labour brokers in the Republic of South Africa. For the purposes hereof—

“private employment office” means any business carried on for gain in which situations are found for workseekers or in which workseekers are found for employers or in which advice is given in regard to the procurement of employers, as the case may be, but excludes any nursing agency as defined in section 1 of the Nursing Act, 1978,

“labour broker” means any person who conducts or carries on a labour broker's office,

“labour broker's office” means any business whereby a labour broker for reward provides a client with persons to render service to or perform work for the client or procures such persons for him, for which service or work such persons are remunerated by the labour broker

Postal address of applicant P O Box 91296, Auckland Park, 2006

Office address of applicant Fifth Floor, Curatio, 3 Annet Road, Braamfontein, Johannesburg

Attention is drawn to the following requirements of section 4 of the Act.

(a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (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 section 4 (2) must be followed in connection with any objection lodged.

D. W. JAMES,
Industrial Registrar

(14 June 1991)



NOTICE 513 OF 1991

DEPARTMENT OF JUSTICE

Special courts for Blacks were abolished during 1986 by the Special Courts for Blacks Abolition Act, 1986 (Act No 34 of 1986). There is, however, still a single separate court which has been kept in existence for this population group in respect of divorce actions. In terms of section 10 of the Black Administration Act,

Enige geregistreerde werkgewersorganisasie 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 Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001)

TABEL

Naam van werkgewersorganisasie Vereniging van Personeeldiensorganisasies van Suid-Afrika

Datum waarop aansoek ingedien is 7 Maart 1991

Belange en gebied ten opsigte waarvan aansoek gedoen word Alle maatskappye en firmas aktief betrokke by besigheid as private werkverskaffingskantore of arbeidsmakelaars in die Republiek van Suid-Afrika

Vir die doeleindes hiervan beteken—

“private werkverskaffingskantoor” enige besigheid gedoen met 'n winsoogmerk waarin betrekings verkry word vir werksoekers of waarin werksoekers verkry word vir werkgewers of waarin advies gegee word aangaande die verkryging van werkgewers, na gelang van die geval, maar omvat dit nie enige verplegings-agentskap soos omskryf in artikel 1 van die Wet op Verpleging, 1978, nie,

“arbeidsmakelaar” iemand wat 'n arbeidsmakelaarskantoor bestuur of bedryf,

“arbeidsmakelaarskantoor” 'n besigheid waardeur 'n arbeidsmakelaar teen vergoeding persone aan 'n klient verskaf vir die lewering van diens aan of die verrigting van werk vir die klient, of sodanige persone vir hom verkry, vir welke diens of werk sodanige persone deur die arbeidsmakelaar beloon word

Posadres van applikant Posbus 91296, Auckland Park, 2006.

Kantooradres van applikant Vyfde Verdieping, Curatio, Annetweg 3, Braamfontein, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge artikel 4 (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 Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

D. W. JAMES,
Nywerheidsregistrateur.

(14 Junie 1991)

KENNISGEWING 513 VAN 1991

DEPARTEMENT VAN JUSTISIE

Spesiale howe vir Swartmense is gedurende 1986 deur middel van die Wet op die Afskaffing van Spesiale Howe vir Swartes, 1986 (Wet No 34 van 1986), afgeskaf. 'n Enkele afsonderlike beregtingsforum ten opsigte van egskeidingsgedinge word egter steeds vir hierdie bevolkingsgroep in stand gehou. Ingevolge

'Average pay not R500 000'

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CLAIMS by trade unions that the average pay of Johannesburg Consolidated Investments directors is more than R500 000 a year were dismissed by company chairman Mr Pat Retief yesterday

Retief, accusing union researchers of deliberate distortion, challenged the basis on which the Labour

Research Service had calculated the average salary

Retief said it was in fact much more modest - below R208 000 a year

He said the LRS had failed to differentiate between actual directors' fees and any income from the sale of their personal shareholdings carried out as normal share transac-

tions

The researchers, he said, had also failed to make proper allowance for the number of non-executive directors sitting on the main board - which, in the case of JCI, was as few as two - while in many companies it was a far higher proportion

"Nor does the LRS report make plain that

directors' pay in South Africa is far lower than the emoluments paid their counterparts in such countries as the United States, Britain and Germany - even though they carry far more onerous duties in view of our socio-economic problems here," Retief said

"The whole report is totally biased" - *Sowetan Correspondent*

Sowetan 24/6/91

Saccola, Cosatu to lobby Cabinet

Rebuff for FW's covert security plan

B/day 12/8/91

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ALAN FINE

A JOINT management/labour initiative has been launched to urge President F W de Klerk to scrap his plans to appoint a private sector committee to advise him on covert security activity.

It was disclosed at the weekend that employer federation Saccola and Cosatu agreed at a meeting on Tuesday to approach Cabinet jointly with a proposal that the committee be replaced by a more broadly based group representing all key sections of civil society, including organised labour.

They are to seek a meeting to discuss the issue with Deputy Constitutional Development Minister Roelf Meyer (soon to become Defence Minister).

The rationale behind approaching Meyer would be that he is government's chief representative in the church/business-initiated peace process. The parties hope to arrange a meeting with him this week.

The Saccola/Cosatu scheme — according to sources at the meeting and others briefed on its proceedings — would incorporate the entire issue of covert activity into the church and business-initiated peace summit which has made good progress in drawing up codes of conduct for political parties and the security forces.

Cosatu and the ANC have already stated their opposition to an advisory committee comprising senior businessmen. Cosatu has drafted a written proposal for government's consideration.

It is understood that the type of people De Klerk plans to appoint to the private-sector committee would be chairmen and chief executives of the country's largest

corporations. Initial approaches have apparently been made already, although identities of those approached could not be ascertained.

The consensus between the union and management groups is that a committee comprising representatives of such groups as business, organised labour, and civic and local government groups should be appointed to examine the covert activity issue.

The most important consideration was that its composition should be broadly acceptable to and inspire confidence among major opposing groups.

Its primary purpose should be to establish guidelines as to when the public interest would be served by covert activities, and to determine what control mechanisms should exist to ensure that these guidelines are adhered to.

An important consideration would be that the guidelines should be made public. If details of covert activities were then "leaked" again, it would generally be clear to the public whether the guidelines had been contravened. It was further suggested that these guidelines could also be incorporated into the review of legislation related to covert activities promised by De Klerk for next year.

It is understood that, apart from the Cosatu/Saccola initiative, several businessmen have already asked Cabinet contacts to try to convince De Klerk to drop his private sector committee scheme.

□ To Page 2

Security

B/day 12/8/91

The ANC recently described De Klerk's proposed committee as "a face-saving measure designed to embroil others in dirty tricks to preserve the power of the NP". The ANC appealed to the business community not to permit itself to be drawn into such "dubious schemes".

And a senior business representative, who did not want to be named, said many business leaders opposed the scheme.

"The last thing we need is an arrangement which unions would see as confirming their suspicions of a conspiracy between the 'apartheid' government and big

business," he said.

In his statement on the Inkatha funding scandal on July 30, De Klerk said the committee would be asked to advise him on the requirement that secret funding should not benefit political parties, and to advise on whether continuing secret projects were in the "national interest".

He said the advisory committee, in order to permit it to "restore trust", should comprise well-known personalities accepted as people of integrity.

Meyer had no comment to make yesterday.

□ From Page 1

Saccola ~~to~~ Cosatu to meet FW?

133
Soweto
13/8/91
THE Congress of South African Trade Unions and the employer federation Saccola will launch a joint initiative to urge President FW de Klerk to abandon his plan to appoint a private sector committee to advise him on covert security activity

Cosatu spokesman Mr Neil Coleman yesterday said both parties agreed they would approach the Government, but no definite plans had been made

He said the union and Saccola felt a private sector committee would be ineffective in dealing with security activity.

A more broad-based committee representing key sections of society should be appointed instead - *Sapa*.

~~More secrets~~

133

Another labour organisation has been infiltrated by the security police. At the same time that security police Major Derick Botha, with the co-operation of Rand Afrikaans University professor Kobus Slabbert, controlled the Auckland Park-based Liaison Bureau with slush funds, Botha's colleagues set up a Cape Town operation (*Leaders* September 27)

A memorandum, marked "top secret" and dated September 11 1989 (the *FM* has a copy), deals with the launch of a Cape Town labour organisation, Management Services Coordination Employers (Manco). The memorandum was sent by the Western Cape branch of the security police to their Pretoria headquarters.

According to the document, "an employers' forum" was formed on August 30 of that year after Cape Town security policemen had various discussions with company directors and managers in the area. It further states that "a five-member committee, under the chairmanship of the Cape Employers' Association's former chairman Frank Lighton, was elected by 35 representatives."

During the meeting, Lighton, according to the memo, informed those present that the forum did not replace existing employer's organisations. Its aim was to inform members on labour law, union strategies, actions during labour unrest and legal aspects, including industrial court decisions, and to

FINANCIAL MAIL • OCTOBER • 11 • 1991 • 45

continue →

assist smaller firms

A Captain Brink of the western Cape Security Police commented to his superiors that it was clear from the meeting that more firms were interested in joining the forum. "Members of this office (the Security Police) — without getting involved personally — will maintain the necessary contact with committee members and will receive a report-back of the most important decisions," wrote Brink.

He added "In order to dodge undesirable elements, as well as newspapers, the matter is regarded as confidential at this stage."

Various handwritten notes are visible on the memo. One written comment on the document states that the forum will improve the security police influence in the western Cape. At the bottom of the page the name "Maj Botha" is handwritten.

In a follow-up memo, dated September 19 1989, also stamped "top secret" with the certifying signature of one P J J du Preez, a meeting of the elected committee on September 6 1989 is discussed. The memo states that 15 new members joined the forum at a meeting held on September 13 and that possible stayaway actions were discussed as well as the possible consumer boycott expected later that month.

Again Captain Brink reported to his superiors in Pretoria. He said that contact between the Cape security police and various companies had increased.

The name "Maj Botha" again appeared at the bottom of the document. As was earlier reported, Major Derick Botha, the controller of Liaison Bureau, had also been involved with the R1,5m funding of the Inkatha union, Uwusa.

The *FM* called Major Botha to inquire whether he and the Botha mentioned on the security police memo were the same person. "I am not interested in talking to you," he said before slamming the receiver down. The *FM* has also not received any response from an earlier request to interview Law & Order Minister Hernus Kriel about his department's involvement in labour organisations.

Manco's Frank Lighton, however, expressed his "astonishment" when told by the *FM* of the two memoranda. Describing himself as an honorary administrator, Lighton said that he had never before heard of Botha. He knows a Captain Brink, said Lighton, but he could not recall that Brink had been present at the inaugural meeting of Manco.

"We have never been involved with the security police," he said. "I cannot speak about secret documents."

Meanwhile, the Commission for Administration, which has been investigating and negotiating labour legislation for civil servants, has cancelled a contract with Liaison Bureau and terminated the services of Vanderbijlpark attorney Hugo Pienaar, a former member of the close corporation (*See Not guilty*).

Pienaar, a partner of law firm Du Plessis Pienaar & Swart, had been a member of a committee representing the commission.

Said commission chairman Danie du Toit "We did not know about Mr Pienaar and Liaison Bureau's involvement with the security police," he said. "If we had known, we would not have contracted him."

Pienaar told the *FM* on Monday that the first contact with the security police had been made by Kobus Slabbert and that he (Pienaar) initially had no knowledge of it. Thereafter, he attended a meeting with the Security Police at Slabbert's request to advise them on legal matters. Liaison Bureau CC was formed afterwards, said Pienaar. He was involved only to conduct legal work for Liaison Bureau and the company which was later formed. It must be stressed, however, that the company Liaison Human Resources had never been involved with the State and that it only aimed at assisting clients.

"The partners of Du Plessis Pienaar & Swart were at all times informed about the company's clients, but from the nature of the sensitivity of the close corporation's (Liaison Bureau) client (the security police), were not fully informed as far as that client was concerned."

Pienaar added that he had been informed about the cancellation of the contract between Liaison Bureau and the Commission for Administration, but was awaiting instructions from his client (Liaison Bureau).

Eddie Botha

Studying the effects of labour relations

133

B/day 15/10/91

SAGOB'S standing committee on industrial relations, chaired by AECT's Bokkie Botha, looks at events which affect industrial relations, including the trade union movement and legislation.

"We see the committee's main role as influencing government policy," says Sacob labour affairs manager Gerrie Bezuidenhout.

There are four main areas of concern.

- The composition of industrial relations structures, such as the National Manpower Commission;
- The extension of labour legislation to previously unaffected sectors of the workforce, such as farm-

workers and domestic employees,

□ Social policy issues like health care, AIDS, education and pension which are fast influencing the industrial relations relationship between employer and worker; and

□ Readmittance of SA into the international labour arena via organisations like the International Labour Organisation and the International Organisation of Employees.

"There is a need in SA for employees and employers to unite nationally on labour issues and Sacob has been active in influencing this where it can," Bezuidenhout says

"This is important because, nationally, employees have to have stronger representation on bodies which deal with matters relating to industrial relations and if SA is readmitted to international organisation, it must speak with a united voice."

The committee deals proactively with labour issues and, as a member of Saccola, was party to the Saccola/Cosatu/Nactu labour accord which was three years in the making

Botha says VAT and the impact labour unrest over this could have on the economy, the effect of labour relations on the economy and potential influence vio-



GERRIE BEZUIDENHOUT

lence has on industrial relations are among the topics which the committee is investigating.

"We try to ensure all labour relations issues are handled in such a way as to reduce conflict and increase understanding between the parties," he says.

Labour is showing a spirit of consultation

DEVELOPMENTS on the labour scene during the past year have seen dynamic changes, Sacob says in its annual report released this week.

"The adversarial climate has abated and there is a new spirit of consultation arising out of the successful conclusion of the Saccola/Cosatu/Nactu accord of last year, which culminated in the Labour Relations Act of May, 1991.

"The past year has seen a continuation of the trend for social policy issues to become part of the relationship between employees and employers.

"This has led to the addressing of issues such as AIDS, a new strategy for urbanisation, health care

and social responsibility.

"The supply of skilled manpower to meet the challenge of SA's need for economic growth continues to be cause for concern," Sacob says.

"Changes to manpower policy on a broad front will be to address this problem.

"Sacob is also strongly promoting the closer integration of education, training and career guidance.

"As it is unlikely, however, that a restructured education and training system will meet certain immediate manpower needs, Sacob has proposed changes to current immigration policy designed to encourage those immigrants with qualifications, skills and capital that are needed to come to SA."

Unions warn employers over stayaway

EMPLOYERS who took action against workers participating in next week's anti-VAT stayaway would be blacklisted and face "the organised power of workers", Cosatu and Nactu warned yesterday

VAT Co-ordinating Committee member and Cosatu general secretary Jay Naidoo told a news briefing companies which took disciplinary action, including dismissals, would be blacklisted

"Lists of companies embarking on disciplinary action will be distributed locally and internationally, to facilitate solidarity action against such companies," Cosatu and Nactu said in a joint statement

The trade union groupings also called on

VERA VON LIERES

employer bodies such as Sacob, Saccola and Seifsa to accept workers' right to embark on the action and to advise employers of the consequences of victimisation

Saccola chairman Bokkie Botha said yesterday the committee could not prescribe to its member organisations how to advise companies but said they should take into account past lessons

Sacob labour affairs manager Gerrie Bezuidenhout said the organisation's policy in dealing with stayaways was based on a no work, no pay principle. Any disciplinary measures would be taken by companies at their discretion

SA Institute of Race Relations executive director John Kane-Berman, speaking at the Johannesburg Country Club, said yesterday people in Soweto had been threatened with death if they went to work during the November 4-5 strike

He said the institute had received reports from Soweto that people in vehicles were "going around with loudspeakers threatening to hack people to death and burn their houses if they go to work"

Cosatu and the ANC yesterday distanced themselves from the threats, saying they were an attempt to discredit the "general strike". They challenged the police to ar-

□ To Page 2

Stayaway ^{Bl/way} 31/10/91.

rest those engaged in the criminal activity

Naidoo said more than 2-million workers were expected to heed the stayaway call. Cosatu and Nactu had appealed to all to act with discipline and restraint

He said the strike was the consequence of government's unilateral decision to impose VAT on the people of SA. It was clear that even employers had failed to convince government to enter into bona fide negotiations on the issue, Naidoo said

The United Front of Independent Trade Unions of SA announced yesterday it had

133 (133) (133) (133) □ From Page 1
withdrawn from all structures of the co-ordinating committee in protest against "Cosatu nationalist leadership's big federation chauvinism and sectarianism". But its members would support the stayaway.

The co-ordinating committee and Deputy Law and Order Minister Johan Scheepers agreed yesterday to set up a liaison structure to facilitate communication with regard to incidents that might occur on the days in question

Both parties agreed to adhere to the national peace accord.

Flexing muscles over scorned tax

Star

31/10/91

~~31/10/91~~

~~31/10/91~~

~~31/10/91~~

133

IT HAS been said that Cosatu and other unions are merely using the VAT issue as an excuse to confront the Government on the formulation of economic policy, ahead of constitutional negotiations. Is that the case?

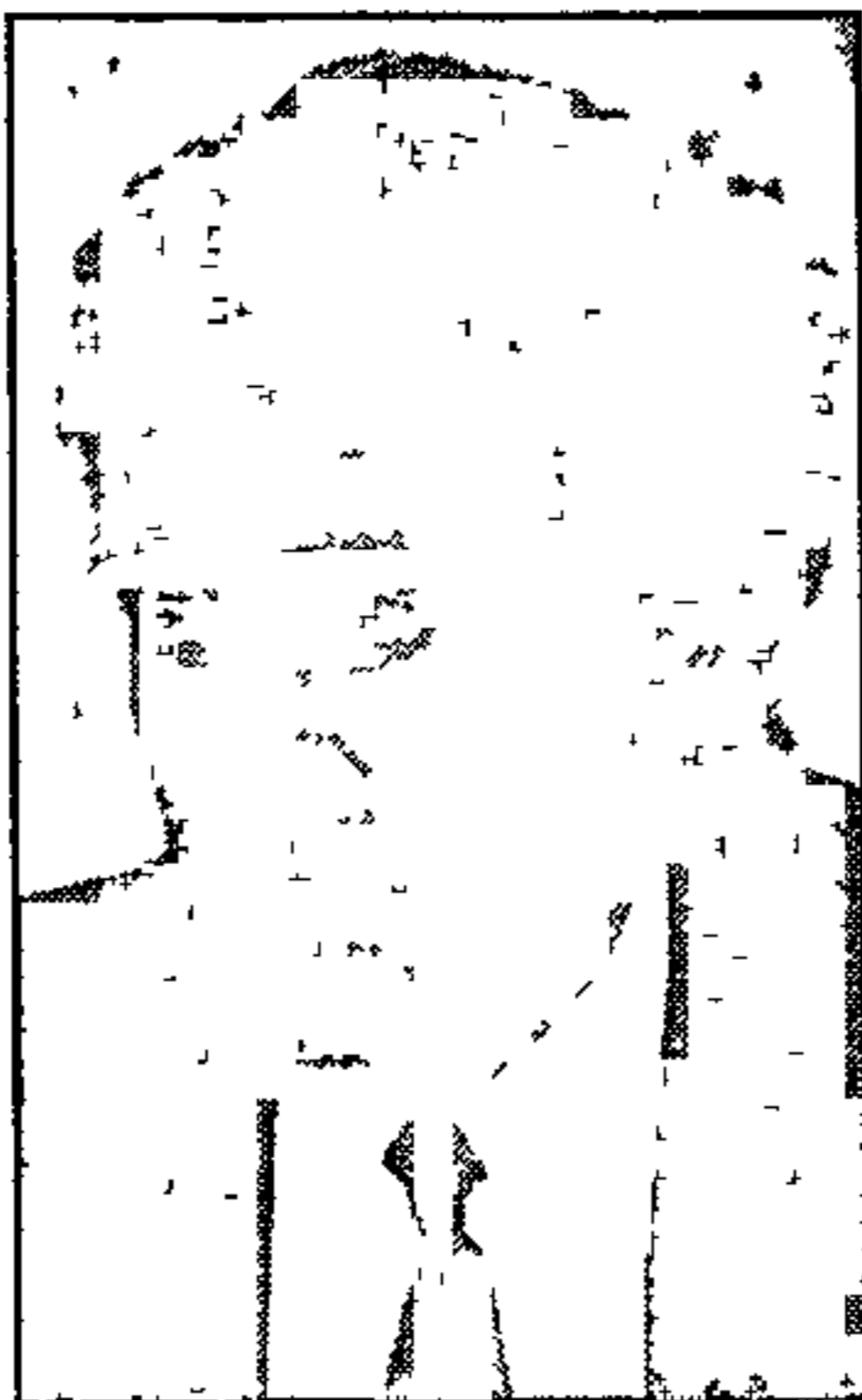
At a political level we have said very openly that we are an independent organisation and that the trade union movement, as part of civil society, intends to play a key role in the present transition and in a post-apartheid South Africa in determining the political and economic future of this country. We have a legitimate right to demand that the Government halts the unilateral restructuring of the economy because we are in a transition period.

At the economic level, the imposition of VAT is going to have an adverse impact on the lives of millions of people who at present live below the bread-line. Without effective mechanisms to control price abuse, VAT will lead to a rise in the cost of living.

We have committed ourselves to make VAT unworkable (and) are planning to broaden the campaign in the new year to include the non-payment of PAYE. It is unacceptable to us that a white minority Government in this transitional period can continue to dominate the structures of decision-making at the economic and political level.

The demands that we are making around VAT, including the setting up of a forum for macro-economics negotiations, are aimed at putting pressure on the Government to see that there has to be a process of bona fide negotiation of political and economic issues.

For us, coming from a constituency that has been historically deprived of access to resources and wealth, it is absolutely essential that political change must also be accompan-



ied by economic change, so that the issue of the vote is linked to the provision of jobs, housing, education, etc.

The Government is unilaterally restructuring the economy at every level through measures including privatisation and deregulation. We are concerned that this will perpetuate the domination of white minority interests.

What would persuade the unions to call off the strike?

Our doors are still open. The Government must zero-rate basic foodstuffs, medical services, water and electricity. It must make concessions to small business and negotiate poverty relief programmes. Linked to that, the Government must agree to set up a macro-economics negotiating forum.

The forum — to include Cosatu and Nactu, the major employers, the Government, consumer organisations and the major political parties — would discuss economic changes consistent with the political transformation taking place.

The strike may be perceived as directed primarily at the employers. Is it?

Disagreement over the introduction of VAT has set the Government and South Africa's biggest labour groupings on a collision course. Unless there is a last-minute resolution of the dispute, the unions have vowed to call out their members on a two-day general strike starting on Monday. The strike call is supported by, among others, the ANC, PAC, the National Council of Trade Unions and the Azanian People's Organisation. In an interview with MIKE SILUMA, Congress of SA Trade Unions general-secretary Jay Naidoo (left), who has been personally involved in the campaign to reform VAT legislation, and whose federation is party to the strike call, warns of even more conflict in the next few months if the Government continues to "unilaterally restructure" the economy.

Employers could have played a central role in resolving the issue. But throughout the negotiations, the Government was basing its entire argument on the fact that big business was geared up for VAT's imposition.

SA Chamber of Business and Afrikaanse Handelsinstituut representatives insisted that big business was entirely behind the Government and that there would be chaos if the Government did not go ahead with the introduction of VAT. (The employers' hands are not clean.)

When approached by us to intervene, the SA Consultative Committee on Labour Affairs said they were not prepared to take a stand on the issue. We warned them that unless big business was seen to be moving to pressure Government to negotiate, we were going to have a situation where there would be conflict between us and the Government, with employers stuck in the middle.

Couldn't the strike be seen as a breach of the Peace Accord, of which Cosatu is a signatory?

No. The Peace Accord, in fact, entrenches the right of or-

ganisations to protest. It restrains those organisations that want to use violence to protest. What we have said is that the strike is voluntary, that there must be no force used. We have made provision for mechanisms to prevent the use of force, and to monitor the extent to which violence is used against us. In our view the strike is absolutely voluntary.

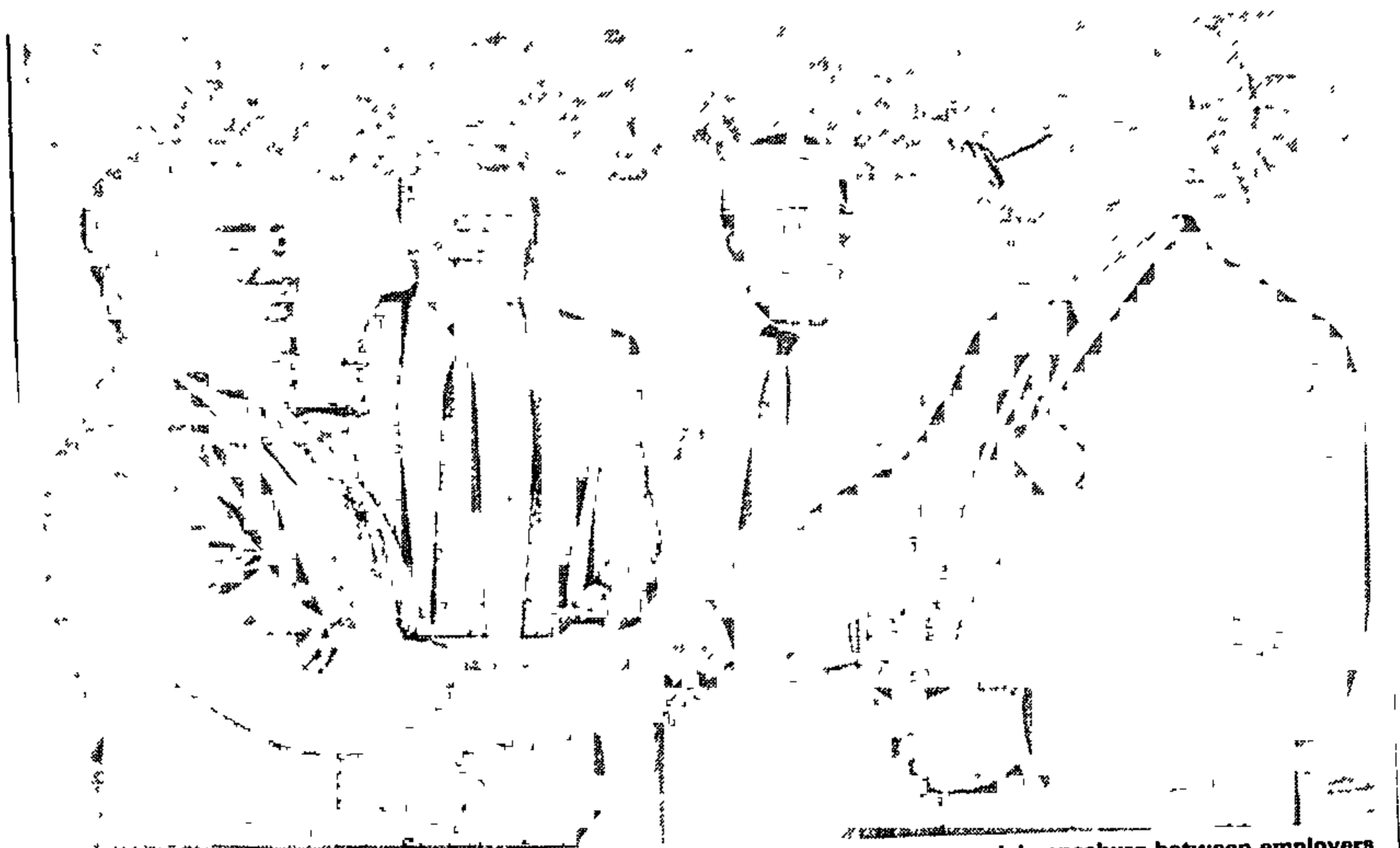
What of the economic damage (in lost production and pay) likely to be wrought by the strike?

Our view is that it is because of resistance in the last few years that the Government has entered the process of negotiations. We know it's going to be an economic burden we will have to carry. But we are determined to stop the devastation of the economy — in relation to the majority of our people — by not allowing the economic policies of the National Party to continue unopposed.

What we are doing is protecting the integrity of the future economy and ensuring that when we put in place a new system it is jointly decided by all the major players. □

INDUSTRIAL REL, -EMPLOYERS' ORGAN.

1992



Sacob president John Hall, right, greets Fabcos delegates at yesterday's meeting in Johannesburg between employers and trade unionists to discuss convening an economic summit later this year. The Fabcos delegates are, from left, Jabu Mabuza, Joas Mogale and Mike Ntlatleng

Picture ROBERT BOTHA

Bosses, labour call for forum

Monday 22/1/92
DIRK HARTFORD

MORE than 60 delegates from organised business and labour yesterday agreed on "the urgent need to set up an economic forum", said the meeting's facilitator, the Consultative Business Movement (CBM).

The CBM said a working group had been set up and would report back in March. It would approach government to take part in the forum.

Representatives of Cosatu, Nactu and Fedsal, and Sacob, the AHI, Fabcos, Nafcoc, Seifsa, Saccola and the Chamber of Mines attended the meeting.

Sacob director-general Raymond Parsons said the working group would examine whether the forum should make an input at Codesa. In an Agenda TV discussion he said he was "very positive" about the meeting.

Cosatu assistant general secretary Sam Shilowa said during the Agenda programme Cosatu was not contemplating an alternative "Budget".

Employers get together

■As part of the drive toward international acceptance, South Africa's major employer bodies will soon unite and so pave the way to readmittance to the International Labour Organisation. ~~(133)~~ (133)

At a weekend meeting in Harare, Saccola, the representative of white
w/m/cw 7/2-12/2/92

w/m/cw 7/2-13/2/92
business, Nafcoc, representing black business and Fabcos, representing the informal sector resolved to form a committee to plan the process.

A national employer body in South Africa is likely to join the International Employers Organisation as a step toward representation at the ILO. ~~(133)~~ (133)

Retailers negotiate over provident fund

8 (to au) 13/21/92 (K) (S) (133)
TWENTY major employers in the retail industry are negotiating a national provident fund with the 100 000 strong SA Commercial, Catering and Allied Workers' Union (Saccawu), says Saccawu assistant general secretary Kaiser Thibedi.

The talks are the result of a Saccawu initiative to involve the entire industry in setting up the fund.

The employers, who have grouped together in a Participating Employers' Association, include Checkers, Clicks, Edgars, OK Bazaars, Pick 'n Pay, Foschini, CNA/Gallo, Ackermans, Pep Stores, the Beares Group, Game, Metro Cash and Carry, Morkels and SA Druggists. Other retail employers, who were originally involved in discussions around the proposed national provident fund, have pulled out at this stage.

The major problems were whether to make membership of the fund compulsory and whether to merge existing funds into the new national fund. The employers are adamant that membership should be voluntary and that the new fund should run parallel with existing ones, says employer spokesman John Corlett.

Thibedi argues that Saccawu members should join the fund and that existing funds should be "collapsed" into the national fund.

The companies involved employ about 90 000 people.

The existence of this new negotiating forum's does not address the question of whether an industrial

DIRK HARTFORD

council could be established in the retail trade. Corlett said yesterday the diverse nature of the industry militated against the formation of a council and the issue "wasn't even on the agenda". Thibedi said while an industrial council was desirable in the industry, Saccawu was concerned only with the provident fund issue at the moment.

Meanwhile, Checkers is asking for the setting aside tomorrow of an industrial court order that "proper consultation" take place between the company and Saccawu before retrenching workers.

Nearly three weeks ago Saccawu sought urgent relief from the industrial court to stop Checkers retrenching workers in a store it had closed. In a ground-breaking ruling, relief was granted and Checkers was obliged to consult Saccawu before retrenchments could take place.

This has apparently sparked a wave of applications from unions seeking to halt retrenchments.

At issue is whether a company has the right to unilaterally retrench workers when closing or selling its operations or whether the union should be involved in the decision.

A source said there had been nearly 60 hours of consultation and Checkers now wanted the order set aside. A Saccawu spokesman said the union would oppose Checkers' application.

Metal bosses, unions looking at key issues

STRIKES, stayaways and sanctions are some of the controversial issues to be investigated by employers and trade unions in the metal industry

The parties set out their proposals for growth and job creation at a meeting this week

The beleaguered metal industry shed 35 000 jobs in 1991

Latest figures show that the high lay-off rate has continued this year — 3 103 jobs were lost in January

The National Union of Metalworkers of SA (Numsa) proposes the establishment of a framework organisation as the basis for the negotiations about job creation

Overlap

It wants the organisation to deal with labour stability, training and affirmative action, sanctions, strengthening the metal industrial council, and workers' rights

A comprehensive information base, to be shared by both parties, should be established

Numsa proposes that researchers begin compiling reports on trade, investment patterns and productivity

Employer organisation Seifsa says that because of the establishment of the National Economic Forum most macro-economic issues will have to be dealt with in it

But macro- and micro-is-

By ADRIAN HERSCH

issues overlap in several areas Seifsa holds that because of this the parties in the metal industry will have a look at issues such as stayaways, illegal strikes and sanctions

Numsa, a Cosatu union, says it is committed to developing "a healthy, internationally competitive industry which increases employment

opportunities"

Although the partners have this ideal in common, there are widely divergent views on how to achieve it.

The "critical question", says Numsa, is whether sufficient common ground on key questions of industrial policy can be found

The joint management-union growth and job creation committee will meet again on March 31

Bosses dig in on pay rises

PAY TALKS will be tough this year and several companies have proposed no increase

Labour consultant Gavin Brown says those that have offered no pay increase will review the position later in the year

"While few employers are likely to stick to this position as talks wear on, it is nevertheless an indication that a great many of them are determined to settle at single-figure percentage increases for 1992"

Settlements are being concluded below the inflation rate, but even if the economy turns around soon, moderate agreements should prevail at least until the end of the year

Mr Brown says "There will be a lag of between nine and 18 months before a changed economic climate allows any lessening in wage restraint"

By ADRIAN HERSCH

Retrenchment remains a threat for unions in some sectors in spite of huge job losses last year

Job security demands will therefore be prominent in many sets of talks

The chances that many productivity deals will be reached do not look good

But the option will increase "as talks move to deadlock and further employer concessions are linked to productivity"

Mr Brown writes in Labour Chronicle "Against all the economic realities is a mounting anger on the shopfloor over job losses and the inflation rate

"Coupled with political expectations, the bargaining atmosphere in many companies will have a dangerously low accident threshold"

S/Times (BUS) 11/3/92



NEWS IN BRIEF

Seifsa backs 'yes' vote

SEIFSA supports a strong "yes" vote in the referendum on March 17, as the effects of a negative vote will be extremely serious on industry and the economy, says executive director Brian Angus (133)

He said a "no" vote would lead to the swift reimposition of international sanctions which would cut off SA's access to technology and the country's exporters would fall further behind their competitors

"SA relies on international trade for 60% of its GDP. A substantial proportion of this would be lost."

B/Day 4/3/92

ALGEMENE KENNISGEWINGS**KENNISGEWING 223 VAN 1992****DEPARTEMENT VAN MANNEKRAG****WET OP ARBEIDSVERHOUDINGE, 1956****AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWERSORGANISASIE**

Ek, David William James, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956 hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Hand Tool Manufacturers' Association. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde werkgewersorganisasie 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 Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres. Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van werkgewersorganisasie: Hand Tool Manufacturers' Association.

Datum waarop aansoek ingedien is: 30 Desember 1991.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Werkgewers betrokke by die Handsny- en Kleingereedskapnywerheid in die Republiek van Suid-Afrika.

Vir die doeleindes hiervan beteken "Handsny- en Kleingereedskapnywerheid" die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om handsny- of kleingereedskap wat vir nywerheids- en/of landbou- en/of huishoudelike doeleindes gebruik word, te vervaardig.

Posadres van aplikant: Posbus 1338, Johannesburg, 2000.

Kantooradres van aplikant: Metal Industries House, Andersonstraat 42, Johannesburg, 2001.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

- (a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.
- (b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

D. W. JAMES,
Nywerheidsregistrator.

(13 Maart 1992)

GENERAL NOTICES**NOTICE 223 OF 1992****DEPARTMENT OF MANPOWER****LABOUR RELATIONS ACT, 1956****APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION**

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Hand Tool Manufacturers' Association. Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of employers' organisation: Hand Tool Manufacturers' Association.

Date on which application was lodged: 30 December 1991.

Interests and area in respect of which application is made: Employers engaged in the Edge-Hand and Small Tool Manufacturing Industry in the Republic of South Africa.

For the purposes hereof "Edge-Hand and Small Tool Manufacturing Industry" means the industry in which employers and their employees are associated for the purpose of manufacturing edge-hand or small tools used for industrial and/or agricultural and/or domestic purposes.

Postal address of applicant: P.O. Box 1338, Johannesburg, 2000.

Office address of applicant: Metal Industries House, 42 Anderson Street, Johannesburg, 2001.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

- (a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.
- (b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

D. W. JAMES,
Industrial Registrar.

(13 March 1992)

Business and labour unite to find solution to economic woes

REPRESENTATIVES of organised business and labour have drawn up a proposal for a body which will negotiate economic solutions for the country and are confident the government will agree to participate

A draft proposal for an economic forum, drawn up by a five-person group representing employers and unions, is to be presented to the government for its consideration before the end of April.

Approval

Among the participants are the South African Chamber of Business, Seifsa, Saccola, AHI, Cosatu, Nactu and Fedsaw

At present, the draft is being circulated among business and labour organisations for approval

The key to the proposal is that all decisions will be

By EDYTH BULBRING
Political Reporter

reached by consensus. Once an agreement has been reached, all parties will be bound to implement it

The proposal says that, in recognition of the economic challenges facing the country, business and labour believe the major economic stakeholders need to develop co-operative mechanisms for addressing them.

"Organised labour, organised business and the governing authority have a central role to play in developing strategies geared towards the generation of sustained economic growth, the elimination of distortions in the economy, stability and addressing social needs," the document states

The draft proposes the

body would be operative for the transitional period and it should focus on short-term challenges and the formulation of a long-term economic framework

Mechanisms would be created to ensure the consensus areas were practically implemented

Growth

The document states that, while accepting that Codesa was not the appropriate structure to deal with the economy, some co-ordination between political and economic change would be necessary

Proposals from the business organisations for the agenda of an economic forum are

● Macro-economic restructuring, focusing on the need for economic growth, development and

job creation,

● The development of a balanced industrial strategy aimed at turning SA into an export-orientated economy;

● Monetary, fiscal and other policy stances necessary to bring macro parameters such as inflation, interest rates and the external value of the rand in line with an outward-looking economy, and which will ensure economic stability over time, and

● Public sector reform, including tax and expenditure reform

On the list of labour's proposed agenda are economic restructuring, including trade and tariff issues; retrenchments, employment and job creation, VAT and taxation, worker rights, pensions and provident funds, institutionalised collective bargaining and investment

Consensus wanted in economic forum

PROPOSALS for a national economic forum, drafted jointly by organised business and labour, envisage the forum making decisions purely on the basis of consensus — an arrangement which would rule out the unilateral imposition of controversial policies

The proposals, drawn up by representatives from Sacob, Saccola, the Afrikaanse Handelsinstituut, Cosatu, Nactu and others, are being circulated among organisations for approval. They have yet to be presented to government.

The draft insists that decisions should be taken by consensus, which it specifically says will not be possible on all issues.

In the event of dispute, there would be no resort to arbitration — effectively making it impossible, for example, for unions to force nationalisation on business.

Mechanisms for translating forum decisions into law still have to be found. But it is envisaged that it will be incumbent on government to make changes to legislation, where appropriate, when consensus is reached.

TIM COHEN

The envisaged terms of reference of the forum prescribe that it will focus on national economic structures, their current distortions and socio-economic needs.

The body would also concentrate on economic restructuring, but the proposals include the proviso that any adjustments should have the support of all stakeholders.

The forum would, in the first instance, focus on short-term challenges.

The envisaged principal participants would be representatives of organised business, labour and government. All groups taking part would have equal representation.

The forum would have a permanent secretariat accountable to a steering committee and would be funded by public funds once it was permanently established.

Business and labour attached separate proposals for agendas.

The labour proposal suggests the agenda should cover economic restructuring, in-

□ To Page 2

Forum

cluding trade and tariff issues, retrenchments, unemployment and job creation.

Labour also proposes the forum cover VAT and taxation, worker rights, pension and provident funds, investment and institutionalised collective bargaining.

The business groups proposed the agenda should include macro-economic restructuring, a balanced industrial strategy and public sector reform.

To create a climate conducive to an

From Page 1

adequate flow of resources to the most efficient productive areas, business proposed that the forum focus on investment and investor confidence, adequate savings levels, education and training, the promotion of small and medium-size business and productivity improvement.

Business also proposed a focus on appropriate mechanisms to promote economic empowerment of disadvantaged communities.

KENNISGEWING 255 VAN 1992**DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

**INTREKKING VAN REGISTRASIE VAN 'N
WERKGEWERSORGANISASIE**

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerheidsregistrator, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidsverhoudinge, 1956, bekend dat aangesien ek rede het om te vermoed dat die South African Machine Tool Manufacturers' Association nie as werkgewersorganisasie funksioneer nie, sy registrasie ingetrek sal word, tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word

G. C. PAPENFUS,

Assistentnywerheidsregistrator.

(20 Maart 1992)

KENNISGEWING 256 VAN 1992**DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

**AANSOEK OM REGISTRASIE VAN 'N
WERKGEWERSORGANISASIE**

Ek, David William James, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die registrasie as 'n werkgewersorganisasie ontvang is van die Mamelodi Progressive Taxi Operators. Besonderhede van die aansoek word in onderstaande tabel verstrek

Enige geregistreerde werkgewersorganisasie 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 Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van werkgewersorganisasie Mamelodi Progressive Taxi Operators.

Datum waarop aansoek ingedien is 11 Maart 1992.

Belange en gebied ten opsigte waarvan aansoek gedoen word Werkgewers betrokke by die Huurmotorbedryf in die landdrostdistrikte Pretoria en Wonderboom.

Vir die doeleindes hiervan beteken "Huurmotorbedryf" die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is om pendelaars van een plek na 'n ander te vervoer teen vergoeding

Posadres van applikant Posbus 77511, Mamelodi-Wes, 0101

Kantooradres van applikant P/a Mobil Garage M. C., Denneboom Service Station CC, BZ Ndlaziweg, Mamelodi-Wes.

NOTICE 255 OF 1992**DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

**CANCELLATION OF REGISTRATION OF AN
EMPLOYERS' ORGANIZATION**

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, hereby notify, in terms of section 14 (1) of the Labour Relations Act, 1956, that as I have reason to believe that the South African Machine Tool Manufacturers' Association is not functioning as an employers' organization, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice

G. C. PAPENFUS,

Assistant Industrial Registrar.

(20 March 1992)

NOTICE 256 OF 1992**DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

**APPLICATION FOR REGISTRATION OF AN
EMPLOYERS' ORGANISATION**

I, David William James, Industrial Registrar do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as an employers' organisation has been received from the Mamelodi Progressive Taxi Operators. Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001) within one month of the date of publication of this notice.

TABLE

Name of employers' organisation Mamelodi Progressive Taxi Operators.

Date on which application was lodged 11 March 1992.

Interests and area in respect of which application is made Employers engaged in the Taxi Industry in the Magisterial Districts of Pretoria and Wonderboom

For the purposes hereof "Taxi Industry" means the industry in which employers and employees are associated for the transportation of commuters from one place to another for reward.

Postal address of applicant P O Box 77511, Mamelodi West, 0101.

Office address of applicant C/o Mobil Garage M. C., Denneboom Service Station CC, BZ Ndlazi Drive, Mamelodi West.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet

- (a) Die mate waarin 'n beswaarmakende werkgeversorganisasie 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.

D. W. JAMES,
Nywerheidsregistrator.
(20 Maart 1992)

KENNISGEWING 257 VAN 1992

DEPARTEMENT VAN LANDBOU

KENNISGEWING VAN AANSOEK OM GOEDKEURING OM KRAGTENS ARTIKEL 12 (1) VAN DIE WET OP DIE KOMMISSIE VIR VARSPRODUKTEMARKE, 1970 (WET 82 VAN 1970), 'N VARSPRODUKTE-MARK TOT STAND TE BRING

Kennis geskied hiermee kragtens artikel 12 (1) van die Wet op die Kommissie vir Varsproduktemarke, 1970 dat mnr. D. C. Wanckel, Posbus 220, Oos-Londen, 5200, by die Minister van Landbou aansoek gedoen het om goedkeuring om 'n varsproduktemark op 'n perseel bekend as Erf 2064, Victoriastraat, King William's Town, tot stand te bring.

Iemand wat vertoe of besware in verband met die bogenoemde aansoek wil rig, moet sodanige vertoe of besware aan die Voorsitter, Kommissie vir Varsproduktemarke, Privaatsak X250, Pretoria, 0001, rig binne 'n tydperk van vier weke vanaf datum van publikasie van hierdie kennisgewing en op die wyse uiteengesit in die regulasies uitgevaardig kragtens die genoemde Wet Aandag word gevestig op die bepalings van regulasie 20 (6) van die genoemde regulasies wat vereis dat iemand wat besware teen 'n aansoek aan die Minister voorlê, 'n afskrif van die stuk waarin sy besware uiteengesit is, op die betrokke applikant moet bestel
(20 Maart 1992)

KENNISGEWING 258 VAN 1992

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

VERWYSING VIR VASSTELLING INGEVOLGE
ARTIKEL 76

Hierby word ingevolge artikel 76 (5) van die Wet op Arbeidsverhoudinge, 1956, bekendgemaak dat die Nasionale Nywerheidsraad vir die Leernywerheid van Suid-Afrika (Natalse Distrikskomitee) kragtens artikel 76 (3) gelees met artikel 76 (1) van gemeelde Wet die volgende vraag vir vasstelling na die Nywerheidshof verwys het

Of CNB Industries (Edms.) Bpk. van Portlandweg 31, Scottsville, Pietermaritzburg, gedurende die tydperk 18 Oktober 1989 tot op hede betrokke is of was by die Leernywerheid (Skoeliseksie) in die landdrosdistrik Pietermaritzburg

Attention is drawn to the following requirements of section 4 of the Act: ~~133~~ (133)

- (a) The representativeness of any employers' organisation 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 sub-section (2) must be followed in connection with any objection lodged.

D. W. JAMES,
Industrial Registrar.
(20 March 1992)

NOTICE 257 OF 1992

DEPARTMENT OF AGRICULTURE

NOTICE OF APPLICATION FOR APPROVAL TO ESTABLISH A FRESH PRODUCE MARKET IN TERMS OF SECTION 12 (1) OF THE COMMISSION FOR FRESH PRODUCE MARKETS ACT, 1970 (ACT 82 OF 1970)

It is hereby made known in terms of section 12 (1) of the Commission for Fresh Produce Markets Act, 1970 (Act 82 of 1970), that Mr D. C. Wanckel, P.O. Box 220, East London, 5200, has applied to the Minister of Agriculture for approval to establish a fresh produce market on a stand known as Erf 2064, Victoria Street, King William's Town.

Any person intending to submit representations or objections in regard to the above-mentioned application, shall forward such representations or objections to the Chairman, Commission for Fresh Produce Markets, Private Bag X250, Pretoria, 0001, within a period of four weeks from the date of publication of this notice and in the manner set out in the regulations published under the said Act. Attention is invited to the provisions of regulation 20 (6) of the said regulations which require from any person who submits objections to an application to the Minister, to serve on the applicant concerned a copy of the document in which his objections are set out
(20 March 1992)

NOTICE 258 OF 1992

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

REFERENCE FOR DETERMINATION IN TERMS OF
SECTION 76

It is hereby notified in terms of section 76 (5) of the Labour Relations Act, 1956, that the National Industrial Council of the Leather Industry of South Africa (Natal District Committee) has, in terms of section 76 (3) read with section 76 (1) of the said Act, referred the following question to the Industrial Court for determination

Whether CNB Industries (Pty) Ltd of 31 Portland Road, Scottsville, Pietermaritzburg, is or was engaged in the Leather Industry (Footwear Section) within the Magisterial District of Pietermaritzburg during the period 18 October 1989 to date

Talks on restructuring NMC

LINDA ENSOR

CAPE TOWN — Employer organisation Saccola will meet Manpower Minister Piet Marais on Wednesday to discuss the restructuring of the National Manpower Commission, Saccola chairman Bokkie Botha said last week.

Cosatu and Nactu discussed the commission with Marais a few weeks ago.

The takeover of the manpower portfolio by Marais has meant that parties to the talks on the commission's restructuring have had to once again sound out government's views. Botha said it appeared a large area of agreement had been reached that the commission be a negotiating body to reach agreements and forward them to the minister, rather than a consultative body to advise him.

It would then be necessary for participants to represent their constituencies, rather than being appointed by Marais.

While there had been much debate as to how SA's 80 to 100 national employer organisations should be represented, Botha said the current structure was probably the most representative possible, but was still under consideration.

The commission's representatives at present come from the Chamber of Mines, Seifsa, Sacob, AHI, the Agricultural Union, Cofesa (which represents public servants and companies in the northern Transvaal),

Nafcoc and Fabcos.

Regarding the economic forum, Botha said there were wide areas of agreement between employers and trade unions on its constitution. Outstanding issues included the two parties' agendas. Employers focused on the long-term framework of a future economy, while trade unions had tended to emphasise short-term issues.

Botha said the economic forum could be in operation by the end of April.

DIRK HARTFORD reports that Cosatu and Nactu have set up a co-ordinating committee to promote unity between their affiliates, according to Nactu general secretary Cunningham Ngcukana.

In an interview in the SA Labour Bulletin, Ngcukana said Nactu wanted to draw the 250 000-strong Fedral and other independent unions into the unity process.

He said Nactu unions were merging into industrial unions. Any union that had not merged before Nactu's congress in October would be expelled.

Ngcukana said Nactu and Cosatu were discussing bringing the ANC, PAC and Azapo together as divisions between them had an effect on working relations in the union movement.

KENNISGEWING 306 VAN 1992
DEPARTEMENT VAN MANNEKRAG

LOONWET, 1957

LOONRAADONDERSOEK. HERSIENING VAN LOONVASTSTELLING 408 METAALHOUER- EN AANVERWANTE PRODUKTENYWERHEID SEKERE GEBIEDE

Die Loonraad het, kragtens artikel 15 (3) (b) van die Loonwet, 1957, besluit om persone wat belang het by bogemelde ondersoek waarvan besonderhede in *Staatskoerant* No 13792 (by Kennisgewing 193) van 6 Maart 1992 gepubliseer is, toe te laat om mondelinge vertoe tot die Raad te rig. Vir dié doel sal die Raad 'n sitting hou op die plek, tyd en datum hieronder aangedui.

Johannesburg: Departement van Mannekrag, Ouditorium, Vyfde Verdieping, Annuity House, Rissikstraat 8, om 14:00 op 15 April 1992

M. J. DELPORT,

Sekretaris: Loonraad
(3 April 1992)

KENNISGEWING 307 VAN 1992

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N WERKGEWERSORGANISASIE

Ek, David William James, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n werkgewersorganisasie ontvang is van die South African Post Tensioning Association.

Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde werkgewersorganisasie 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 Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van werkgewersorganisasie South African Post Tensioning Association

Datum waarop aansoek ingedien is 13 Augustus 1991

Belange en gebied ten opsigte waarvan aansoek gedoen word Werkgewers betrokke by die Naspanbetonstelselnywerheid in die Republiek van Suid-Afrika

Vir die doeleindes hiervan beteken—

“Naspanbetonstelselnywerheid” die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is vir die verrigting van alle werksaamhede in die betonnaspanningsproses, en omvat dit alle bedrywighede wat daarmee gepaard gaan of daaruit voortspruit,

NOTICE 306 OF 1992

DEPARTMENT OF MANPOWER

WAGE ACT, 1957

WAGE BOARD INVESTIGATION REVISION OF WAGE DETERMINATION 408 METAL CONTAINERS AND ALLIED PRODUCTS INDUSTRY CERTAIN AREAS

The Wage Board has decided, in terms of section 15 (3) (b) of the Wage Act, 1957, to allow persons who have an interest in the above-mentioned investigation, particulars of which were published in *Government Gazette* No 13792 (under Notice 193) of 6 March 1992 to submit oral representations to the Board. For the purpose of hearing representations, the Board will hold a sitting at the venue, time and date indicated below.

Johannesburg: Department of Manpower, Auditorium, Fifth Floor, Annuity House, Rissik Street 8, at 14.00 on 15 April 1992.

M. J. DELPORT,

Secretary: Wage Board.
(3 April 1992)

NOTICE 307 OF 1992

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as an employer's organisation has been received from the South African Post Tensioning Association.

Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of the date of publication of this notice.

TABLE

Name of employers' organisation South African Post Tensioning Association.

Date on which application was lodged 13 August 1991.

Interests and area in respect of which application is made Employers engaged in the post tensioned concrete systems industry in the Republic of South Africa

For the purposes hereof—

“Post Tensioned Concrete Systems Industry” means the industry in which employers and their employees are associated for the carrying on of activities in the process of the post tensioning of concrete, and includes all operations incidental thereto or consequent thereon;

"naspanning" die voorspanning van beton waan die spandrade gespan word nadat die beton hard geword het;

"spandraad" 'n staaf, draad of string, van hoetreksterktestaal, wat gebruik word om voorspanning aan beton te verleen wanneer die element gespan word.

Posadres van applikant: Posbus 1338, Johannesburg, 2000

Kantooradres van applikant: Metal Industries House, Andersonstraat 42, Johannesburg

Die aandag word gevestig op onderstaande veristes van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie 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.

D. W. JAMES,
Nywerheidsregistrator.
(3 April 1992)

KENNISGEWING 308 VAN 1992

DEPARTEMENT VAN MANNEKRAG

WET OP MANNEKRAGOPLEIDING, 1981

TRANSNET BEPERK: AANWYSING VAN AMBAGTE EN VOORSKRYWING VAN LEERVOORWAARDES

VERBETERINGSKENNISGEWING

Die onderstaande verbeterings aan Goewermementskennisgewing No R. 2944 wat in *Staatskoerant* No 12907 van 21 Desember 1990, verskyn het, word vir algemene inligting gepubliseer.

In die Engelse teks, vervang die uitdrukking "25 Platemetallwerker (17)" met die uitdrukking "26 A Sheetmetal Worker (17)"

In die Afrikaanse teks, vervang "17 Plaatmetaalwerker (25)" met die uitdrukking "17 Plaatmetaalwerker (26 A)"

(3 April 1992)

KENNISGEWING 309 VAN 1992

DEPARTEMENT VAN VERVOER

WET OP DIE LISENSIERING VAN LUGDIENSTE, 1990 (WET 115 VAN 1990)

Hierby word ingevolge die bepalings van artikel 15 (1) (b) van Wet 115 van 1990 en regulasie 8 van die Regulasies vir Binnelandse Lugdiens, 1991, vir algemene inligting bekendgemaak dat die Lugdienslisensieringsraad die aansoeke waarvan besonderhede in die Bylae(s) hieronder verskyn, sal oorweeg

Vertoe ingevolge artikel 15 (3) van Wet 115 van 1990 ter ondersteuning of bestryding van 'n aansoek moet die Lugdienslisensieringsraad, Privaat Sak X193, Pretoria, 0001, binne 21 dae na die datum van publikasie hiervan bereik

"post tensioning" means the prestressing of concrete in which the tendons are tensioned after the concrete has hardened;

"tendon" means a bar, wire or strand of high tensile steel used to impart prestresses to concrete when the element is tensioned.

Postal address of applicant P O Box 1338, Johannesburg, 2000

Office address of applicant: Metal Industries House, 42 Anderson Street, Johannesburg

Attention is drawn to the following requirements of section 4 of the Act

(a) The representativeness of any employers' organisation 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

D. W. JAMES,
Industrial Registrar.
(3 April 1992)

NOTICE 308 OF 1992

DEPARTMENT OF MANPOWER

MANPOWER TRAINING ACT, 1981

TRANSNET LIMITED DESIGNATION OF TRADES AND PRESCRIPTION OF CONDITIONS OF APPRENTICESHIP

CORRECTION NOTICE

The following corrections to Government Notice No R. 2944 which appeared in Gazette No 12907 of 21 December 1990, are published for general information

In the English text, replace the expression "25 Plate-metal worker (17)" with the expression "26 A Sheet-metal Worker (17)"

In the Afrikaans text, replace the expression "17 Plaatmetaalwerker (25)" with expression "17 Plaatmetaalwerker (26 A)"

(3 April 1992)

NOTICE 309 OF 1992

DEPARTMENT OF TRANSPORT

AIR SERVICE LICENSING ACT, 1990 (ACT 115 OF 1990)

Pursuant to the provisions of section 15 (1) (b) of Act 115 of 1990 and regulation 8 of the Domestic Air Services Regulations, 1991, it is hereby notified for general information that the application(s) details of which appear in the Schedule(s) hereto, will be considered by the Air Service Licensing Council

Representations in accordance with section 15 (3) of Act 115 of 1990 in support of, or in opposition to, an application, should reach the Air Service Licensing Council, Private Bag X193, Pretoria, 0001, within 21 days of the date of publication hereof

ALGEMENE KENNISGEWINGS**KENNISGEWING 383 VAN 1992****DEPARTEMENT VAN MANNEKRAG****WET OP ARBEIDSVERHOUDINGE, 1956****AANSOEK OM REGISTRASIE VAN 'N WERKGEWERSORGANISASIE**

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n werkgewersorganisasie ontvang is van die Werkgewersorganisasie vir Plaaslike Owerhede. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde werkgewersorganisasie 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 Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van werkgewersorganisasie: Werkgewersorganisasie vir Plaaslike Owerhede

Datum waarop aansoek ingedien is: 19 Maart 1992

Belange en gebiede ten opsigte waarvan aansoek gedoen word: Werkgewers betrokke by die Plaaslike Owerheidsonderneming in die munisipale gebiede van Akasia, Balfour, Bethal, Bloemhof, Boksborg, Brakpan, Brits, Carletonville, Carolina, Devon, Ellisras, Ermelo, Greylingstad, Hartbeesfontein, Leeudoringstad, Marble Hall, Naboomspruit, Nigel, Ottosdal, Phalaborwa, Potgietersrus, Secunda, Standerton, Stilfontein, Vanderbijlpark, Ventersdorp en Witbank

Vir die doeleindes hiervan—

beteken "Plaaslike Owerheidsonderneming" die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is vir die instelling, voorsetting en afhandeling van enige handeling, skema of werksaamheid wat deur 'n plaaslike owerheid onderneem word, en

het "plaaslike owerheid" dieselfde betekenis as dié wat daaraan geheg is by artikel 1 van die Wet op Arbeidsverhoudinge, 1956.

Posadres van applikant: Posbus 72136, Lynnwoodrif, Pretoria, 0040

Die aandag word gevestig op onderstaande veristes van artikel 4 van die Wet.

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie 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

G. C. PAFENFUS,
Assistent-nywerheidsregistrator

(30 April 1992)

GENERAL NOTICES**NOTICE 383 OF 1992****DEPARTMENT OF MANPOWER****LABOUR RELATIONS ACT, 1956****APPLICATION FOR REGISTRATION OF AN EMPLOYERS' ORGANISATION**

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as an employers' organisation has been received from the Werkgewersorganisasie vir Plaaslike Owerhede. Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of employers' organisation: Werkgewersorganisasie vir Plaaslike Owerhede

Date on which application was lodged: 19 March 1992

Interests and areas in respect of which application is made: Employers engaged in the Local Authority Undertaking in the Municipal Areas of Akasia, Balfour, Bethal, Bloemhof, Boksborg, Brakpan, Brits, Carletonville, Carolina, Devon, Ellisras, Ermelo, Greylingstad, Hartbeesfontein, Leeudoringstad, Marble Hall, Naboomspruit, Nigel, Ottosdal, Phalaborwa, Potgietersrus, Secunda, Standerton, Stilfontein, Vanderbijlpark, Ventersdorp and Witbank.

For the purposes hereof—

"Local Authority Undertaking" means the undertaking in which employers and their employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority; and

"local authority" has the same meaning as that assigned to it in section 1 of the Labour Relations Act, 1956.

Postal address of applicant: P.O. Box 72136, Lynnwood Ridge, Pretoria, 0040.

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any employers' organisation 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.

G. C. PAFENFUS,
Assistant Industrial Registrar

30 April 1992

LABOUR

By DREW FORREST
GOVERNMENT cost-cutting initiatives have emerged as a threat to the National Manpower Commission, a vital statutory think-tank on labour law

Government sources said this week an official study of the Manpower Department's infrastructural requirements was under way and that there was a real possibility that funding for the NMC's secretariat might be withdrawn

A possible response would be to secure alternative funding through a levy on employers and workers, they said
The news comes as efforts to

State may suspend funding for NMC

reclaim the NMC move to a climax last week the employer body Saccola met Manpower Minister Piet Marais on the issue, and sources said Marais was likely to respond within the next fortnight

Last year the commission formally recommended its own restructuring to the government. Saccola, the Congress of South African Trade Unions — at that stage an NMC member — and other parties called for it to be reshaped into a negotiating forum representing

key actors in the labour field, with a direct Manpower Department role to ensure a single law-framing process

Official sources said the government's response might be critically affected by a policy decision on whether to join forums in general, including the proposed economic negotiating forum

Apparently fearing it will concede away its right to rule, and wishing to focus on the Convention for a Democratic South Africa, the state has been resisting nego-

tations on a range of fronts

Last week Cosatu, Saccola, the South African Chamber of Business and Foundation for African Business and Consumer Services (Fabcos) tabled joint proposals for an economic forum in talks with Economic Co-ordination Minister Derek Keys

Sources said that as the NMC was its statutory advisor, the Manpower Department was unlikely to shun it completely. However it might opt for observer status, rather than the more

active, albeit non-voting role envisaged in the commission's recommendations.

There are two other potential areas of conflict. Cosatu wants a direct relationship between the NMC and parliament, governed by a protocol. One implication would be that if the minister rejects a consensus recommendation, it would still go to the legislature.

In addition, the NMC proposed a 25-member commission with 10 seats each for employers and labour. The government appears to favour a larger body with significantly more independent members

die deponering, onttrekking en wisseling of vervoer van geld vir of namens 'n klient, die opmaak daarvan in gespesifiseerde bedrae, die plasing van gespesifiseerde bedrae in koeverte en die oorhandiging van koeverte aan persone ooreenkomstig die klient se opdrag, of die vervoer van enige ander goedere wat bewaak of beskerm moet word terwyl dit in transito is

Posadres van applikant Posbus 5685, Durban, 4000

Kantooradres van applikant Suite 6, Vyfde Verdieping, Bigden-gebou, Smithstraat 505, Durban

Die aandag word gevestig op onderstaande vereistes van 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 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.

G. C. PAPENFUS,

Assistent-nywerheidsregistrator.

(15 Mei 1992)

KENNISGEWING 430 VAN 1992

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWERSORGANISASIE

Ek, Gerhardus Coenraad Papenfus, Assistentnywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Cape Jewellery Manufacturers' Association. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Enige geregistreerde werkgewersorganisasie 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 Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001)

TABEL

Naam van werkgewersorganisasie Cape Jewellery Manufacturers' Association

Datum waarop aansoek ingedien is 30 Maart 1992

Belange en gebied ten opsigte waarvan aansoek gedoen word Werkgewers betrokke by die Juweliersware en Edelmetaalnywerheid in die landdrostdistrikte Bellville, Goodwood, Simonstad en Wynberg

for or on behalf of a client, the making up thereof in specified amounts, the placing of specified amounts in envelopes and the handing over of envelopes to persons, as instructed by the client, or the transportation of any other goods that have to be guarded or protected while in transit

Postal address of applicant P.O. Box 5685, Durban, 4000.

Office address of applicant. Suite 6, Fifth Floor, Bigden House, 505 Smith 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

G. C. PAPENFUS,

Assistant Industrial Registrar.

(15 May 1992)

NOTICE 430 OF 1992

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Cape Jewellery Manufacturers' Association. Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABEL

Name of employers' organisation Cape Jewellery Manufacturers' Association

Date on which application was lodged 30 March 1992.

Interests and area in respect of which application is made: Employers engaged in the Jewellery and Precious Metal Industry in the Magisterial District of Bellville, Goodwood, Simonstown and Wynberg

Vir die doeleindes hiervan beteken—

“Juweliersware- en Edelmetaalnywerheid” die gesamentlike onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is vir enige van die volgende doeleindes

- (a) Die vervaardiging van die volgende artikels, hoofsaaklik uit edelmetale, met inbegrip van alle werksaamhede wat met sodanige vervaardiging gepaard gaan:
 - (i) Juweliersware en/of persoonlike sierade, met of sonder sierstene
 - (ii) monture vir sierstene;
 - (iii) medaljes, medaljons, kentekens, vrymesselaarsjuwele en/of dergelike artikels,
 - (iv) ornamente, sierhouers, siergerei en/of dergelike sierartikels,
 - (v) dele van enige van voormelde artikels,
- (b) die set en/of herset of gom van sierstene in enige artikel in paragraaf (a) bedoel,
- (c) die gravering van enige artikels in paragraaf (a) bedoel;
- (d) die herstel, verandering en/of opknapping van enige artikel in paragraaf (a) bedoel;
- (e) die emaljerings van enige artikel in paragraaf (a) bedoel,
- (f) die maak en/of herstel van gereedskap en/of stempels en/of gietvorms (rubber of metaal) wat gebruik word of bedoel is vir gebruik in enige van die werksaamhede in hierdie omskrywing bedoel, wanneer dit onderneem word deur 'n werkgewer wat by sodanige werksaamhede betrokke is en wanneer dit in verband daarmee onderneem word,
- (g) die gravering van stempels wat gebruik word of bedoel is vir gebruik in enige van die werksaamhede in hierdie omskrywing bedoel,

“emaljerings” die aanbring van 'n verglaasde stof met die hand en/of met 'n masjien en/of deur middel van 'n verhitproses op die oppervlak van 'n metaalvoorwerp,

“graverings”, sonder om die betekenis van die woord te beperk, ook die volgende

- (i) Graverings van blom-, dekoratiewe en/of abstrakte ontwerpe,
- (ii) graverings van inskripsies, datums, monogramme, voorletters en/of iets dergeliks,
- (iii) graverings van heraldiese ontwerpe,
- (iv) graverings van buitelyne vir uitsny,
- (v) reliefsnywerk en/of versinkwerk vir die doeleindes van of ter voorbereiding van emaljerings of ander bedrywighede,
- (vi) matwerk, bosseleerwerk, uitsnywerk en/of dryfwerk

Posadres van applikant Posbus 1536, Kaapstad, 8000

Kantooradres van applikant Vyfde Verdieping, Broadway Industries Centre, Heerengracht, Strandgebied, Kaapstad

For the purposes hereof—

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“Jewellery and Precious Metal Industry” means the joint enterprise in which employers and their employees are associated for any of the following purposes:

- (a) The manufacture of the following articles mainly from precious metals, including all operations incidental to such manufacture
 - (i) Articles of jewellery and/or personal adornment, with or without ornamental stones,
 - (ii) mountings for ornamental stones,
 - (iii) medals, medallions, badges, masonic jewels and/or like articles,
 - (iv) ornaments, ornamental vessels, ornamental utensils and/or like ornamental articles,
 - (v) parts of any of the aforesaid articles,
- (b) the setting and/or resetting or glueing of ornamental stones in any article referred to in paragraph (a);
- (c) the engraving of any article referred to in paragraph (a),
- (d) the repairing, altering, and/or renovating of any articles referred to in paragraph (a);
- (e) the enamelling of any article referred to in paragraph (a),
- (f) the making and/or repairing of tools and/or dies and/or moulds (rubber or metal) used or intended for use in any of the activities referred to in this definition when undertaken by any employer engaged in such activities and when undertaken in connection therewith,
- (g) the engraving of dies used or intended for use in any of the activities referred to in this definition;

“enamelling” means the applying of a vitrified substance to the surface of a metallic object by hand and or machine and/or heat process;

“engraving”, without limiting the meaning of the word, includes the following:

- (i) Engraving of floral, decorative and/or abstract designs,
- (ii) engraving of inscriptions, dates, monograms, initials and/or the like,
- (iii) engraving of heraldic designs;
- (iv) engraving of outlines for cutting out,
- (v) Cutting in relief and/or sinking for the purpose of, or in preparation for, enamelling or other operations;
- (vi) matting, embossing, carving and/or chasing

Postal address of applicant P O Box 1536, Cape Town, 8000

Office address of applicant Fifth Floor, Broadway Industries Centre, Heerengracht, Foreshore, Cape Town

Die aandag word gevestig op onderstaande ver-
eistes van artikels 4 en 7 van die Wet

- (a) Die mate waarin 'n beswaarmakende werkge-
wersorganisasie verteenwoordigend is, word
ingevolge artikel 4 (4), soos toegepas by artikel
7 (5), bepaal volgens die feite soos hulle
bestaan het op die datum waarop die aansoek
ingedien is, en wat die lidmaatskap betref, word
alleen lede wat ingevolge artikel 1 (2) van die Wet
op voormelde datum volwaardige lede was, in
aanmerking geneem.
- (b) Die prosedure voorgeskryf by artikel 4 (2) moet
gevolg word in verband met 'n beswaar wat inge-
dien word

G. C. PAPENFUS,

Assistentnywerheidsregistrator

(15 Mei 1992)

KENNISGEWING 431 VAN 1992

**TUSSENVERKIESING VOLKSRAAD
KIESAFDELING WELKOM**

Ooreenkomstig artikels 108 en 109 van die Kieswet,
1979 (Wet 45 van 1979), word hierby bekendgemaak
dat mnr Leon Louw, wat die Konserwatiewe Party ver-
teenwoordig, op 5 Mei 1992 vir die kiesafdeling Wel-
kom tot behoorlik verkose lid vir die Volksraad verklaar
is, aangesien niemand anders behoorlik vir die verkie-
sing vir genoemde kiesafdeling genomineer is nie

15 Mei 1992

KENNISGEWING 432 VAN 1992

**VEILING VAN GOEDERE. DOEANE EN AKSYNS,
DURBAN**

Hierby word vir algemene inligting bekendgemaak
dat 'n openbare veiling van ongeklarede, onopgeeste
en verbeurdverklarede goedere om 09 00 op 19 Novem-
ber 1992 by die Staatspakhuis, Nuwe Pier, Durban,
gehou sal word. Opgawes van die goedere wat verkoop
sal word kan op aanvraag by die Kontroleur van Doeane
en Aksyns, Privaatsak X54305, Durban, 4000, verkry
word

(15 Mei 1992)

KENNISGEWING 433 VAN 1992

DEPARTEMENT VAN LANDBOU

**KENNISGEWING VAN ONOPGEEISTE OPBRENGS
VAN VERKOOP VAN PRODUKTE**

Kragtens die bepaling van artikel 25 (1) van die Wet
op Agenskapsverkoop van Landbouprodukte, 1975
(Wet 12 van 1975), word hierby kennis gegee van
onopgeeste bedrae aan persone genoem in die Bylae
hiervan in die volgorde: Naam van kommissie-agent
wat geld inbetaal het (opskrif), naam van persoon
geregig op geld en bedrag wat onopgeeis is. Enige
persoon wat betaling van enige van hierdie bedrae wil
opeis moet die Direkteur-generaal van Landbou, Pri-
vaatsak X250, Pretoria, 0001, binne 90 dae na datum
van hierdie kennisgewing skriftelik van sy eis meedeel
met vermelding van die volgende besonderhede

- (1) Sy volle naam,
- (2) sy adres ten tye van die versending van die
betrokke produkte,

Attention is drawn to the following requirements of
sections 4 and 7 of the Act

- (a) The representativeness of any employers' orga-
nisation which objects to the application shall in
terms of section 4 (4) as applied by section 7 (5)
be determined on the facts as they existed at the
date on which the application was lodged and, as
far as membership is concerned, only members
who were in good standing in terms of section 1
(2) of the Act as at the aforesaid date shall be
taken into consideration
- (b) The procedure laid down in section 4 (2) must be
followed in connection with any objection lodged

G. C. PAPENFUS,

Assistant Industrial Registrar.

(15 May 1992)

NOTICE 431 OF 1992

**BY-ELECTION HOUSE OF ASSEMBLY
ELECTORAL DIVISION OF WELKOM**

In accordance with sections 108 and 109 of the Elec-
toral Act, 1979 (Act 45 of 1979), it is hereby notified
that Mr Leon Louw, representing the Conservative
Party was on 5 May 1992 declared to be duly elected
as a member of the House of Assembly for the Elec-
toral Division of Welkom, no other person having been
duly nominated as a candidate for election for the said
division

15 May 1992

NOTICE 432 OF 1992

**SALE OF GOODS: CUSTOMS AND EXCISE,
DURBAN**

It is hereby notified for general information that a
public sale of unentered, abandoned and forfeited
goods will be held at the State warehouse, New Pier,
Durban at 09 00 on 19 November 1992. Lists of the
goods to be sold will be supplied on application by the
Controller of Customs and Excise, Private Bag
X54305, Durban, 4000.

(15 May 1992)

NOTICE 433 OF 1992

DEPARTMENT OF AGRICULTURE

**NOTICE OF UNCLAIMED PROCEEDS OF SALE OR
PRODUCE**

In terms of section 25 (1) of the Agricultural Produce
Agency Sales Act, 1975 (Act 12 of 1975), notice of
unclaimed amounts is hereby given to the persons
mentioned in the Schedule hereto in the order, name of
commission agent who paid in the money (heading)
name of person entitled to money and the amount
which is unclaimed. Any person who wishes to claim
payment of any of these amounts shall notify the Direc-
tor-General of Agriculture, Private Bag X250, Pretoria,
0001, in writing, of his claim within 90 days after the
date of this notice stating the following particulars

- (1) His full name;
- (2) his address at the time of consignment of the
products concerned,

**DEPARTEMENT VAN PLAASLIKE
REGERING EN NASIONALE
BEHUISING**

No. 1369

22 Mei 1992

WET OP TUSSENTYDSE MAATREELS VIR
PLAASLIKE REGERING, 1991

VERKLARING VAN PERSOON TOT 'N PLAASLIKE
OWERHEIDSLIGGAAM VIR DOELEINDES VAN DIE
WET

Nademaal die Administrateur van die provinsie die Kaap die Goeie Hoop kragtens artikel 2 (11) en (12) van die Wet op Swart Plaaslike Owerhede, 1982 (Wet 102 van 1982), sekere plaaslike owerheidsfunksies verrig ten opsigte van sekere gebiede, verklaar ek hierby kragtens artikel 1 (2) van die Wet op Tussentydse Maatreels vir Plaaslike Regering, 1991 (Wet 128 van 1991), die Administrateur van die provinsie die Kaap die Goeie Hoop tot plaaslike owerheidsliggaam vir doeleindes van genoemde Wet

L. WESSELS,Minister van Plaaslike Regering en Nasionale
Behuising.

ALGEMENE KENNISGEWINGS

KENNISGEWING 447 VAN 1992

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

REGISTRASIE AS 'N WERKGEWERS-
ORGANISASIE

Hierby word vir algemene inligting bekendgemaak dat die Curtain Makers and Allied Products Association (Western Province) met ingang van 4 April 1992 ingevolge artikel 4 (7) van die Wet op Arbeidsverhoudinge, 1956, as 'n werkgewersorganisasie geregistreer is ten opsigte van werkgewers betrokke by die Gordynmakers- en Verwante Produktenywerheid soos hieronder omskryf, in die landdrostdistrikte Bellville, Goodwood, Kaapstad en Wynberg—

“Gordynmakers- en Verwante Produktenywerheid” beteken, sonder om die gewone betekenis van die uitdrukking enigerwys te beperk, die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is om engeen of meer van die volgende werk-saamhede te verrig

Die ontwerp en/of montering en/of vervaardiging van gordyne, gordynkappe, blindings, dekens, gekwilde dekens, bedvalle en strooikussings, maar uitgesonderd onder- en boklere en gestoffeerde kussings

(22 Mei 1992)

**DEPARTMENT OF LOCAL
GOVERNMENT AND
NATIONAL HOUSING**

No. 1369

22 May 1992

INTERIM MEASURES FOR LOCAL
GOVERNMENT ACT, 1991

DECLARATION OF PERSON TO BE A LOCAL
GOVERNMENT BODY FOR THE PURPOSES OF
THE ACT

Whereas the Administrator of the Province of the Cape of Good Hope under section 2 (11) and (12) of the Black Local Authorities Act, 1982 (Act 102 of 1982), performs certain local government functions in respect of certain areas, I hereby under section 1 (2) of the Interim Measures for Local Government Act, 1991 (Act 128 of 1991), declare the Administrator of the Province of the Cape of Good Hope to be a local government body for the purposes of the said Act

L. WESSELS,Minister of Local Government and National
Housing

GENERAL NOTICES

NOTICE 447 OF 1992

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

REGISTRATION AS AN EMPLOYERS'
ORGANISATION

It is hereby notified for general information that the Curtain Makers and Allied Products Association (Western Province) has with effect from 4 April 1992 in terms of section 4 (7) of the Labour Relations Act, 1956, been registered as an employers' organisation in respect of employers engaged in the Curtain Makers and Allied Products Industry, as defined below, in the Magisterial Districts of Bellville, Cape Town, Goodwood and Wynberg

“Curtain Makers and Allied Products Industry” means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated for the carrying on of any one or more of the following activities

The design and/or assembly and/or manufacture of curtains, pelmets, blinds, bedspreads, quilted bedspreads, night frills and scatter cushions, but excluding inner and outer garments and upholstered cushions.

(22 May 1992)

National employer body to be formed

THREE of South Africa's employer organisations are establishing a unified employer organisation in the social policy arena.

The organisations are the Foundation for African Business and Consumer Services (Fabcos), the Na-

SA Press Association

national African Federated Chamber of Commerce (Nafcoc) and the South African Employers Consultative Committee on Labour Affairs (Saccola)

They said in a statement yesterday that it was intended the new body would be as inclusive as possible without affecting the identity of existing employer organisations

In practice this would mean membership would be open to employer organisations, while member organisations would continue to operate autonomously

A Fabcos, Nafcoc, Saccola (FNS) working party had already been appointed to study the issues which would be involved in the establishment of the proposed new body

The party would consult widely with employers and employer organisations, including those not affiliated to FNS.

As part of this process a plenary session with employers and interested employer organisations will be held at an early stage to debate the issues involved in establishing the new employer body

Further plenary sessions will be considered as the need for this type of consultation arises," the joint statement said.

Sowetan 26/5/92

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Employers form national association

THREE of the country's major employer organisations are establishing a unified representative national employer organisation in the social policy arena, says a joint statement issued by the three organisations in Johannesburg yesterday

Foundation for African Business and Consumer Services (Fabcos), the National African Chambers of Commerce (Nafcoc) and the SA Employers' Consultative Committee on Labour Affairs (Saccola) said the new body would be as inclusive as possible without affecting the identity of existing employer organisations

In practice this would mean membership would be open to employer organisations, while member organisations would continue to operate autonomously, they said

A Fabcos, Nafcoc and Saccola (FNS) working party had already been appointed to study the issues

Blay 26/5/92
which would be involved in the establishment of the proposed new body. The working party would consult widely with employers and employer organisations, including those not affiliated to FNS

"As part of this process a plenary session with employers and interested employer organisations will be held at an early stage to debate the issues involved in establishing the new employer body

"Further plenary sessions will be considered as the need for this type of consultation arises," the joint statement said

Meanwhile, four affiliates of the National Council of Trade Unions (Nactu) launched a new union at the weekend as the first step towards a merger. The affiliates were the Black University Workers' Association, Federation of Municipality, Health and Allied Workers' Union, National

(133)
Union of Public Servant Workers, and the Western Province Local Authorities Workers' Association (WPLA)

Nactu general secretary Cunningham Ngcukana said in a statement yesterday the new union — the Municipality, Education, State, Health and Allied Workers' Union (Meshawu) — already had a paid-up membership of 21 500. "A new constitution has been adopted and an interim committee, comprising three members from each of the four unions, elected to guide Meshawu and handle all issues arising from the new union until a new leadership is elected on August 21," he said

The financial accounts of the four unions would have to be wound up, he added, and the leadership of the new union firmly established before the four existing Nactu affiliates fell away — Sapa

Saccola opposes strike call

(133)

DIRK HARTFORD

EMPLOYER organisation
Saccola says it is emphati-
cally opposed to Cosatu's not met.
call for a general strike and Saccola official Friede
has called on the union fed- Dowie said employers were
eration to "return to the ne- caught in the crossfire be-
gotiation table" tween trade unions and
Saccola - representing government, when they
most major business or- wanted to solve problems
ganisations including the with the trade unions.
Afrikaanse Handelsinsti- "Stayaways can bring no
tuut, Sacob and Seifsa - benefits. Their cost will be
was responding to Cosatu's counted in jobs and lives."
threat last week of mass Cosatu general secretary
action on an unprecedented Jay Naidoo said Cosatu
scale if its demands about chose negotiation before
government corruption and mass action and was ready
alleged death squads were to discuss its demands

Spare capacity of economy will cushion stayaway effect

THE economic impact of the ANC's threatened mass stayaway would be cushioned by spare capacity in the manufacturing industry, a business analyst said yesterday.

Sacoba economist Keith Lockwood said much of industry was operating at levels well below capacity and many factories' workers were working short-time.

He estimated that industry was using 78% of capacity and that durable goods production was running at about 70% of capacity. At these levels the economy would not be severely affected.

Earlier this month the ANC threatened

"unprecedented mass action" if the Codesa negotiations stalemate was not broken by the end of this month.

Last November a two-day general strike called by Cosatu became the largest mass protest in SA history.

Steel and Engineering Industries Federation (Seifsa) economics division head Michael McDonald said the economic impact of the mass action would depend on the support it enjoyed and its duration.

Besides production and wage losses, the stayaway would have a "devastating" effect on international investor confidence.

HILARY GUSH and
GAVIN DU VENAGE

Assessing the impact of the recent strike at Toyota's Durban factory, chairman Bert Wessels said last week that poor car sales reduced the repercussions of the dispute.

Meanwhile employers and unions have agreed that workers be given the day off on June 16 without loss of wages.

Cosatu spokesman Neil Coleman said the federation's affiliates had already agreed with most employers that workers would get Soweto Day as a paid holiday.

Sacoba spokesman Friede Dowie said yesterday that many employers had acceded to union demands for the holiday, but often in return for other concessions.

Seifsa spokesman Hendrik van den Heever said an industrial agreement had been reached giving hourly-paid employees June 16 as a fully paid holiday.

He said employees required to work would be remunerated at overtime rates.

KATHRYN STRACHAN reports that mid-year exams at Soweto schools could be severely disrupted after about 460 schools scheduled exams for June 16.

The move has angered student and teacher organisations, which called on pupils to "honour the day" by attending rallies planned for the day instead.

DET Johannesburg regional chief director Richard Motau said schools were responsible for setting their own dates, but believed principals would be sensitive to their students' demands.

President F W de Klerk would address the KwaZulu Legislative Assembly in Ulundi on June 16, the KwaZulu Chief Minister's department said in a statement released yesterday.

Sacoba
133

Grosskopf 'is still a suspect'

ANC member Hein Grosskopf was positively linked to the Quartz Street bomb blast in Johannesburg in 1987 which injured 68 people, and was still a suspect in two other blasts which killed seven, police said yesterday.

An SAP statement said a R50 000 reward for information linking Grosskopf or any other person to a blast at the Krugersdorp Magistrate's Court in 1988, which left three people dead, was still on offer.

However, a reward for Grosskopf's arrest had lapsed, Sapa reports.

Police said Grosskopf, believed to be in Zambia, was still a suspect in the 1987 Johannesburg Magistrate's Court bomb blast and that at the Krugersdorp Magistrate's Court in 1988.

No pay for staying away, say employers

DIRK HARTFORD

BUSINESS organisations yesterday called for a no work, no pay policy as they and unions engaged in a war of words over the ANC alliance's mass action campaign.

Sacob, the Afrikaanse Handelsinstituut, the Johannesburg Chamber of Commerce and Industry, Spoornet and Anglo American's gold and uranium division all advised yesterday they would follow a policy of "no work, no pay", Sapa reports.

Seifsa recommended that disciplinary action be taken against employees staying away from work because of mass action.

"In this particular case, it would constitute an illegal strike," Seifsa spokesman Hendrik van der Heever said of the campaign, which starts today.

Cosatu yesterday said employers had done nothing about the issues motivating the mass action programme.

"If there is a better way to stop government corruption and death squads and get movement at Codesa, we would like to hear about it," a Cosatu spokesman said.

Cosatu has asked business organisations to support its mass action

Bill lifts ban on foreign funding

Political Staff

CAPE TOWN — Government has tabled an omnibus Bill which includes the temporary suspension of the ban on foreign funding of political parties.

A memorandum to the General Law Amendment Bill says the suspension of the Prohibition of Foreign Financing of Political Parties Act "emanates from the need of funds in order to expand the process of democratisation".

The Bill amends elements of another 20 Acts, among them the provision in the Criminal Procedure Act of 1977 that an accused's race must be mentioned in a charge sheet or an indictment.

The Criminal Procedure Act is being amended to make it clear correctional supervision may be imposed for statutory offences.

Clause 6 of the Sexual Offences Act is extended to include males in the provision that anyone found in a brothel who refuses to disclose the name and identity of the keeper or manager will be deemed to be keeping the brothel.

Section 99 of the Insolvency Act is also being amended so that a preferential claim will be granted to the state in respect of VAT, as was the case with GST.

In my view . . .

A daily commentary on current economic affairs by writers of The Star.

Mass action could become mass suicide

STAR 16/6/92

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By John Spira

"Mass action" is a stirring phrase conjuring up images similar to those precipitated by like-sounding slogans such as "freedom", "liberation" and "uhuru"

It's a call to protest, which galvanises many of the black majority to take to the streets and which sends shivers of apprehension down the spines of all employers.

But just as all high-sounding ideals have their downside, so the call to mass action needs to be viewed in a sober light before it is heeded

Today sees the start of the ANC's call to action but those tempted to respond should, if consideration for the plight of their families (and themselves) is of any consequence, bear in mind that they place at great risk their very livelihoods at a time when jobs are precious

For, not only do those participating in mass action run the gauntlet of being fired (stayaways are a misconduct, and management is therefore entitled to take disciplinary action on an individual basis against employees), but, by staying away from work, they trigger economic hardship, if not ruin, for their employers

The message must somehow get through — especially since the vast majority of employers are aware of the strong measures that are open to them should the threatened country-wide stayaways materialise

The Confederation of Employers of Southern Africa (Co-



fesa) has lost no time in advising its members to "prepare themselves now for any stayaway action in an attempt to minimise any threat to their companies' operations"

Cofesa has spelled out (in no uncertain terms) the steps to be taken and points out that even in cases where an employee decides not to exercise his right to discipline employees involved in a stayaway, other options remain open

Accordingly, mass action brings with it potentially crippling costs. It won't be embarked upon with impunity — and those who believe it'll be a walk in the park had better think again.

Also advised to re-don its thinking cap is the ANC, which could find itself losing vast chunks of support when its current power base isn't able to put food on the table

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Employers told to fight for (133) their rights

SHARON SOROUR
Labour Reporter

ARC 22/6/92

EMPLOYERS will have to start fending for themselves to ensure sympathetic government policy and defend the market economy, according to Dr Frans Barker, acting chairman of the National Manpower Commission.

In the latest *People Dynamics*, Dr Barker said employer organisations had to ask themselves if they were fully-gear'd to play the "quest for consensus" game, which "everybody of any importance" was playing in the country.

"The multiplicity of business/employer/consultative and similar organisations in this country seriously dilutes the effectiveness of the employer's role and influence."

An effective employer organisation would also need a strong professional infrastructure that could, at short notice, provide it with extensive research and an analysis of the other parties' positions.

"An employer organisation should have structures to significantly influence public opinion, not only in their constituencies, but especially those who are not yet represented in parliament. This is the major role of employer federations in many countries," Dr Barker said.

The real question was whether individual employers — big and small — were prepared to put up enough funds to enable an employer organisation to play a proper role.

In addition, existing employer and business organisations should consider whether labour matters featured high enough on their list of priorities and whether they should not make more resources available to enable a unified body at a higher level to speak and act on behalf of employers.

Business, labour move on deadlock

Monday 25/6/92

(133)

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ORGANISED business and labour have held talks on the possibility of joint efforts to address violence and revive the entire political negotiating process

It is likely that Saccola and Cosatu will meet in the next few days to discuss a common approach to Monday's day of mourning for victims of the Boipatong massacre. This follows calls by Cosatu and the ANC to business to support campaigns to break the political deadlock, and a call by the ANC for business to join in observing the day of mourning.

Sacob yesterday spelled out its own plan of action to get Codesa back on track.

Saccola labour spokesman Bobby Godsell would yesterday only confirm "there have been some exploratory talks over whether business and labour can do something to break the political deadlock".

He said he hoped for further contact between Saccola and organised labour.

Godsell also said a response to the day of mourning call was being addressed in different industries.

Although the ANC's PWV region and Cosatu's Vaal region had called for the day to take the form of a work stayaway, neither organisation's national structure had

Business Day Reporters

done so. A Cosatu spokesman said the union's regions would determine specific actions for Monday.

Affiliates of Saccola, which includes all the major employer organisations, are scheduled to meet today to attempt to develop a joint position on the issue. They may meet union representatives later.

It is understood that a number of employer organisations have received formal proposals from unions regarding Monday's events. The NUM asked, at yesterday's wage negotiating session, that the industry respond in an "appropriate way".

Last night, in his capacity as Chamber of Mines president, Godsell extended the chamber's sympathies to the relatives and friends of the victims and said Monday was a day "for dignity and respect, not one to be appropriated by any group".

"It requires South Africans to pause and remember not only those killed last Thursday but also the thousands of innocent victims of mindless violence" of the past few years, Godsell said.

He added that Monday should be a day of

To Page 2

Deadlock From Page 1

"shared sorrow and shared commitment to bringing the killings to an end".

A chamber spokesman said any specific arrangements between management and the union for Monday would be made separately by mining groups.

Sacob president Henne Viljoen said inability to end the political impasse could lead to further business closures, loss of jobs, withdrawal of investment and the flight of capital and skilled manpower.

He said Sacob hoped the ANC and government "in particular" would show the flexibility and realism needed to get Codesa negotiations back on track.

Viljoen said Sacob would assist by

- Arranging early meetings between itself, President F W de Klerk, ANC presi-

dent Nelson Mandela and Inkatha leader Mangosuthu Buthelezi,

- Exploring ways in which business might assist in breaking the political logjam,

- Throwing its full weight behind national peace accord structures,

- Ensuring that business participation continued in other forums, and

- Working out a joint employer approach to planned stayaways and the proposed day of mourning.

Sapa reports a complete review of the economic and political situation will be undertaken at Sacob's board of management meeting next week. If necessary a "summit" of chambers of commerce and industry and leading businessmen would be convened next month, Viljoen said.

Seifsa holds ballot on possible lockout

SEIFSA is balloting its 3 400 members on a lockout in the metal and engineering industry to compel trade unions to accept its latest wage offer

The industry covers about 9 000 firms, which employ about 310 000 workers. Seifsa's members employ more than 70% of the industry's workforce, which comprises about one third of the total manpower in manufacturing in SA

Seifsa director Brian Angus said the results of the ballot would be known in 10 days. He said this was the third time Seifsa had balloted for a lockout

Meanwhile, the industry's biggest union, Numsa — with 170 000 members — is gear-

ing for a strike ballot

If Numsa's national executive committee agrees this weekend to recommendations to ballot for strike action, balloting will begin on July 6 in preparation for a strike in late July

Numsa's march in Johannesburg this week — estimates of numbers taking part ranged from Numsa's 40 000 to Seifsa's 8 000 — was the first step in mobilising members for the strike.

Seifsa is holding workshops for its members on lockouts and their implications as part of its campaign

DIRK HARTFORD

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Sacob meets

By JOSHUA RABOROKO

133

EMPLOYERS are to consider various options in response to the planned mass stayaway and day of mourning for the Boipatong massacre victims on Monday

At a media conference in Johannesburg yesterday, the executive director of the South African Chamber of Commerce, Mr Raymond Parsons, said the options included observing a moment of silence at workplaces, lunch-hour meetings, a complete stayaway and donating to the bereaved families

Sowetan 25/6/92

These options would be addressed at a meeting today by the South African Co-ordinating Committee of Labour Affairs

Sacob president Mr Hennie Viljoen said the chamber had proposed to arrange an early meeting with the President FW de Klerk, ANC president Mr Nelson Mandela and leader of the IFP Chief Mangosuthu Buthelezi

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Businessmen divided over stayaways

By Stephen Cranston

133

The proposed stayaway to commemorate the Boipatong massacre has met with divided response from businessmen.

Premier chairman Peter Wrighton says businesses have to be realistic because the townships are extremely tense.

"It's in the long-term interest of all businesses that the transition to the new South Africa is made as smoothly as possible. The massacre is an emotional subject we intend to handle with sensitivity."

Premier is concerned because it is a major bread supplier.

Mr Wrighton says there is clearly a negative effect on the bottom line — bread which is not baked is lost forever — but in the context of the political transition it is of relatively little concern.

Murray & Roberts CE Dave Brink says that stayaways are most unfortunate and unproductive.

"I understand that political groups must be free to express their points of view, but they must be careful not to do permanent damage to the economy."

Mr Brink says the Murray & Roberts head office cannot prescribe to companies within the group and he does not rule out disciplinary hearings.

Pick 'n Pay chairman Raymond Ackerman says that employees who wish to attend funerals will be treated sympathetically, although Pick 'n Pay will stick to its policy of no work, no pay.

In a broader context, Mr Ackerman says it is important for businessmen to contribute to the negotiation process.

Edgars MD George Beeton is gloomier. He says that if workers are not paid then they will have even less disposable income to spend on clothing and furniture.

"We have enjoyed relative industrial peace in recent months," says Mr Beeton. "It would be a shame if we were plunged back into confrontation."

Sacob tries to rekindle talks

By Sven Lünsche ^{STAR} 25/6/92

The business sector has launched a major initiative to encourage the immediate resumption of Codesa negotiations

In a six-point plan announced at a press conference yesterday, the SA Chamber of Business (Sacob) called for independent monitoring of the policing of violence.

While Sacob director-general Raymond Parsons refused to be drawn on whether there should be international monitors, he said this should be considered as a viable option.

Sacob president Hennie Viljoen said Sacob would seek urgent meetings with the Government, ANC and IFP leaders and "offer its assistance in breaking the political logjam"

"The inability to overcome the current political impasse could lead to further closure of businesses, the withdrawal of investment, a flight of capital and skilled manpower, and further loss of job opportunities," Mr Viljoen said

Employers are asked to go easy

SI Times (Bus) 28/6/92

133

EMPLOYER organisations advise their members to adopt a sympathetic stance on tomorrow's nationwide day of mourning

Many businessmen, however, believe the day should mourn all victims of South African violence, not only those of Boipatong.

Sacob labour affairs manager Gerrie Bezuidenhout says employers should allow for appropriate and practical actions which do not disrupt the workplace

They could include prayer sessions, moments of silence, the lowering of company flags and collections of money for victims of violence

Seifsa executive director Brian Angus says the day should be respected and companies should accommodate reasonable requests from workers

Seifsa does not, however, support calls from some trade unions for a stayaway or for factories to close

Sacob advises "no work, no pay" if there is a stayaway, but not disciplinary action

"We would also request people not to try to gain political mileage out of the funeral," says Mr Bezuidenhout

Big business is gearing up to help get political negotiations back on track

Sacob's plan of action is expected to swing into full gear in the next 10 days. But Mr Bezuidenhout will not elaborate

Included in the plan to break the political logjam are

By ZILLA EFRAT

meetings with leaders of major political groupings. Sacob will also throw its weight behind the National Peace Accord and work out a joint approach with other employer bodies to planned stayaways

The Afrikaanse Handelsinstituut (AHI) is also involved

AHI executive director Joe Poolman says "It is a combined effort from business as a whole"

The AHI will attend meetings arranged by Sacob

Badly

Saccola is also evaluating whether it could play a role in the facilitating process, but has not made a final decision, says secretary Freide Dowie

The Consultative Business Movement is advising its members of the actions it intends to take in response to the impasse in political negotiations, says Premier chairman Peter Wrighton. It is not known what the advice is

Fabcos executive director Jabu Mabuza says his organisation is concerned about the deadlock in negotiations

"We are praying that good sense will prevail. There is no better alternative to a political settlement"

Companies have expressed concern about the derailment

● To Page 3

Mourning

From Page 1

of negotiations. But they say they are confident the negotiations will get back on track

Mr Bezuidenhout says the breakdown in negotiations has caused a negative view among SA and foreign businessmen. However, Sacob sees it as part of the negotiation process

Anglo American corporate communications manager Glenn Bryant says "Anglo believes that all politicians have behaved badly on the issue of violence and that they should stop pointing fingers at each other"

Mr Wrighton says Premier will bring out a special issue of its company newspaper to keep employees informed

Barlow Rand group public affairs general manager Ken Ironside says Barlows has felt the effects of violence, especially at some of its PWV plants

Sanlam deputy chairman and chief executive officer Pierre Steyn says the political logjam is causing uncertainty both in SA and abroad

Sacob has warned that failure to overcome the stalemate could lead to further closures of business, withdrawal of investment, loss of job opportunities and a flight of capital and skilled manpower

Safto's Wim Holtes says few exporters expect sanctions to be reimposed

"Large buyers, particularly in Japan and Korea, are using the situation to their advantage when negotiating long-term contracts," he says

Employer bodies to meet FW

Business acts to help end talks crisis

BIDay 29/6/92

133

ORGANISED business today launches a concerted drive to break the current negotiations impasse.

Leaders of Sacob, Seifsa and the Afrikaanse Handelsinstituut (AHI) will meet President F W de Klerk today for talks on the ANC's withdrawal from Codesa, and the violence.

The meeting is one of several private sector initiatives intended to help overcome the breakdown of negotiations since the ANC's withdrawal from talks last week.

In a joint statement yesterday the organisations said they would also meet ANC president Nelson Mandela and Inkatha president Mangosuthu Buthelezi soon.

The business leaders are expected to spell out the effects the negotiations breakdown and the violence are having on investor confidence and the economy.

It is believed Sacob will be represented by president Hennie Viljoen and executive director Raymond Parsons, the AHI by president Attie du Plessis and executive director Joe Poolman, and that Seifsa director Brian Angus will represent the steel and engineering employers' body.

In a separate development yesterday, the Urban Foundation's board of directors released a four-point strategy which it said all political leaders should adopt to eliminate violence and get negotiations going.

A foundation statement said this strategy should include fostering a perception that the security forces were instruments for peace and strengthening the process of justice in violence-torn areas.

It is understood that members of employer body Saccola met Cosatu leaders at the weekend to discuss the crisis over

PETER DELMAR

negotiations and violence and the ANC alliance's mass action programme.

Meanwhile, international calls for the resumption of Codesa negotiations continued at the weekend with the EC urging the ANC to go back to talks.

The EC leaders said in a statement following their two-day summit in Lisbon that all parties should return to Codesa, Sapa-Reuter reports.

Nigerian President and outgoing OAU chairman Ibrahim Babangida also urged a resumption of talks. He told SA Foreign Minister Pik Botha he agreed with government that all parties should join the talks.

Botha and Constitutional Development Minister Roelf Meyer returned to SA yesterday after meeting Babangida and UN secretary-general Boutros Boutros-Ghali in Abuja.

Boutros-Ghali agreed to Botha's invitation for him to visit SA, but a Foreign Affairs Department spokesman said no date had yet been arranged.

On his return to SA, Botha said behind the scenes talks with the ANC were continuing.

Inkatha chairman Frank Mdlalose and deputy secretary-general S H Gumede met Boutros-Ghali yesterday and told him "the Boipatong tragedy must not be allowed to threaten the reform process".

Boutros-Ghali was due to meet Mandela yesterday, in Dakar, Senegal. Mandela is expected to ask for a special UN security council debate on SA.

Today's meeting of the Codesa management committee has been cancelled. No reasons were given.

Big business gives FW stern warning

By Michael Chester

Big business yesterday warned President de Klerk that both investor and overall business confidence had been rocked by the breakdown in the Codesa talks and the level of violence

The stern message about the economic damage inflicted by the current political stalemate was handed over to Mr de Klerk at an hour-long meeting in Pretoria that emphasised the gloom of the business mood

In dramatic new moves to seek a new peace settlement, organised business confirmed that it intended to convey similar warnings in meetings with ANC president Nelson Mandela and Inkatha president Mangosuthu Buthelezi in the next few days

The urgency of solutions is being impressed by a powerful team that has been joined by all three main business organisations — the SA Cham-

ber of Business (Sacob), the Afrikaanse Handelsinstituut (AHI) and the Steel and Engineering Industries Federation (Seifsa)

An insider said "The series of meetings underscores the growing alarm about the damage inflicted on the levels of confidence among both local and overseas businessmen in the South African economic outlook as a result of evidence of political disarray and violence"

In a joint statement, the business leaders said "In a constructive exchange of views, the employer organisations conveyed to the State President their deep concern about the human and economic costs of the ongoing violence as well as the negative impact of the breakdown in the Codesa talks on investor and business confidence.

"The business organisations indicated their strong desire to see negotiations resumed as soon as possible

"Business remained willing to assist in whatever way possible to facilitate the ne-

gotiation process. There was an overwhelming need for confidence-building actions on the part of all concerned.

"In response, the State President reaffirmed the Government's firm commitment to trying to get the political negotiations back on track. The State President also restated the Government's strong support for the National Peace Accord and on the need to reduce the level of violence

"The employer bodies in turn indicated they would throw their weight to an even greater extent behind the process and structures of the peace accord at both national and local levels.

"The discussions . . . were an important part of a multi-level initiative by organised business to address the current political problems as they effect the economy"

The team was led by Sacob president Hennie Viljoen, AHI president Attie du Plessis and Seifsa executive director Brian Angus

(133) STAR 30/6/92

Bosses decide

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WHILE the Cape Chamber of Industries will advise employers to adopt a policy of no work, no pay, the decision on whether or not to discipline workers who take part in the Cosatu living-wage march in Cape Town today rests with individual employers

"The chamber cannot be prescriptive in this regard," it said in a statement yesterday

Employers who previously adopted a no work, no pay, no discipline policy and who intended changing this should advise workers, the chamber said - Sapa. Sowetan 1/7/92

Civics 'likely to pull out of local level talks'

31 Day 3/7/92

RAY HARTLEY

ANC-aligned civic associations were likely to pull out of all local level negotiations until the ANC rejoined talks at Codesa, SA National Civics Association (Sanco) president Moses Mayekiso said yesterday

Sanco would meet the ANC, SACP, Cosatu and youth and student groups in Johannesburg today in an effort to "unite civil society" on the ANC's mass action campaign, he said.

"We cannot continue negotiations at a local level while constitutional negotiations are deadlocked. We will urge the Soweto Civic Association (SCA) to abandon such negotiations indefinitely."

Arrangements regarding services such as electricity and water made with local authorities before last month's constitutional deadlock would be adhered to, said Mayekiso. "We support mass action aimed at the violence and aimed at bringing the NP to its senses."

Central Witwatersrand Metropolitan Chamber spokesman Vic Milne said he was watching developments "with great concern". The SCA's withdrawal would be a "very serious" blow to the chamber.

The chamber suspended its activities for two months after the SCA's temporary withdrawal in April.

Milne said he hoped Sanco would allow 'individual civics' to decide for themselves on taking part in the chamber.

Mayekiso said pupils would join the civics in mass action, but were unlikely to boycott classes. "As far as civics are con-

cerned, we would feel jittery about a boycott. We don't think the school process should be disrupted."

ANC spokesman Carl Niehaus said his organisation would have "understanding" for the position put to them by civics, but did not want to pre-empt decisions at today's meeting.

The SA Students' Congress (Sasco) would table proposals at the meeting for mass action against government cuts in university subsidies.

□ Sapa reports that damage of about R1m was caused to a train late on Wednesday when a motor and passenger coach was set ablaze between Pinelands and Langa stations in Cape Town.

Metro western Cape manager Andre Harrison said a passenger had died trying to escape the fire. It was suspected that the arsonists had taken part in a protest march in Cape Town that day.

About 10 000 people took part in a Cosatu mass action campaign "living wage" march to Parliament.

Harrison said "The perpetrators must have had a fair amount of flammable liquid with them." It was suspected that seats had been slashed open and fuel poured into them to start the blaze.

He blamed march organisers for not exercising sufficient control over the protesters.

Sacob warns of strike consequences

31 Day 3/7/92

DIRK HARTFORD

SACOB regretted the possibility that the economy could become a political battleground and would be advising its members on preparing contingency plans for Cosatu's planned general strike, Sacob spokesman Gerrie Bezuidenhout said yesterday.

He said any action which led to loss of life or disruption of production was to-

tally inappropriate where the economy was suffering from a severe recession.

Cosatu, he said, would have "to take full responsibility for the job losses, loss of income and loss of life that will inevitably occur".

Bezuidenhout predicted that many businesses would be forced to close

down because of repeated stayaway action.

Employers would adopt a "hardline attitude" if workers went on strike and dismissals were more likely to be considered.

He said the negative consequences of stayaways and general strikes had been repeatedly pointed out to Cosatu.

Reuter reports that Gencor said it regarded the proposed strike as political and there would be disciplinary action if its workers stayed away.

Meanwhile, Sapa reports that the DP said yesterday it was totally opposed to Cosatu's proposed general strike.

DP Manpower spokesman Robin Carlisle said that for Cosatu to claim it would sacrifice the economy to achieve freedom was self-defeating.

The DP urgently called on Cosatu to rethink the proposed strike.

Meanwhile, Nactu said yesterday it would make a decision this weekend on whether to join Cosatu's mass action campaign.

Nampak Limited

Registration number 68/08070/06

NOTICE OF CUMULATIVE PREFERENCE DIVIDENDS

WHEREBY GIVEN THAT the following cumulative dividends have been declared

First Preference Dividend No. 47

at the rate of 6,5 per cent per annum in respect of the dividend ending 31 July 1992 (equivalent to 6,5 cents per share, 1991 - 6,5 cents) payable to shareholders registered in the company at the close of business on 17 July 1992

Second Preference Dividend No. 47

at the rate of 6 per cent per annum in respect of the dividend ending 31 July 1992 (equivalent to 6,0 cents per share, 1991 - 6,0 cents) payable to shareholders registered in



Mass action puts business in tight spot

STAR 7/19/92

WITH THE collapse of constitutional negotiations at Codesa, the business community is again being caught in the crossfire as the Government and the ANC alliance knuckle down to a test of strength.

As with previous alliance mass actions, Cosatu has placed itself at the cutting edge of the onslaught on the Government. After a meeting of Cosatu's leadership last week, it reaffirmed its commitment to "rolling mass action" which would culminate in a general strike early next month.

It tabled the following economic and political demands, which are to be backed by mass action. Government agreement to an elected constituent assembly by December, an end to Government corruption and "State-sponsored" murders, an end to political violence, a moratorium on retrenchments and a halt to economic restructuring.

Cosatu also demands lower food prices and above-infla-

tion wage increases, and labour rights for all workers, including State workers.

The mass action could not have come at a worse time for relations between capital and labour. Many sectors of the economy are in ferment over wages and working conditions. Thousands of metal and textile workers have already taken to city streets to back their demands.

In the metal and mining industries, employers and unions failed to reach wage agreements before the July 1 implementation date.

Cosatu has made no bones about its intention to force employers to play a more active role in helping to break the Codesa deadlock.

Secretary-general Jay Naidoo says employers have three options they could vicariously adopt: a no work, no pay policy; or they could join Cosatu in its peace and democracy campaign.

The first prize for Cosatu is to isolate the Government by persuading employ-

The ANC alliance's campaign could not come at a worse time for relations between capital and labour, writes MIKE SILUMA.

ers to support at least some of the alliance's core demands, such as constituent assembly elections and an end to political violence.

It is not, however, as though employers have washed their hands of SA's political problems. The alliance would concede that business had played an important role in the peace process.

After the collapse of negotiations in the wake of the Boipatong massacre, the Steel and Engineering Industries Federation, the SA Chamber of Business (Sacob) and the Afrikaanse Handelssentrum met President de Klerk to convey business's "deep concern" about the violence and the negative impact of the Codesa breakdown on business confidence.

who stay away. It is hoping to gain the support of the National Council of Trade Unions, the country's second biggest worker body.

Although the alliance's campaign is aimed at the Government, it could put employers and Cosatu on a collision course.

The general position among employers is that they will not get involved in "party political" actions, or those which could increase violence, or harm the economy in business's view.

The SA Consultative Committee on Labour Affairs, representing employer organisations, swiftly rejected the call for a general strike as "unnecessary." Sacob said the economy and the business community were suffering the most severe recession since World War 2 and could not "sustain indefinitely the added burden of repeated stayaway action."

Employers would take a hard line in dealing with strikers, Sacob warned.

Non-payment of PAYE to the Government could lead to conflict between employers and the Government.

But despite business's position of not getting directly involved, there are differences among employers. Privately some agree with the alliance's demands, especially on violence and corruption.

They believe that after winning the reform referendum in March, Mr de Klerk may have become arrogant and that he mistook business's support for endorsement of the NP's political programme.

Others, though, are more inclined to sympathise with the Government and its allies, such as the IFP.

Under such circumstances, a co-ordinated political intervention by business, going beyond playing the role of a facilitator, is unlikely. But if the Codesa impasse continues, accompanied by damage to the economy, self-interest might force business (or sections of it) to play a more direct political role. □

Attitudes to strike hardening, closures and sackings predicted

BUSINESS WARNING TO ANCO

STAR 8/7/92.

By Esther Waugh
and Sven Luinsche

Business leaders yesterday formally opposed the ANC's mass action campaign and warned of disciplinary measures against workers who take part in strikes planned for next month

After a meeting with ANC president Nelson Mandela, the SA Chamber of Business (Sacob) expressed concern that the economy was being ground "the new battleground where politicians wage their wars", and warned of further unemployment and business closures.

Sacob's statement places business on a collision course

with Cosatu — whose secretary-general Jay Naidoo last week told big business that its commitment to democracy would be judged by its approach to mass action

A delegation representing Sacob, the Afrikaanse Handelsinstituut (AHI) and the Steel and Engineering Industry Federation (Seifsa) yesterday told Mr Mandela that

attitudes in the business community had hardened

The meeting with Mr Mandela followed similar discussions with President de Klerk and Chief Mangosuthu Buthelezi

Sacob warned that the economy, now in its most severe recession since World War 2, could deteriorate further. "Those who argue that

economic conditions cannot get any worse could be in for a rude awakening"

At a media conference after the meeting with Mr Mandela, Sacob labour affairs spokesman Gerry Bezuidenhout cautioned "In the current fragile business environment, the general strike will cause further damage to the economy

"Attitudes of business leaders are hardening, and apart from the principle of no work, no pay, companies look set to take disciplinary action against workers who stay away. This could lead to further retrenchments"

The business delegation accepted that it should help to break the political deadlock, and that there was no

alternative to negotiations. Mr Mandela said the ANC-led delegation had been "very encouraged with the frank exchanges. We have narrowed the gaps in our thinking and we are coming closer to a position where we are likely to have a common attitude on the final issues"

Warning on economy — Page 16

Joint action plan as townships slide into new anarchy

BOSSERS IN BID TO HEALTHER START

TOP businessmen and unionists are engaged in desperate last-minute talks to avert a drawn-out general strike and halt the drift of black townships into the anarchy of the mid-80s. Already comrades in several Reef townships are resurrecting the old block committee system as a first step to seizing control of the townships. They also intend marching on the homes of black policemen.

This week, with neither the ANC nor the government showing any sign of backing down, the ANC's protest campaign moves into a new phase: the occupation of government buildings. But even as the rhetoric of civil protest against the government mounts, the business community and unionists are involved in delicate talks which could seize the initiative from the deadlocked politicians.

The SA Co-ordinating Committee on Labour Affairs, a body representing 10 major employers and Cosatu, the trade union federation sponsoring the protest actions, is considering joint worker-boss action to pressure political leaders to speed up moves towards a democratic settlement.

A day of joint business-union action on August 3 — the proposed launch date for a seven-day general strike — is now being considered.

Representatives of Cosatu and Saccola agreed on Tuesday to a draft set of proposals on joint action to achieve democracy. The proposals were endorsed on Thursday at a full executive meeting of Saccola and are to be finalised with Cosatu this week.

Swift

Saccola vice-chairman Johann Liebenberg said the objective was to avoid a national strike and to find ways to urge politicians to negotiate.

The draft proposal endorses swift transition to an interim government and the holding of democratic elections for a constitution-making body.

Beauties walk on the wild side



Wife's murder: Top CP MP is quizzed

Sunday Times Reporter CONSERVATIVE Party MP for Ventersdorp Fanie van Vuuren was questioned this week in connection with his wife's murder on April 24.

Police also quizzed a young woman, believed to be a good friend of Mr Van Vuuren's who was recently divorced from a lecturer at Potchefstroom University. They also spoke to several other people.

A spokesman for the SAP said yesterday the investigation was "at an extremely sensitive stage" and a murder docket would probably be handed to the attorney-general this week.

Primary school teacher Mrs Hermuna van Vuuren, 40, was shot once behind the ear in the bedroom of the family home on a smallholding near Carletonville at about 1am.

Mr Van Vuuren — a cousin of AWB leader Eugene Terre Blanche —

Now I get what Guinness is all about



JUST CHECKING Kent Durr with a waxen president Picture ROGAN COLES

By CHARMAIN NAIDOO London

PRESIDENT FW de Klerk's wax likeness was unveiled at Madame Tussaud's yesterday. As London's ambassador, I had the honour of presenting the wax figure to the president.

A special friendship. A special kind of friendship.

joint action to achieve democracy. The proposals were endorsed on Thursday at a full executive meeting of Saccola and are to be finalised with Cosatu this week.

Swift

Saccola vice-chairman Johann Liebenberg said the objective was to avoid a national strike and to find ways to urge politicians to negotiate.

The draft proposal endorses swift transition to an interim government and the holding of democratic elections for a constitution-making body.

Key personalities in this initiative are Saccola chairman Bokkie Botha, Chamber of Mines president Bobby Godsell, Cosatu secretary-general Jay Naidoo and Cosatu deputy secretary-general Sam Shilowa.

A leading Cosatu official said joint action by business and the unions was bound to make an impact on resolving the impasse in political negotiations.

But the ANC alliance's bottom line for resuming talks and averting the general strike remained that the government accept majority rule, he said.

On Friday Cosatu's central executive committee decided on a seven-day national strike beginning on August 3.

Rallies

The first two days would consist of a stayaway from work. On August 5, workers would occupy the major cities with the intention of bringing city life to a standstill.

The next two days would involve workers' occupation of factories and other workplaces while the last two days would consist of rallies and meetings.

Already, however, events on the ground appear to be overtaking the leaders.

ANC Youth League president Peter Mokaba confirmed this week that the intention was to take the townships back to the era of "ungovernability" of the mid-80s.

"As part of our mass action we are going to identify and march towards the homes of police who killed our people during riots," he said. "We are going to harass their families so that they know that they are stay-

□ To Page 2

Bid to end strife

SITIMES 12/7/92
□ From Page 1

ing with killers in their families

"We are going to return to the 1985 period with the establishment of street and block committees and people's courts. Residents are going to take their town-

ships away from the government and run them as they please. After all, that is better than living in fear of being attacked by state agents who kill them in their sleep," Mr Mokaba said.

A new slogan has emerged among firebrands in the more radical Pan Africanist Congress in Transvaal townships "Kill a cop a day".

From East Rand townships, meanwhile, come reports of a hardening of anti-white sentiment. ANC, PAC and Azapo youth have also apparently buried their difference and declared themselves ready to support the protest actions.

The government is also showing few signs of compromise.

"There is too much fight left on both sides," was how a senior cabinet minister summed up the situation this week. "The ANC believes it is on a winning streak while the government believes it is too strong to succumb."

South Africa's domestic crisis will also take the international stage this week.

Effort

At least six Codesa participants will be at the United Nations in New York on Wednesday when the Security Council begins its hearing on South Africa.

Among those addressing the council will be Foreign Minister Pik Botha, ANC leader Nelson Mandela, Inkatha president Mangosuthu Buthelezi and homeland leaders Lucas Mangope of Bophuthatswana, Brigadier Oupa Gqozo of Ciskei and General Bantu Holomisa of

Transkei. In an effort to position itself before the hearing, the South African government has again made clear that it would be willing to accept a greater role for the international community within the country.

Yesterday National Party secretary-general Stoffel van der Merwe called for an independent team of international experts to be asked to investigate, evaluate and report on the extent to which the ANC alliance has honoured its agreements with the government — particularly on the control of weapons and its armed wing.

Crisis

In effect he was asking for international involvement in monitoring compliance with the Peace Accord and the Grootse Schuur, Pretoria and DF Malan minutes. A monitoring role for the international community is a key ANC demand.

President FW de Klerk's diplomatic initiatives and the absence of the Soviet Union convince the government that it will have a more favourable reception at the Security Council.

Whatever the outcome of the council meeting, however, government ministers are already preparing themselves for a greatly changed climate after mass action.

"When we return (from the current crisis) it is likely to be a very different negotiating table," said one who is intimately involved in the negotiations. "If it does involve the same players and format you can be sure that the issues will be different."

Saccola and Cosatu join forces

Business plan to resolve talks impasse

BIDAY 14/7/92

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BUSINESS yesterday threw its weight behind key ANC demands, including the formation of an interim government before the end of the year, in an attempt to avert a general strike and break the negotiations deadlock.

The decision was contained in a document agreed to by union federation Cosatu and employer body Saccola yesterday

Saccola, a grouping of 10 employer organisations including Sacob and the Chamber of Mines, also said it saw no reason why democratic elections for a constitution-making body should not be held within six months

And it plans, together with Cosatu, to convene joint assemblies for peace, democracy and economic reconstruction on August 3 — the first day of Cosatu's planned week-long general strike.

Both organisations will promote the document among their members and the broader public.

It is the first time employers have come out in support of a transition to democracy within a specified time-frame. The ANC and Cosatu are insisting that elections for a constituent assembly be held by the end of the year.

The document also supports the idea of an independent electoral commission to ensure elections are free and fair.

An employer source said the agreement means Saccola is likely to ask its members to voluntarily close their factories on August 3 so the joint assemblies can take place.

He said employers would be reluctant to discipline workers — other than the standard "no work, no pay" — for taking part in the mass action campaign when Saccola

DIRK HARTFORD

supported one of its key political demands. However, another source said employer organisations were still discussing the document. He said the aim of the document was to try to persuade Cosatu to call off its general strike "which will cripple the economy which is already seriously ill"

But Cosatu general secretary Jay Naidoo said its mass action campaign, including the general strike, will not be affected by the agreement with Saccola. The agreement was a step forward in breaking the political logjam and part of Cosatu's attempt to "find solutions with all parties" committed to peace and democracy

Naidoo said Cosatu would reconsider its position on mass action only if substantial progress was made in resolving demands for the resumption of political negotiations, an end to violence and in unlocking negotiations around food prices, jobs and restructuring. "We want to see employers taking action to break the political logjam and open the way for democracy, peace and economic reconstruction."

Reuter reports that Cosatu yesterday unveiled its mass action plan for early August to try to force the government from power.

Cosatu assistant general secretary Sam Shilowa said there would be a general strike on August 3 and 4, marches throughout cities on August 5, occupation of factories on August 6 and rallies in townships on August 7 and 8.

Shilowa told 10 000 demonstrators outside the Union Buildings that yesterday's protest was a warm-up for the general

□ To Page 2

P.F.O.

Breakthrough imminent

Sowetan 14/7/92

■ Cosatu and business leaders on the brink of agreeing on a document to speed up transition:

BUSINESS and trade union chiefs are on the brink of agreeing on a joint document which could speed up the stalled political transition and ensure that if next month's general strike does take place, its effects on the economy will be limited.

Top labour and business leaders met in Johannesburg yesterday to try to hammer out a final version of the document, which proposes practical steps to combat violence and poverty - and commits the signatories to mobilising support for a transition to interim government and an elected constitution-making body by this year.

It is understood that Cosatu is consulting a wide range of organisations, including churches, to see if there is support for the approach set out in the document.

Sources say they hope it will be finalised and made public by the end of the week.

Members of the SA Co-ordinating Committee on Labour Affairs and Cosatu are the key players in the negotiations.

Saccola spokesman Mr Bokkie Botha yesterday confirmed that meetings had taken place and said another was scheduled for later this week.

The discussions had been "constructive", he said, but would not comment further.

The labour/business negotiators are also considering proposals that

Assemblies "for peace, economic reconstruction and progress to democracy" be jointly convened by participants on August 3 - the day the strike is scheduled to start.

The document be presented to "a broadly representative meeting or convention" to be held before the end of this month.

Observers believe that if the joint business/labour initiative comes off, it will offer clear benefits to both sides.

Bid to avoid strike

Sowetan 15/7/92

■ Talks between Cosatu and businessmen on Friday

By Ike Motsapi and Sowetan Correspondent

THE Congress of South African Trade Unions will meet businessmen on Friday to discuss a proposal aimed at averting the proposed general strike scheduled to start next month.

And, the South African Democratic Teachers' Union (Sadtu) yesterday announced that its 38 000 members would join the mass action spearheaded by the African National Congress, Cosatu and the South African Communist Party.

The teachers' organisation was considering strategies to support the campaign, and teachers, parents and students were being consulted.

"It is clear that mass action has become the only viable, non-violent tool left at the disposal of the democratic forces," Sadtu said.

Meanwhile, Friday's meeting between business and Cosatu has been confirmed by Cosatu's

assistant-general secretary Mr Sam Shilowa and Mrs Frieda Dowie of the South African Consultative Committee on Labour Affairs.

Business and labour leaders have been locked in urgent negotiations aimed at producing a joint approach to key issues facing the country.

At issue is Cosatu's planned general strike on August 3. The federation is calling the strike in support of a set of demands which include the curbing of violence, a moratorium on retrenchments, living wage and the establishment of a democratically elected constituent assembly.

Businessmen, who are affiliated to Saccola, presented to Cosatu a draft document in which they committed themselves to efforts to, among other things, curb violence and combat poverty.

Shilowa said the federation was going ahead with its mobilisation campaign with marches arranged for King William's Town and East London tomorrow.

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Employers: 'No agreement' ^{CT 15/1/92} (133)

JOHANNESBURG — One of the country's biggest employer organisations, the South African Co-ordinating Committee on Labour Relations, yesterday denied reports that it had reached an agreement with Cosatu on next month's general strike

Saccola chairman Mr Bokkie Botha said reports on their talks with Cosatu had created a "dangerously wrong impression"

There had been no agreement between Saccola and Cosatu on the strike so far

Cosatu said yesterday it might call off its strike if business leaders backed ANC demands for political change.

Cosatu secretary-general Mr Jay Naidoo said Saccola had offered to support a one-day voluntary shutdown of economic activity on August 3 if the strike

was cancelled.

If employers also expressed in writing their support for the boycott and for the transition to multiracial democracy, Cosatu would consider stopping the strike, he said.

"We have a tentative agreement. Now we need to see what they're willing to deliver."

Cosatu would continue with mass action whatever was agreed with employers. — Sapa

Cosatu offers to review strike action

3/1 DAY 15/7/92

~~133~~
133

COSATU said yesterday it might call off a nationwide strike next month if business leaders backed ANC demands for political change.

Sapa-AP reports that the statement from Cosatu general secretary Jay Naidoo followed weeks of government and business attempts to avert the strike beginning on August 3.

Employer organisations had offered to support a one-day voluntary shutdown of economic activity on August 3 if the strike was cancelled, Naidoo said.

If employers also expressed in writing their support for the boycott and for the transition to multiracial democracy, Cosatu would consider stopping the strike, Naidoo said. "We have a tentative agreement. Now we need to see what they're willing to deliver."

Reuter reports that Naidoo told foreign journalists further consultations were necessary. Cosatu and employer group Saccola needed to consult member organisations before the weekend.

"It is unprecedented to have employers' support for a voluntary shutdown ... and a set of principles," Naidoo added.

However, Cosatu was not abandoning its right to call a general strike and would continue its mass action campaign whatever was agreed with the employers.

DIRK HARTFORD reports that Saccola hit back yesterday at reports that it had reached an agreement with Cosatu which effectively took sides with the ANC. Saccola said its discussions with Cosatu were aimed at averting the general strike.

In a strongly worded statement, Saccola said there was "no agreement whatsoever so far" between itself and Cosatu and that the document quoted in the Press was an "unmandated exploratory draft" which had been overtaken by events.

Saccola, which negotiates with organised labour on behalf of organisations like Sacob, AHI, Seifsa and the Chamber of Mines — said it would not take sides with any political organisation in the current political impasse.

It said the discussions were aimed at persuading Cosatu that progress could be made only through discussion and compromise, not disruption and confrontation.

Saccola spokesman Frieda Dowie said Saccola would meet Cosatu on Friday to try to finalise a document for both parties to take back to their members for ratification. She said Cosatu and Saccola would meet church groupings before then to try to get their support for the document.

Saccola opposed Cosatu's general strike and was prepared to consider joint action on August 3 only to try to get the political process back on track.

Last Thursday Saccola's executive committee gave its principals the go-ahead to discuss the draft document, as did Cosatu's central executive committee last Friday.

Already the two parties have acted in terms of one of the document's clauses by trying to mediate in the hospital strike.

The document says it sees no reason why an interim government and elected constitution-making body should not be in place within six months.

news

in brief

Seifsa votes for lockout

SEIFSA yesterday announced that a majority of its members had voted in favour of a lockout (133)

The federation said the successful lockout ballot count did not mean the industry would now necessarily lock out employees en masse. It said it was simply an option available to employers.

It added that the annual wage negotiations in the metal industry were still deadlocked.

The National Union of Metalworkers of SA is conducting a strike ballot. The results are only expected later next week. Sowetan 16/7/92

Seifsa members ¹³³ vote for lockout ¹³²

DIRK HARTFORD

MOST of Seifsa's 3 000 member companies in the metal and engineering industry have voted in favour of lockout action

Seifsa has described the outcome of the balloting among its 35 member associations as "a significant show of employer solidarity"

Employers and unions, including metal workers' union Numsa, are deadlocked in wage negotiations. Employers are offering 8% against Numsa's demand of 20%.

The ballot means employers can legally lock their workers out. Seifsa says this does not necessarily mean a mass lockout as individual employers can act at their own discretion.

It is believed many Seifsa members will wait for the outcome of Numsa's strike ballot — expected on July 20 — before deciding whether to lock out workers and whether to do it selectively or collectively.

Up to 220 000 Numsa members could be affected by a lockout.

The union has already begun balloting its members and is planning — if the vote is positive — to strike from July 22.

The lockout could be used to compel workers to accept Seifsa's final offer, as a pre-emptive measure against possible strike action or to counteract strike action.

This is the second time Seifsa has conducted a lockout ballot. Last year employers also voted in favour of a lockout, but agreement was reached with the unions before any action was taken.

**Seifsa votes
for lockout
in pay dispute**

(133)

STAR 17/7/92

By Thabo Leshilo
Labour Reporter

Members of the Steel and Engineering Industries Federation (Seifsa) have voted in favour of a lockout in their wage dispute with the National Union of Metalworkers of South Africa (Numsa).

The decision by member companies, announced on Wednesday, follows a deadlock in the annual wage negotiations with 12 trade unions, including Numsa.

Numsa, the majority union, is claiming, among other things, a R1-an-hour increase, or 20 percent, whichever is the greater, while Seifsa is offering individual increases of 8 percent.

Numsa is the only union conducting a strike ballot. The results will be available next week.

The show of employer solidarity did not mean that industry would now necessarily lock out employees en masse, Seifsa said in a statement.

The lockout would depend on the outcome of Numsa's strike ballot.



SACCOLA and Cosatu meet today in an attempt to finalise an unprecedented agreement designed to break the escalating "cycle of conflict" since the breakdown of negotiations at Codesa and the launch of the ANC alliance's mass action campaign.

Cosatu and Saccola leaders, who initiated the idea several weeks ago and who have been involved in discussions to secure consensus, are all sticking their necks out.

But that is the job of leaders. And in a situation as critical as the present one they might even succeed.

For the likes of Saccola's Bokkie Botha, Johann Liebenberg, Friede Dowie and Bobby Godsell and Cosatu's Jay Naidoo, Sam Shilowa, Jayendra Naidoo and Chris Dlamini, the stakes are high. They are all deeply committed to a process designed to take their heterogeneous constituencies onto new ground — whatever their claims and counter-claims in the Press.

Last week Saccola and Cosatu leaders gave "in principle" support to a draft document and instructed their negotiators to proceed with finalising it while they sought the endorsement of their memberships

Saccola's largest affiliate Sabob, for example, said in a letter to its members last Friday that Saccola members felt "that in principle support could be given to (the document) in exchange for an undertaking by Cosatu to call off their planned strike". It went on to recommend that Sabob give its support to the document to enable Saccola to reach an agreement with Cosatu.

Saccola's primary aim in supporting the document is to avert Cosatu's planned general strike in August. And although the Sabob letter says "there is nothing in the principles and actions contained in the document that is not already covered either in a Sabob position or one or other forum", the document would hardly be so controversial if this were the case.

For a start, the proposal that

Business and labour campaign to co-opt each other

DIRK HARTFORD

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Cosatu and Saccola jointly convene assemblies on August 3 for peace, economic reconstruction and progress is unprecedented. Whatever interpretation one gives to this — a couple of hours' production stoppage to a complete factory shutdown are just two possibilities doing the rounds in Cosatu and Saccola — it would be a whole new ball game for employers and unions. It would amount to employer "mass action".

Even jointly presenting the agreement to a "broadly representative convention", as is envisaged in the document, would be a bold step for employer and union organisations. Since when have SA unions and employers jointly addressed political issues in this manner?

But Saccola representatives are particularly irked by insinuations that it might "take sides with any political organisation in the current political impasse". The organisation is unlikely to want to see itself in coalition with the ANC-Cosatu alliance.

Leaving aside the fact that employers and their organisations did not hesitate to throw their weight and millions of rands behind a "yes" vote in the referendum, the point is that the document contains explicit suggestions, including time-frames,

on the political transition process that are generally the preserve of ANC rhetoric.

But why quibble? If supporting a "yes" vote was not support for any political party, as employers have repeatedly said, why should support for a set of processes for rapid political transition to democracy be support for any political organisation which also happens to support the idea?

This raises the question of Cosatu's primary aim in trying to secure agreement on the document. Its motive is to get employers on-side with the "coalition" of broad forces it is trying to build to promote its idea for a transition to democracy.

Cosatu has repeatedly said it sees the government as the main obstacle to peace, progress and economic reconstruction. While it has been discussing mass action (and the general strike) since early this year around an increasing list of demands, the Codesa breakdown allowed its programme to move to centre stage in the ANC alliance. The mass action and threatened strike are designed

to force the issue and to compel everyone to take sides.

Employers would be first prize for Cosatu in its "coalition", because of their social importance, influence and perceived political neutrality. To secure this they need to win and hold Saccola to a document which carries this implication.

In return Cosatu will have to break new ground of its own — join hands with employers, traditional "enemy" of unionists — on political, economic and violence-related issues, as well as turn off the strike for which its organisers have been laying the groundwork over months.

If Cosatu can be convinced that joint initiatives with Saccola can deliver the same result as its strike is designed to achieve, it would have room for agreement. In essence, if relatively conservative, apolitical Saccola agrees to employer "mass action" on August 3, the militant, socialistic Cosatu will join hands with employers for peace and democracy and call off its nationwide strike.

But, as always, the imponderable will be what the Saccola and Cosatu constituencies think of their leaders' plans. In spite of all the rhetoric about democracy, accountability and mandates, Saccola and Cosatu

leaders have thrashed out the draft agreement among themselves and must now hope they can get their members to support it.

It is no easy task. In both Cosatu and Saccola, some rank-and-filers are distrustful of the "other side" and tend to perceive their leaders as striking deals they might not understand or appreciate.

Employers canvassed expressed a wide range of opinions and perceptions on the situation. While some are openly sympathetic to the issues the ANC alliance is raising, others are deeply suspicious of the unions' aims and regard alliance-related actions with hostility.

There is a huge buildup of frustration among employers, bordering on sheer desperation, at Cosatu's rhetoric and planned actions. While some hope for a miracle to bridge the gulf in perceptions between Cosatu and employers, the mood of the average employer seems to be hardening. There is a belief that being tough is the only way to deal with, and survive in, the "new SA".

On the Cosatu side, despite the often mistaken perception that a few radicals at the top are whipping up an otherwise indifferent workforce, the labour leaders face their own problems. Unionists range from those who believe joint initiatives with employers are the best way forward to others who argue mass action will blast open the road to the socialist revolution. Workers, buffeted by the recession, do not automatically become more amenable to the arguments of caution because of hard times, as some argue.

They can also become more desperate, and for some the chance of losing the little they have in return for gaining all in the socialist paradise could be worth taking. The dozens of illegal marches, factory occupations, strikes and stoppages in the past month is one indicator of the mood on the ground.

Cosatu and Saccola leaders at today's meeting will have a lot to think about as they decide whether to dot the i's and cross the t's of the groundbreaking document in front of them.

Hopes high for a labour deal

w/mad 17/7-23/7/92

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BUT THERE'S
STILL SOME
HARD TALKING.

**By MONDLI
MAKHANYA and
ANTON HARBER**

THE attempt by organised business and labour to avert a costly general strike is hanging in the balance.

Saccola, representing 10 employers' organisations, and the giant labour federation Cosatu meet in Johannesburg today to try and finalise a draft accord.

If they succeed it will be the most significant agreement ever between business and labour.

But both sides are facing resistance from their constituents. In particular, leaders of Saccola were struggling this week to get the support of members who reacted negatively to leaked press reports that suggested they had already reached agreement.

When Cosatu and Saccola meet today they are likely to alter aspects of the draft agreement in order to be able to sell it to their affiliates. However, the basis of the discussion remains that Cosatu will call off its general strike

● Continued on PAGE 2

P.T.O

Bid to avert general strike

Sowetan 17/7/92

■ Business representatives hold crucial talks with Cosatu in an attempt to ward off a threatened work boycott.

By Ike Motsapi

BIG business and the Congress of South African Trade Unions engage in crucial talks today aimed at averting a general strike scheduled to start on August 3.

Cosatu's national executive committee will meet officials of an organisation representing employers, the South African Consultative Committee on Labour Affairs (Saccola) at the talks.

The talks will be held in Johannesburg and start at 10am. They were initiated by Saccola after Cosatu announced that it planned a general strike from August 3 if its demands were not met.

The strike is part of the ANC-led mass action campaign aimed at installing a democratically elected constituent assembly by December this year.

Bosses and unions agree on wide charter to tackle social ills

A NEW DEANTO BREAKTHROUGH

STimes 19/7/92

By EDYTH BULBRING
Political Reporter

BUSINESS and union leaders have hammered out a wide-ranging "social charter" designed to end violence and rebuild the country's shattered economy.

After days of tough bargaining — while the country's politicians bickered at the UN — bosses and workers finally agreed to a draft accord late on Friday night.

Their deal goes well beyond averting a proposed seven-day general strike in August.

They still have to take it back to their membership for approval. If they get support, the charter will be signed on Tuesday night.

Key elements of the accord are:
● A moratorium on a general strike until the end of September.
● Joint action by churches, labour and business for a day of reconciliation on August 3 which would include a voluntary shut-down of industries.

● A national conference attended by political organisations and cultural, religious and business leaders at which they would commit themselves to the charter of peace, democracy and economic reconstruction.

● Concrete steps to deal with violence, jobs, petrol, food and housing.

● A four-point programme to boost negotiations.

● The launch of an economic negotiating forum with the government, labour and business to reconstruct the economy.

Golden girl Elna sets South Africa on track for Olympic comeback



Surrogate mum divorce shock

By JOCELYN MAKER

THE parents of the world famous surrogate-granny triplets are getting divorced.

Mrs Karen Ferreira, 39, issued summons against her husband, Alcino, last month.

On June 18, Mr Ferreira, 38, filed papers with the Pretoria Supreme Court indicating he would contest the action.

This weekend, neither of them would discuss the breakdown of their marriage, beyond a terse "no comment".

Mrs Ferreira-Jorge's mother, Mrs Pat Anthony, 53, who carried and gave birth to triplets David, Jose and Prinhum October 1987 at the Park Lane Clinic in Johannesburg, also refused to discuss her daughter's impending divorce.

Residents of the northern Transvaal town of Tzaneen closed ranks around the family this week, but



COUPLE. Karen and Alcino on their wedding day

housing.

● A four-point programme to boost negotiations;

● The launch of an economic negotiating forum with the government, labour and business to reconstruct the economy.

Pledge

The SA Co-ordinating Committee on Labour Affairs, a body representing 10 major employers, and Cosatu, a labour federation of more than 1,3-million workers, finalised the draft charter at a 10-hour meeting on Friday night.

In addition to the draft charter are two documents, one detailing a programme of action for August 3, the day the ANC-Cosatu alliance has set as the first day of a seven-day national strike, and a second document which details a commitment by labour and business to a general-strike moratorium until the end of September.

Saccola's and Cosatu's membership will be canvassed on the charter and its supporting documents until the representatives meet on Tuesday night to put their signatures to the pledge.

Negotiators said both bodies would have a tough time persuading their members to accept the draft.

Saccola is determined not to be seen as ganging up against the government or being seen to become the fourth leg of the ANC/SACP/Cosatu alliance, and Cosatu cannot be seen by its members as being won over and compromised by big business.

Action

On Tuesday night the negotiators will have three options: to endorse the charter, reject it or propose to renegotiate parts of it.

While the charter has been negotiated by business and labour, it is envisaged that it will also be signed by political and other public organisations.

It has therefore been altered substantially to make the wording and the recommendations non-partisan and not party-political.

A conference on July 28 has been suggested for the signing of the charter.

The document on the programme of action for August 3 says there will be joint church, labour and business assemblies and rallies in the major centres. There will be a voluntary shutdown of all businesses.

Business negotiators envisage that this will be turned into a day of reconciliation and the programme will be led by the major churches, which have already been consulted.

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SI Times 19/7/92 Breaking logjam

□ From Page 1

The second document boils down to a trade-off between business and labour. In return for endorsing the charter, Cosatu will agree that any action taken after August 3 will not damage the economy, nor will it be life-threatening. Any mass action will abide by the Goldstone Commission recommendations.

This, in effect, would stop the general strike planned by Cosatu for the rest of that week.

This effective moratorium would last until the end of September when the parties would meet to assess the progress made towards the charter's goals.

The charter commits the signatories to goals of political transition and curbing violence and combating poverty. They have drafted a timetable for political progress.

The signatories commit themselves to four pre-

requisites for progress towards democracy

● The need to move swiftly to a political settlement based on a one person, one vote of equal value in a united country;

● The period of transition and the new dispensation would conform to principles of democracy contained in the declaration of intent at Codesa;

● An elected constitution-making body which will be constrained only by the principles already negotiated at Codesa, which will also act as a transitional parliament;

● Effective transitional arrangements and an independent electoral commission to ensure that elections are free and fair.

The charter commits the signatories to the implementation of these political goals in six to nine months.

Measures to combat poverty include the setting

up of job-creation programmes by the end of August, food and drought relief programmes by the end of this month, housing and hostel upgrading and related services by August, a programme for the provision of electricity for all by mid-August, a national forum on food inflation by mid-August, and urgent programmes to create a viable system of education and training for all.

It also commits the signatories to an economic negotiating forum which would seek consensus among the government, labour and business on a national economic strategy by the end of August.

Measures to curb the violence include ensuring that effective peace committees are established and that the recommendations of the Goldstone commission and the provisions of the Peace Accord are implemented.



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COMMENT

(133)

BIDAY 20/7/92

Beyond August 3

MOST businessmen will be relieved when Saccola and Cosatu finally sign their agreement ending the threat of a week-long general strike and confining protest action to a single day's stoppage on August 3. When they have breathed their sigh of relief, they should also consider what will have been achieved and what is needed next.

The agreement lasts until the end of September. At that stage do we have another confrontation, initiated by a Cosatu which then believes business is sufficiently pliant or cowed to be co-opted completely into the alliance?

Perversely, a week-long stoppage might have been the better alternative. It would have given government a sharp shock and also delivered a lesson in realism to Cosatu's allies. Struggling firms will probably manage to limp through August 3. A week-long strike would have pushed many under and helped persuade Cosatu to face up to the reality of the attendant job losses.

The left's argument that the economy has been so badly damaged by apartheid that politically motivated strikes can do no more harm is trivial. The damage has been done by five years of uncertainty and recession.

Like their counterparts worldwide, South African businessmen have for years gone about their business apolitically — adjusting operating strategies to the swath of legal and fiscal constraints which restricted their attempts to make profits. Support for the "Yes" vote

and social projects outside the strict confines of business were initiated by business leaders choosing *what* they believed was right not *who* was right. Partisan politics do not and cannot mesh with the aims of business in a democratically run market economy.

Social projects — housing, electrification, job protection, food prices — contained in the Saccola-Cosatu accord are fine. They are fundamental to the economy's ability to survive the present political changes. Cosatu's insistence that business should side with the ANC alliance against government goes way beyond business's proper involvement in politics.

Fact is that most businessmen probably believe the De Klerk government has responded responsibly and positively to the 14 conditions set by the ANC for a resumption of talks. Many probably believe the ANC is using mass action because government did not simply accept the organisation's view of constitutional development. That view should be made clear.

If the ANC alliance wants the broad support of business it must earn it, not force it by threats of stoppages and action which prevent business from getting on with its job. The ANC's economic policies remain too general to inspire business confidence. If it hopes to enlist unreserved business support for its policies, it must present clear policies which persuade businessmen the ANC's economic management offers the best prospects.

Govt favours adoption of strike accord

ADRIAN HADLAND and labour groups will meet today to decide whether to adopt a draft Saccola-Cosatu accord aimed at averting a general strike and gaining business backing for political demands.

Today's meetings will take place against a background of business concern that it is tying its fortunes too closely to the ANC-Cosatu camp.

Government indicated yesterday it favoured the accord, which sets aside August 3 for a 24-hour stoppage. Government backing for the accord has been cited by Cosatu and Saccola as a vital ingredient. Constitutional Development Minister Roelf Meyer said government welcomed the business sector's participation in efforts to normalise the situation in SA.

"Business people have an important role to play in the negotiating process, which is not only the domain of politicians."

"If this agreement can limit the effects of a national strike, the government welcomes it," he said.

Business would not be choosing sides politically if it signed the accord, he said. Senior representatives from business chambers across SA will meet today at a special Sacob summit in Johannesburg to discuss the accord and the 24-hour shutdown. Sacob's recommendation will be passed on to Saccola in time for its meeting with Cosatu later tonight.

Saccola chairman Bokkie Botha said he was not aware of business opposition to the accord on political grounds. Business groups wanted clarification on details of the August 3 stayaway.

Sources said some business chambers were unhappy with the political aspects of the accord and were unlikely to agree to a paid holiday on August 3. One JCCI source said there would be "a riot" if Sacob accepted a "pay for no work" precedent.

Free State Chamber of Business president Abie Koch said his members believed politics should be separated from the business environment. "Politics does not do business or the economy any good at all."

As an important Saccola affiliate, Sacob's decision is essential to the ratification.

□ To Page 2

Strike accord

A Sacob spokesman said consensus was required before recommendations could be made to Saccola.

Koch said his members opposed the stayaway and would take a hard line on a "no work, no pay" policy should the stayaway be agreed upon.

Cape Town Chamber of Business CE Alan Lighton said many companies had adopted a "wait and see" attitude. The Cape Town contingent was going to the Sacob meeting today with particular views on the accord and stayaway, but were prepared to discuss the proposals.

Saccola chairman Botha and national peace committee chairman John Hall will be among speakers addressing the Sacob summit today. Their efforts to persuade Sacob to adopt the draft charter will be strengthened by messages of support received from Meyer and DP leader Zach de Beer.

In a statement yesterday, De Beer said "SA is in a crisis where differing groups must understand each other, make com-

Strike accord

promises and work together for the common good, or we may all go under."

Saccola secretary Friede Dowie said "the day of the third (of August) is drawing closer. This is a matter of urgency."

Another Saccola affiliate, the Chamber of Mines, is also facing considerable pressure from below.

In a statement released by the white Mine Workers' Union (MWU) yesterday, general secretary Peet Ungerer said Saccola would be "declaring war" if it sided with the ANC-SACP-Cosatu alliance.

He said the MWU would be approaching the CP for support and meetings would be sought with other Saccola affiliates, including the AHL, Seifsa, Iscor and the Chamber of Mines.

ANC spokesman Carl Niehaus said it was likely the general secretaries of the SACP, ANC and Cosatu would be meeting today to hold "informal discussions" about the Saccola-Cosatu meeting tonight.

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BIDAY 22/7/92
Cosatu, Saccola 133
near final accord

DIRK HARTFORD

SACCOLA and Cosatu leaders met last night to try to finalise their draft accord on ways of breaking the deadlock in political negotiations before reporting back to their constituencies, where both face some resistance to the proposed agreement.

Sources close to the negotiations said that if everything went well, a final version would be signed at a meeting between Cosatu and Saccola tonight.

The accord — which has proposed a 24-hour shutdown instead of Cosatu's five-day general strike and has been welcomed by government, ANC and DP spokesmen as a bold initiative — has generated a flurry of activity in employer, trade union, political and government ranks.

In all these constituencies there are signs of division and doubt about the agreement, overlaid with a cautious optimism that it will nevertheless succeed.

No official spokesmen were prepared to comment on the record at this stage for fear that it could jeopardise the process.

However, it is likely the ANC alliance and government will support the accord if Saccola and Cosatu are able to reach final agreement on it.

Yesterday, Saccola chairman Bokkie Botha met Constitutional Development Minister Roelf Meyer but Meyer's office would not comment on the outcome of the meeting or on what the two might have discussed.

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BIDAY 22/7/92
Cosatu

It is understood that Meyer's earlier, tentative support for the initiative did not find favour with all his colleagues. This included the possibility of government supporting the proposed August 3 voluntary shutdown by asking civil servants to join assemblies.

Saccola, meanwhile, was having trouble getting consensus before its meeting with Cosatu last night.

Its biggest affiliate, Sacob, held a meeting yesterday afternoon and some of the major Sacob players argued — as do some cabinet ministers — that the accord went "too far" in meeting Cosatu and was open to "manipulation" because of its vague wording.

Saccola will today meet Fabcos, Nafcoc and a delegation of the International Employers' Organisation, which is visiting SA, and the accord could be discussed there as well.

One of the issues to be addressed last night was the basis on which the proposed shutdown would take place.

Employers argue there are four options — a voluntary closure where workers are

paid, a "no work, no pay, no discipline" deal, workers taking leave on that day and local arrangements being struck between employers and their workers.

Within Cosatu and the ANC, a key issue is what effect the accord will have on its capacity to take mass action.

While many employers regard a moratorium on the general strike until end-September as leaving the door open for Cosatu to such action at a later stage, many in Cosatu want to reserve the right to action — including a general strike — from now on.

They are also not keen to compromise their right to take other forms of mass action even if the general strike is called off.

However, one source said there must be "something exceptional" about the accord if people on all sides were unhappy with it but would nevertheless not throw it out completely.

He said it indicated that all sides would have to make compromises and stick with them if there was to be progress made in the country.

● Comment Page 6

From Page 1

NEWS Meeting to ratify draft labour accord postponed until tonight

Meeting on labour accord put off



■ Fine tuning: Cosatu and Saccola await members' responses to draft accord and other changes to mass action campaign: *Sowetan 22/7/92*

final agreement had yet been reached

"Negotiations are still at such a sensitive stage that any leaks now could have disastrous consequences," one source said

However, he was cautiously optimistic that if the drafting committee did make any changes to the proposed accord "it won't affect the character of the document"

Meanwhile, Sacob members were locked in a strategy meeting yesterday - *Sapa*

nating Council on Labour Affairs confirmed

And, Cosatu's central executive committee will reconvene its meeting which was postponed on Monday to discuss the matter further

After this meeting, the labour federation would meet the ANC and SA Communist Party to discuss and adopt further details and timeframes for the mass action

Sources close to the secret negotiations stressed yesterday that no

By Ike Motsapi and Sapa

YESTERDAY'S meeting to ratify a draft labour accord between business and Cosatu was postponed tonight to allow the drafting committee to consider changes to the document

The ratification meeting would now take place at 5.30pm in Johannesburg, the South African Coordi-

news

in brief

Madikane funeral plans

THE four Madikane family members killed in a petrol bomb attack in Naledi, Soweto, during the Nehawu hospital strike will be buried at Avalon cemetery tomorrow

The four are Madikane sisters Zodwa (22), Buyiswa (24) and Nomgqibelo (40), as well as Joel Khatleli (13), grandson of Mrs Sannah Madikane who is fighting for her life at Baragwanath Hospital

A short service will be held at 1174 Naledi Ext 2, Soweto, from 8am to 9am. Another service will then be held at Naledi 2 Sports Grounds at 10am and the cortege will leave for the cemetery at 1pm

Hopes of Saccola, Cosatu agreement dashed

Strike on as talks fail

By Mike Siluma and Peter Fabricius

The Congress of SA Trade Unions' general strike beginning on August 3 is set to go ahead — following the failure last night by employers and Cosatu to reach agreement on a draft charter to break the impasse in the constitutional talks

The talks, which were preceded by nearly two weeks of frantic, behind-the-scenes consultations between and among employers and labour, collapsed after less than an hour of deliberations last night

A crucial element of the charter was Cosatu's suspension of the strike in return for a shutdown of industry on August 3

Cosatu and its allies are now expected to revert to their initial position of a general strike lasting several days, as well as mass action including factory and city occupations

Blame

Speaking after the meeting in Johannesburg, Cosatu general-secretary Jay Naidoo blamed the failure of the talks on the SA Employers' Consultative Committee on Labour Affairs' inability to obtain employer support for the charter

"The failure of Saccola to get a mandate leaves us no option but to revert to our original programme of action for the week of August 3," Mr Naidoo said

In a separate statement, Saccola said in its view the collapse of talks was "rooted in our inability to reach agreement on a total shutdown of all sectors of the economy, including the public sector"

"The deal did not fail as a result of insurmountable dif-

ferences on the principles in the draft charter dealing with the urgency of a resumption of national negotiations for a new political dispensation, joint employer and employee actions to reduce the unacceptable levels of violence and measures to combat poverty

"Saccola remains of the view that it and Cosatu have established a basis for future dialogue on these issues and certainly does not regret the time and effort that was put into an attempt to reach this agreement," Saccola said

Describing Saccola's failure to endorse the charter as "a shock and disappointment to all South Africans determined to resolve the current crisis", Mr Naidoo said employers had thrown away "an historic opportunity"

Cosatu had agreed to the draft charter despite "the considerable compromises it entailed on our side"

"The employers' failure to commit themselves to act on the goals contained in the draft charter can only confirm the feeling among the majority that many employers, while declaring themselves to be in support of democracy are, in fact, supporting the Government's attempts to cling to power"

Cosatu, he added, remained committed to the draft charter and urged employers to publicly commit themselves to it and to demonstrate this support during the week of August 3

Apart from limiting the proposed strike to a day, the charter sought to commit signatories to seek ways to curb violence, fight poverty, extend labour rights to farms and domestic workers and to facilitate a speedy transition to democracy

Both Saccola and the Cosatu-ANC SA Communist Party alliance are scheduled to hold press conferences today to elaborate on their next course of action



Sewage on the streets of Sebokeng residents in strife-torn Vaal Triangle townships are facing what could become a total collapse of municipal services. The non-payment of rent since the Boipatong massacre is one of the main reasons for the problems being experienced ● Report — Page 3 Picture Melody McDougall

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At last, business enters the

Things

Star 22/7/92

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Allister Sparks

THE social charter being worked out between businessmen and the ANC-Co-satu alliance is the most encouraging development in many months. Not only does it represent a breakthrough to mutual understanding in this polarised nation, but it also indicates a healthy return to political involvement on the part of our business community.

For decades, indeed ever since the days of Cecil John Rhodes, the business community has been politically dormant. This has been part of the general political impotence of English-speaking South Africa. With Afrikaner politicians running the show from Botha and Smuts onwards, English-speakers, locked into a minority role in what became an increasingly ethnic-driven system, retired to the sidelines and concentrated on running their businesses instead.

"They must grin and bear their political impotence in the country they dominate economically. They are the largest, richest, most influential non-self-governing community in the world," wrote Douglas Brown, a perceptive British journalist, of the English-speaking

South Africans in the 1960s

Politics and the civil service became the Afrikaner's preserve, business the domain of the English-speakers. Over time this deepened into a kind of Church-and-State cleavage which permeated the cultures of both board room and Cabinet room. Businessmen ceased thinking in political terms, and the politicians failed to develop the capacity to think in economic terms.

The businessmen came to believe that politics was none of their business, a dirty business anyway best left to those brutish Afrikaner Nationalists with their crude apartheid ideas while we decent English kept our hands clean and our noses out of it.

It was a curious opting out unique to the breed. It baffled Marxists, who believed all political truth stemmed from the economy and the dynamics of capitalist exploitation, and the Americans, who are accustomed to big business having political clout and couldn't conceive of a system where this was not the case. It meant the business community raised hardly a peep, and certainly launched no protest cam-

aigns, as Hendrik Verwoerd launched his mad apartheid schemes and, by crippling the country's manpower skills with his education for inferiority, inflicted damage on our economy that will take a century to repair. Things changed a little through the 1970s and early 1980s as urbanisation and industrialisation saw Afrikaners surge into business, but the acculturation tended to be one-way. It depoliticised the new Afrikaner businessmen more than it politicised business as a whole. They conformed to the apartheid norm, partly because it was easier that way.

Apartheid conflicted with business interests, but to criticise it was ethnic treachery.

There were a few exceptions, such as when Theo Wassenaar erupted over the extent of State involvement in the economy, but such interventions stood out be-

cause they were so unusual. For the most part business, both English and Afrikaner, remained politically mute, neutered, effete.

This is unhealthy. A nation is powered by the twin locomotives of political and economic leadership, and if they don't interact, the nation will eventually stumble over its own contradictions, as South Africa is now doing.

The political awakening of our business community began with the legalising of black trade unions in 1979. Suddenly businessmen were confronted on the shop floor with the realities of what their political inertia had permitted to develop under their own noses: poor pay, poor education, poor training, political harassment, social alienation, and an angry, frustrated work force.

The learning curve was steep and harsh. Many companies made the knee-jerk response of union bashing, fire-and-rehire, tactics — "South Africa's 'traditional way of life'" when it came to dealing with cheeky blacks. It may have worked down on the farm or even in the mines in the early days, but not in modern times when essen-

tial skills are crucial to an industrialised economy.

The next lesson came in the mid-1980s, when political repression provoked disinvestment and sanctions. There was much bravado at the time, about how sanctions had never worked anywhere and couldn't possibly work here, and how our tough economy was impervious to such pinpricks.

But no one is fooled any longer. We all know that sanctions hurt like hell, and that as economic crisis loomed more and more businessmen realised that neutrality meant waiting for death. They began speaking out as never before, passing resolutions and asserting themselves in calling for political change. In no small measure this led to President de Klerk's epochal speech of February 2 1990.

Now we have lesson number three, with yet another crisis. A crisis caused this time by a confrontation between black expectations and Government obduracy. President de Klerk raised those expectations by announcing that he was ending apartheid and bringing in democracy, then frustrated them by trying to manipu-

late the process into a system of "power-sharing" that would prevent majority rule and entrenched the inequalities developed during the years of apartheid. It is a crisis caused by the threat of mass protests and industrial action, by the prospect of investor alarm and capital flight, worse still by the quickening spiral of more unemployment, more unrest and yet more alarm. One may bewail all this, and warn — to use the latest cliché — that we are all in the same boat and will all sink together, but sometimes it is only the prospect of calamity that galvanises inert people to action. Like being hanged in the morning, it concentrates the mind. And sometimes oppressed people get desperate enough, or angry enough, or heedless enough, to precipitate such a prospect. It is precisely because they are in the same boat. We may be at that point now. With just 10 years to go, business has awakened to perform what may be its most important political role in the century since Rhodes left us. □

Ban to end as bosses join forces

(133) CT 23/7/92

JOHANNESBURG — A new, unified, non-racial, representative employer organisation is to be founded

Employer organisations have agreed in principle to a new body which is to be readmitted by June next year to the International Organisation of Employers (IOE) after a 10-year ban, spokesman Ms Freide Dowie said yesterday

Saccola, Nafcoc and Fabcos said in a joint statement that

visiting IOE secretary-general Mr Costas Kapartis had approved the plan in an address to a joint meeting yesterday

IOE president Mr Kenyan Tom Owuor is to visit the country with employer representatives from Ireland, the Netherlands and Norway in September as part of South Africa's reintegration into the IOE, Ms Dowie said

Ms Dowie, who is the secretary of a joint working party consist-

ing of two representatives from each of the organisations, said Mr Owuor wanted to finalise SA's readmission by June next year

The working party would visit Kenya and Europe and would meet the IOE in Geneva, Switzerland, later this year, she said

The agreement follows discussions started in Harare in January this year — Sapa and Own Correspondent

Employers agree to band together

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B10A-9 2317192

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RAY HARTLEY

EMPLOYER organisations have agreed in principle to a new body, which will be admitted by June next year to the International Organisation of Employers (IOE), after a 10-year ban on SA participation, spokesman Freide Dowie said yesterday. Saccola, Nafcoc and Fabcos said in a joint statement that visiting IOE secretary-general Costas Kapartis gave his approval to the initiative at a joint meeting yesterday. The IOE president, Kenyan Tom Owuor, would visit SA with employer representatives from Ireland, the Netherlands and Norway in Septem-

ber as part of SA's re-integration into the IOE, Dowie said in an interview. Dowie, who is secretary of a joint working party consisting of two representatives from each of the organisations, said Owuor wanted to finalise SA's readmission by June next year, when his term ended. The working party would visit Kenya and Europe and would meet the IOE in Geneva later this year. The IOE, which was founded in 1919, has 107 affiliated national employer organisations.

No name had been discussed for the new organisation, and the process had to remain open to participation by other employer organisations. The agreement followed discussions started in Harare in January. Outgoing Nafcoc president Sam Motsuenyane said his organisation welcomed the new body. He said that, whereas Saccola was largely a white employer organisation, the new body would be nonracial and would represent black business interests adequately. "The alternative would be to remain isolated," he said.

General strike to go ahead

Saccola and Cosatu fail to sign accord

BIPM 23/7/92

SACCOLA and Cosatu failed to reach agreement last night on their planned charter and programme for peace, democracy and economic restructuring. The ANC/Cosatu/SACP alliance said it would go ahead with its plans for a general strike from August 3.

Cosatu said last night the failure of Saccola to get a mandate for the charter came "as a shock and disappointment to all South Africans determined to resolve the crisis facing the country".

Cosatu general secretary Jay Naidoo said employers had thrown away a historic opportunity. This was echoed by the ANC, which said the business committee had missed the chance to join millions of fellow South Africans in concrete actions for democracy.

CHARLIE PRETZLIK reports that Saccola said in a statement after the meeting that the failure to agree on an accord stemmed from an inability to reach agreement on a total shutdown of all sectors of the economy, including the public sector.

Saccola said the deal did not fail because of a political impasse, but because of economic problems associated with the mass action.

"Saccola remains of the view that it and Cosatu have established a basis for future dialogue on these issues and certainly does not regret the time and effort that was put into an attempt to reach this agreement," the statement said.

Naidoo said Cosatu had tried to act jointly with business to ensure a speedy and effective political transition. He said al-

though employers supported democracy in the referendum, they "are in fact supporting the government's attempts to cling on to power".

Cosatu was still committed to the draft charter, and called on employers to publicly commit themselves to the charter and to actively demonstrate their support for it during the week of action.

The general strike will take the form of a national stayaway on August 3 and 4 with the occupation of city centres and strategic points on August 5. This effectively means that a three-day general strike is on the cards.

On August 6 and 7, workplace-based protests are planned. And on August 8 — a Saturday — big rallies will be held.

Saccola and Cosatu were aiming to reach agreement on a document which included plans for "organising and calling on all South Africans to observe August 3" as a day of peace and democracy.

It was understood by both parties during the talks that this involved some form of voluntary shutdown to enable workers and employers to observe the day — in exchange for Cosatu calling off its general strike programme.

But by the time Cosatu and Saccola went into the talks last night, with fresh mandates from their respective constituencies, significant differences were apparent in the detail of the understanding that carried the negotiations so far.

Saccola BIPM 23/7/92

Cosatu wanted August 3 to be a voluntary nationwide closure including all enterprises and the public sector, with workers being paid for the day.

Saccola wanted employers and unions to decide together at local and regional level how to mark the day. It also ruled out the possibility that employers outside its ranks — including the public sector — could be asked to support the day.

And it felt the decision by its own members should be voluntary and could range from shutting down and paying workers to a "no work, no pay, no discipline" approach where there was no shutdown.

Saccola felt there was no chance of a total shutdown. It also wanted guarantees from Cosatu it would undertake not to damage the economy in any mass actions and to abide by guidelines on demonstrations laid down by the international panel reporting to the Goldstone commission.

Saccola was also concerned that no parity political speeches be made at any rallies convened on August 3 — including all speakers refraining from attacking the government.

ALAN FINE reports that employer sources said last night Saccola's consultations with constituents had demonstrated there was strong resistance in many areas to a 24-hour shutdown of industry.

From Page 1

This was due to several factors. Some employers opposed the deal in principle. Others operated in industries where round-the-clock operations were the norm and necessary for technical reasons. For some businesses, including many marginal mines, the cost of a shutdown could have endangered the business's survival.

It was pointed out, further, that Cosatu was by no means representative throughout the economy. There was no reason at all for firms whose employees were not part of Cosatu, and who might oppose the proposed action, to participate.

In this light Saccola was able to meet the proposal in a limited sense. At most, it could offer recognition of August 3 only in symbolic terms with no undertaking of a shutdown.

Sapa reports from Ulundi that Inkatha president Mangosuthu Buthelezi said yesterday business should not become involved in Cosatu's stayaway action.

"Appeasement is not going to assist. If there must be showdowns, let there be showdowns because they will come anyway," Buthelezi told a group of businessmen, including Chamber of Mines president Bobby Godsell and Seifsa executive director Brian Angus.

Buthelezi said the businessmen had requested a meeting with him.

To Page 2

WHATEVER their final outcome, the Saccola/Cosatu talks have their supporters and opponents in political, business and trade union circles.

This demonstrates the advantage of the negotiating process. Both business and trade union leaders have been required to move from their positions in order to try reach an accommodation. Persuasion in the negotiation process has generated what might be termed moderated positions.

International experience has demonstrated that we will encounter turbulence during the period of political transformation. Such turbulence, be it a political stalemate, violence or mass action, can have a negative effect on the business and economic climate.

The value of negotiations between business and labour is to find ways of developing common ground for the future, and in the short term to find ways of managing the incidence of turbulence. The businessman's motivation is to limit or avoid disruption in business and to protect the economic welfare of employees and

Key lies in managing turbulence

β DAY 23/7/92

MIKE BEAUMONT

items which can be addressed at plant level

A divergence of views at plant level will, in all likelihood, mirror the national picture. This divergence needs to be narrowed in the context of managing turbulence. An understanding of certain guidelines and principles could assist in this.

A management/labour accommodation is not to be in direct support of any political party.

The employers' principle motivation is concern for the economic position of employees and the survival of business.

A willingness to explore alternatives to mass action is to avoid total interruption in production and loss of earnings for employees. The motivation is orientated to business needs.

In return for a preparedness to look at issues such as poverty and drought relief at shop-floor level, employers require maintenance of

The proposed general strike could also be criticised not only for its short-term effects but also longer-term damage to relationships in the workplace. Mass action in the form of go-slows and worker sit-ins would only compound the situation.

Such unilateral action runs contrary to industrial relations principles and industrial peace. The effects could only be negative and, in any event, would not address underlying problems.

Any accommodation between employers and labour seeks to avoid these consequences and is likely to be multidimensional in the sense that it will shoot out issues to be handled on a national basis, for example in the economic forum, and

industrial peace and industrial relations norms in the workplace.

- Activities at shop floor level should allow for the involvement of all employees and are not to be dominated by any particular employee group, and
- Acknowledging the value of symbolic actions (prayer meetings, flying flags at half mast) as opposed to confrontation.

Turbulence, or the prospect of it, can have either negative or positive consequences. Some major strikes recently have been characterised by their futility, violence and harm. They have, no doubt, been fuelled by the expectations of workers of enhanced benefits and the perception of the validity of power.

Management and labour both have a responsibility to change this experience in favour of the route of negotiation. The challenge now is with Cosatu to illustrate in turn that it and its affiliates can respond to the crisis in business and the economy in future collective bargaining.

Beaumont is a Johannesburg-based management consultant.

LETTERS

Sacol bid to bust Cosatu

■ Opposition union praises as "most positive" the IFP step of telling its members to terminate their membership of Cosatu:

~~IFP~~ (133) Sowetan 23/7/92

THE SA Confederation of Labour has called on labour organisations to form a united front against the Congress of South African Trade Unions

Sacol secretary Mr Nic Celliers said if Inkatha Freedom Party members, organised labour and unorganised workers formed a united front against Cosatu, it would leave Cosatu with a million

members against the proposed front's 3,25 million

He said a decision by the IFP to call on IFP members of Cosatu-affiliated unions to terminate their union membership was "the most positive step in these troubled times"

If Sacol's call for a united front was heeded, it would mean Cosatu would

lose 500 000 members, which would leave Cosatu with a million members, Celliers said

With the proposed action, Cosatu would look like "a barbel in a dry river bed"

The step would extinguish the Cosatu fire and take the sting out of African National Congress actions, and force Saccola to turn its back on Cosatu to side with the new dispensation, he said

Sacol invited interested parties to contact the organisation - SA Press Association

BUSINESS AND LABOUR

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Not all that easy

FM 24/7/92

The proposed accord between employers and trade unions, being negotiated between Saccola and Cosatu, this week threatened to come unstuck. Business representatives, at best ambivalent about such a pact, had clearly had second thoughts by the time they met on Tuesday — ostensibly to initial the deal.

In the event, the SA Agricultural Union and the Afrikaanse Handelsinstituut decided to withdraw because the mooted pact was too political.

While Saccola's talks with Cosatu remain on track, a deal is far from being achieved.

From the employers' viewpoint, what appears to have scuppered the accord — or at least the unmandated, draft version of it leaked to the press last week (*Current Affairs* July 17) — was the perception created that business was throwing its weight behind the ANC-Cosatu mass action camp. This angered many employers, who felt they were being mugged into a party political agenda — instead of merely affirming the common values of peace and democracy.

The view that now seems to have emerged is that there is no chance of employers as a whole acquiescing in a one-day, total shutdown of industry on August 3.

This had seemed to be on the cards as a compromise in place of Cosatu's ambitious seven-day strike — aimed at pressurising government to meet ANC demands to end the violence and accede to majority democ-

racy with an elected constituent assembly which would write a new constitution. All this was evidently more than some businessmen — perhaps keener on a power-sharing, federal arrangement — could stomach. There are also practical problems involved in a total shutdown which would, for example, affect continuous production operations.

Employers obviously do not comprise a single coherent entity. While some would choose to cut their losses and go along with the idea of a one-day shutdown, others favour different forms of pro-democracy observance — perhaps along the more flexible lines agreed on for marking the Boipatong massacre last month. Still others could be persuaded to adopt a policy of no work, no pay, no penalty. And in certain parts of the country it is thought that employees might wish to go to work.

Though employers generally believe in efforts to end the violence and re-start negotiations, they tend to look to other forms of symbolic protest which exclude mass action, especially given the present harsh economic climate.

It seems employers are now set to demand more flexibility from Cosatu. This could include insistence on a non-party political platform for August 3, drawing in other parties such as Inkatha.

Business could well also demand a clear commitment from Cosatu to sign the code of



conduct on peaceful demonstrations drawn up by the Goldstone Commission's international panel.

In any event, many will have suspected that Cosatu itself has grave doubts about its ability to sustain a week-long general strike. Why not, therefore, call the union's bluff? It might not be a bad thing, some argue, to see Cosatu break itself on the rocks. This might give it a better appreciation of its power — much as the 1987 miners' strike ended in a constructive delineation of each side's power potential, leading to a more mature and productive relationship between the NUM and mining employers.

Employers have told Cosatu that they do not envisage an accord between them being a one-way street. They were due to meet government, as the *FM* went to press, to canvass its views on next month's planned action. ■

Companies in bid to head off stayaway

BIDAY 24/7/92.

133

~~ALAN FINE and ADRIAN HADLAND~~
ALAN FINE and ADRIAN HADLAND

SEVERAL prominent companies are set to begin local-level talks with trade unions on ways of implementing the charter and programme which Saccola and Cosatu deadlocked over on Wednesday.

The talks will include attempts to head off the threatened work stayaway

Both Cosatu and Saccola yesterday reaffirmed their support for the principles contained in the accord. Agreement could not be reached because of differences over the proposed joint action on August 3.

Saccola chairman Bokkie Botha told a news conference yesterday there had been substantial agreement on the draft charter, but the rift had become too wide when Cosatu insisted on a national 24-hour shutdown, including the public service

He said some businesses supported the shutdown while others, including some concerned about essential services, did not. Saccola had been willing to call for a "no work, no pay, no discipline" approach by businesses which did not support the shutdown.

But Saccola did not believe strikes would help to bring political parties back to negotiations

Vice-chairman Johann Liebenberg said employers would continue to support and promote the principles laid down in the charter and would continue trying to minimise damage to the economy

Therefore individual company managements would be communicating with their employees to see if it was possible to reach arrangements at local level in line with

those discussed between Cosatu and Saccola. This could include the 24-hour shutdown which some companies favoured

Cosatu general secretary Jay Naidoo said Cosatu's central executive had decided on a programme of national action for the week starting August 3 and that such action should be uniform

However, he accepted there would be local discussions between unions and managements and Cosatu could not pre-empt these. "The real issue is whether employers will stand up and back the principles contained in the charter. If they do we will welcome it," he said.

Earlier Naidoo told a separate news conference the accord contained important goals that "needed to be picked up some time in the future". He said Cosatu leaders had spent "enormous energy" in trying to sell the accord to their members.

Naidoo said some Cabinet members had discouraged businessmen from signing the charter and he accused the reticent Saccola constituents of acting on a purely party political basis

He said Cosatu would respond to mass dismissals during the planned stayaway by staging another general strike. He was supported in this by ANC secretary-general Cyril Ramaphosa.

The draft charter contains proposals on curbing violence, combating poverty through a variety of programmes, conflict intervention and the political transition

□ To Page 2

Stayaway

BIDAY 24/7/92.

~~ALAN FINE and ADRIAN HADLAND~~
From Page 1

Business Day canvassed a number of companies on their intentions regarding implementing the charter and averting the planned two-day stayaway

Anglo American spokesman Michael Spicer said the corporation, its operating divisions and subsidiaries would be exploring at local level arrangements which sought to implement the broad areas of agreement in the charter which Anglo saw as an "affirmation of common values in a non-partisan way"

He said the process would operate at local level as did arrangements on the day of the Boipatong funeral. On that day meetings and rallies took place at times that did not disrupt production

Spokesmen for Shell and the SAB beer division said they had favoured the 24-hour shutdown. However, SAB's Adrian Botha said the company would not seek to implement such a plan now as this might put

employees in a difficult position if other members of their communities stayed away from work on additional days

Pick 'n Pay industrial relations GM Frans van der Walt said management was discussing the issues and would meet shop stewards early next week

Bariow Rand spokesman Ken Ironside said each of the group's subsidiaries would take its own decision after talks

Volkswagen's Johan Breytenbach said management would hold talks with shop stewards next week on policies to adopt

Most of these companies said that in the event of a stayaway they would adopt a "no work, no pay, no penalty" policy

Sacob director Raymond Parsons said the organisation would be sending guidelines to members within days on how to deal with the stayaway.

● Picture: Page 3

● See Page 8

By MONDLI MAKHANYA

INSTEAD of uniting under the banner of peace, democracy and economic reconstruction, business and labour will confront each other across no-man's-land on August 3

The inability of organised business to convince its members to shut down on that day and lend support to a speedy political transition scuppered what may have been the key to breaking South Africa's political logjam

The Congress of South African Trade Unions (Cosatu) announced at a media conference yesterday that it is to embark on a two-day general strike, followed by five days of marches and the occupation of buildings and city centres.

The collapse of talks aimed at averting the week of mass action from August 3 to August 8 dealt a fatal blow to the *toenadering* between the two interest groups since the Boipatong funeral, when employers allowed workers time off to attend commemoration services.

From toenadering to angry scowls across no-man's-land

24/7 - 30/1/92

Over the past two weeks, employer body Saccola and Cosatu staged a series of meetings to thrash out a charter for peace, democracy and economic reconstruction. This would have committed them to jointly pushing for an elected constituent assembly based on "universal norms of democracy", and "a time frame for the accomplishment of these goals within six to nine months".

It would also have committed them to structuring a programme aimed at alleviating poverty and joblessness. Unprecedented joint action on these issues appeared on the cards as businesses offered to shut down for one day in return for a Cosatu undertaking

Stipulating certain conditions, the South African Agricultural Union had pulled out on Monday, saying the political overtones of the charter would cause a split in its ranks. Stipulating certain conditions, the

Some businessmen said Cosatu was not fully representative of workers in industry and that they should not impose Cosatu decisions on non-members. "There are Inkatha Freedom Party and Afrikaner Weerstandsbeweging workers who may well want to work on that day," one com-

mented.

Some businessmen were also peeved at Cosatu's "unreasonable" demand that Saccola put pressure on the government to close down government offices on August 3, particularly as the public sector is not represented in Saccola.

"There is no section of the business community which has that kind of influence on the government," said Cape Chamber of Industries president Robert McCarthy.

The practicalities of the one-day shutdown also played a part in the failure of the talks. Industrialists argued that some factories, particularly those in the steel sector, worked on a continuous-shift system and could not be switched off for a day.

At yesterday's media conference, Cosatu secretary general Jay Naidoo said labour viewed business' failure to sign the charter as signifying that businessmen "supported the government's attempts to cling to power".

Cosatu affiliates are meanwhile stepping up their mobilisation campaigns. Transport and General Workers' Union secretary general Nkosi-nathi Nhleko said its members, already angered by the stalemate of talks between the government and the union about transport policy, were planning to blockade roads with trucks and other vehicles during that week in August.

Sacob's executive director, Raymond Parsons, said the chamber would send guidelines to its members on how to deal with the strike and that the standard policy of "no work, no pay" would be adopted.

The possibility of post-strike discipline holds out the threat of further conflict. Business sources say disciplinary action against people participating in the strike is likely, but the ANC has warned it will take a harsh line against firms which fire strikers.

Contact between local structures of the two groups has, however, been maintained. Cosatu's western Cape branch will meet the regional chamber of commerce to discuss ways of handling the strike. A similar initiative is afoot in the eastern Cape, while Saccola vice-chairman Johann Liebenberg said companies would be negotiating deals with their own employees.



Peaceful protest but A police officers and whiplash cut the gun

Photos: GUY ADAMS and KEVIN CARTER

World knows ANC had to act as it did, says Mbeki

Dismay at mass action, but also understanding

STAR 2517192

JOHN PERLMAN/133
Chief Reporter

FIRST appointment of another hectic Friday, and Thabo Mbeki was running late.

It might amuse opponents of the ANC that the organization's head of international affairs had been stuck at home because of a problem with his vehicle's immobiliser.

Immobilise, they would say, is what the ANC is trying to do to the country.

Mbeki's specific portfolio is international relations — he held extensive talks with United Nations special envoy Cyrus Vance on Thursday — but he is also one of the ANC's key domestic diplomats.

It was in that capacity that he flew to Bloemfontein last night to meet Free State businessmen and professionals, who needed some convincing that mass action was a bitter but essential pill for our society and not a dose of poison.

Mbeki has probably been doing quite a bit of this recently. "There is certainly concern in business and diplomatic circles, a wish that mass action were not the only way to resolve this dispute," he says

"There is a sense of dismay" But Mbeki disputes that this translates automatically into criticism of the ANC. "There are some people who are clearly opposed to our stance and don't understand it.

"But the standing of the National Party is not very high either. There is a lot of distrust, even if there is a more positive attitude to individuals like P W de Klerk.

"There is also understanding that the ANC needed to act as it has. Businessmen convey to us that they want the solutions to be as peaceful as possible. We convey to them that they can make a contribution."

Comfortable

Mbeki describes the failure of labour and industry to reach a pact to avert next month's general strike as "unfortunate." South African business, he says, does understand that there are grievances.

"Part of the problem, though, is that some of them now claim that they are not political, that they don't want to get involved. But there was a time when they had a comfortable relationship with Government and they were happy to attend all

about the levels of instability that derive from the absence of a political settlement."

Instability, some would argue, will also derive from mass action. "It is unfortunate that the scenario has been portrayed in this way, that mass political action equals violence and unrest. It doesn't.

"What all of us should be saying is that we have the civil liberty to express an opinion by meetings or marching in the streets. In that context we call on everybody to behave themselves. But saying that mass action produces violence simply justifies that violence," Mbeki says.

"The overwhelming majority in the country would have wanted a solution to our problems without the levels of conflict we have now. But we have a practical problem. The deadlock at Codesa did not occur between equal parties.

"If the Government were not both player and referee, it would not be necessary for us to have demonstrations." Looking at the international picture, Mbeki rejects the view expressed by Foreign Minister Pk Botha that mass action would be in conflict with the

spirit of United Nations Resolution 765. "The matter did not even arise. There was no suggestion that peaceful activity of this sort must be stopped."

Mbeki believes the ANC's shift into tough-talking mode has not cost it support abroad. "One must understand that in the rest of the world it is normal to have peaceful demonstrations. It is not extraordinary to have strikes. You don't have this hands-up-in-horror attitude.

Understanding

"In all of the meetings we have attended, both confer- ences and bilateral talks, there is understanding for the position which the ANC has stated on majority rule," he says.

Today, Mbeki hopes to take a break from all this diplomacy by watching the Kaizer Chiefs Orlando Pirates cup tie at the FNB Stadium — well, sort of a break. Diplomatically, he will not be drawn on which team he supports.

"I like both of them," he says. Any soccer fan, of course will tell you that's impossible. But for now, at least, Mbeki probably has enough wrangling on his plate as it is.



THABO MBEKI Mass action is a bitter pill that must be taken

● Photograph JOHN HOGG

Strike accord lies in tatters

THE draft charter of Saccola and Cosatu, which contains a proposal for a voluntary one-day shutdown of business to avert a seven-day general strike, is in tatters.

Cosatu and Saccola, a body representing 10 major employers, failed to reach agreement when they met on Wednesday night in Johannesburg in a last-ditch effort to save the "Charter for Peace, Democracy and Economic Reconstruction".

SOUTH 2517 - 29/7/92

The charter, which was supposed to be approved by affiliates of the union federation and of the employer organisation, proposes a one-day voluntary shutdown of business on August 3 instead of Cosatu's seven-day general strike.

The general strike forms part of the rolling mass action campaign of the ANC/Cosatu/SACP alliance. Sources on both sides confirmed that the one-day voluntary shutdown proposal was unacceptable to some sectors of business.

Business leaders opposed to the proposal argued that the draft accord would draw them closer to the giant trade union federation and its alliance partners.

Saccola spokesperson Friede Dowie said the fact that the two sides were still talking was a positive sign, and "we need to be positive in these times".

Sapa reliably learnt that at a hurriedly convened meeting of the smaller drafting committee on Tuesday night, Cosatu called for changes

(133)

"There will have to be some changes if the accord is to be accepted by the tripartite alliance," a source close to the ANC-Cosatu-SACP alliance said on Wednesday.

Both sides were locked in separate talks for most of Wednesday — Saccola and its affiliates at a Johannesburg hotel, while elsewhere in the city the tripartite alliance held a "summit".

— Sapa and SOUTH reporter

van

Sacob warns of mass action toll

St Times (1945)

26/7/92

Business Times Reporter

THE South African Chamber of Business (Sacob) warns that the planned mass action campaign could have serious long-term economic consequences

They include an increased rate of business closure, more retrenchments and dismissals and damage to international confidence in SA.

Sacob advises employers to tell employees beforehand that the general strike is illegal and a material breach of contract of employment.

It urges a policy of no work, no pay. The most senior managers should communicate management's viewpoint directly to employees.

"It is recognised that the attitude of many businesses towards stayaways is hardening in the light of the frequency of the latter."

Sacob says companies may not wish to jeopardise sound relationships developed with workers or trade unions by taking disciplinary action against absentee employees.

Written warning must be given to workers if disciplinary action is to be taken, particularly where this represents a change in policy, says Sacob

Disciplinary action should be consistent with a company's code. Appropriate ac-

tion may include final written warnings or dismissals.

Sacob encourages negotiations between managements and trade unions to minimise the effect of mass action. The decision to exercise disciplinary action is left to employers

"The Labour Appeal Court has accepted that stayaway action is essentially illegal and amounts to unlawful absenteeism.

Options

"Management has the basic right to impose a sanction on any of its employees who become involved in a stayaway action, subject, of course, to the merits of each case"

Sacob urges employers to seek written undertakings from workers not to occupy factory or office buildings and to examine "creative options" to prevent destructive forms of mass action

Contingency plans should be developed in the event of such occupations

"Management should communicate its strong opposition to any form of demonstration which is conducted

in working hours, unless by arrangement."

Sacob suggests the use of regional and local dispute resolution committees which have been established in many parts of SA.

"As mass action has the potential to increase violence, business representatives on dispute resolution committees should point this out and, where possible, agree to prior arrangements to mitigate the effects of such action."

Dispute resolution committees should be used to facilitate prior liaison between police and those engaged in the mass action

Sacob advises stepped-up security to counter the possible destructive effects of mass action. Chambers of commerce and industry are urged to maintain contact with commanders of security forces.

Security staff employed by the private sector must be fully alert and "operationally prepared"

"Minimum use of vehicles and alternative routes should be considered due to possible road blockages," says Sacob

Public servants at heart of matter

Politics spikes anti-strike bid

SITWES (BUSS) 26/7/92

133

By KEVIN DAVIE

ATTEMPTS by business to broker peace and protect the economy from mass action failed this week because the Government was not keen to allow public-sector workers to take part in a planned shutdown next Monday.

Cosatu raised with employer federation Saccola the possibility that government workers be involved in plans for the day to be declared one of reconciliation.

But after a central committee meeting, Cosatu indicated on Tuesday that it considered public-sector participation an important issue.

Saccola kept members of the Cabinet informed on progress in the talks and found them divided into hawks and doves.

Details

It is believed that although members of the Cabinet were prepared to consider special arrangements, such as protests during longer lunch breaks, they would not support a general shutdown.

Barlow Rand chief executive Warren Clewlow discussed the proposed accord with President De Klerk. Mr Clewlow says he talked to Mr De Klerk in his capacity as chairman of the Economic Advisory Council. He stresses that he was not part of the Saccola-Cosatu negotiations.

Mr Clewlow says the conversation was privileged. He declines to give details.

The Saccola-Cosatu breakdown has led to charges by Cosatu's Jay Naidoo that the Government "scuppered" the accord. Cosatu was

prepared to deliver the ANC and the SACP, but business was unable to deliver the Government as part of a wider deal.

Many businessmen were not prepared to accept a full shutdown, preferring longer lunch breaks for marches and related activities. Others were ready to shut down, but many were concerned about essential services.

There was also business concern that the Saccola-Cosatu deliberations should not be used as a political forum. Business doubted Cosatu's ability to bring non-Cosatu members into the accord.

Another key factor which left Saccola unable to conclude the deal with Cosatu was the question of trade unions' ability to ensure that proposed mass action after August 3 did not disrupt the economy.

"We wanted the general strike and associated mass action to be called off," says Saccola chairman Bokke Botha.

"Saccola made it clear from the outset that it would do nothing to exacerbate violence or further damage the economy. It could not side with any political party but would encourage the parties to negotiate."

Mr Naidoo says the accord could have "been an important stepping stone on the way to breaking the political logjam and compelling the political parties across the board into a solution-finding mode."

"The Government's objection was that business was entering into a political arena and was doing so on an ANC agenda."

"Government could not accept that business and labour could enter into a political agreement which could unlock the political logjam in SA."



WARREN CLEWLOW Spoke to President De Klerk as chairman of the Economic Advisory Council

Bush puts a hold on ^{S/Times 26/7/92} 'rewards' to SA

By SIMON BARBER: Washington

THE Bush administration is holding back on many of the "rewards" it promised South Africa in the run-up to the March referendum, and is now using them as "incentives" to hasten agreement on an interim government.

The shift is evident in a letter which White House national security adviser Brent Scowcroft sent to former House Africa Subcommittee chairman Howard Wolpe on July 18 after Mr Wolpe and 174 of his colleagues wrote to President Bush expressing concern about the administration's response to South Africa's escalating violence.

Backing away from the administration's earlier position that it would be willing to consider support for renewed IMF lending to South Africa, Mr Scowcroft suggests that Mr Bush still considers himself bound by the 1983 Gramm Amendment, which requires the US to veto any lending by the fund to a country that "practises apartheid".

Unrestricted

On hold are:

- Support for increased involvement by the World Bank beyond the technical assistance now being offered,

- The availability of multi-million dollar US government loan guarantees to encourage private US financing for black housing at below-market interest rates,

- Negotiations on a bilateral agreement that would enable the US Overseas Private Investment Corporation to provide insurance cover and other services for US investors in South Africa,

- Efforts to remove the remaining apartheid-related restrictions on US development aid,

- Unrestricted access to Export-Import Bank financing for the purchase of US capital goods,

- A "high-level trade and investment mission" designed to "highlight the US government's commitment to encourage expanded US business involvement in South Africa"

Dynamic

Mr Scowcroft's aim in moving these initiatives from the present to the future tense is threefold

First, to reassure Mr Wolpe and others who have expressed an interest in reimposing sanctions that the administration is sensitive to their concerns that the administration may have been too eager to reward President FW de Klerk

Second, to demonstrate that it takes seriously Congressman Stephen Solarz's package of post-apartheid aid and trade benefits.

And, third, to provide "a further incentive to move quickly to implement non-racial democracy and thus help ensure that the new South Africa... encourages private investment and fosters a dynamic, free-market economy".

By SEKOLA SELLO

COSATU this week accused the government of torpedoing what would have been an historic agreement which could have averted a general strike by the labour movement

Cosatu secretary general Jay Naidoo said they have "concrete proof" that State President FW de Klerk told businessmen not to endorse the agreement which was hammered out between Cosatu and the employer body, the SA Consultative Committee on Labour Affairs (Saccola).

However, Sapa reports that Saccola chairman Bokkie Botha

laid the blame on the collapse of the talks squarely on the shoulders of Cosatu because of its inability to unequivocally commit itself to temporarily ceasing all action which could foster violence or harm the economy.

Naidoo said representatives of big business were prepared to go along with the agreement "until the government intervened" and told them not to sign it.

The two groups were expected to sign a charter and programme

for peace, democracy and economic restructuring aimed at breaking the current impasse in the constitutional talks between the government and the ANC.

Had the two signed the charter, Cosatu would have suspended the general strike it has called for August 3-5, although it would still continue with other aspects of mass action.

Talks between the two deadlocked over Cosatu's proposal that big business should voluntar-

CIPRES 26/7/92

ily shut down industries on August 3.

After the collapse of the talks, a Saccola statement said: "... the deal did not fail as a result of insurmountable differences on the principles in the draft charter dealing with the urgency of a resumption of national negotiations for a new political dispensation, joint employer and employee actions to reduce the unacceptable levels of violence and measures to combat poverty."

'De Klerk torpedoed shop-floor pact'

breaking the logjam. However, he said: "The ball is now in the court of the government."

Tutu, in an indirect appeal to the government to help restart the stalled talks, urged all sides to commit themselves to a sovereign constitution-making body.

The Anglican archbishop, speaking to the press after meeting UN special envoy Cyrus Vance, also expressed fears that mass action could lead to severe strife.

At the time of going to press, comment from government and Saccola about Naidoo's allegations was not available.

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"Saccola remains of the view that it and Cosatu have established a basis for future dialogue on these issues and certainly does not regret the time and effort that was put into an attempt to reach this agreement."

However, subsequent to this statement, Botha laid the blame for the collapse of the talks at Cosatu's doorstep.

Naidoo said they were open to suggestions from Anglican archbishop Desmond Tutu on ways of

Govt 'not to blame for talks failure'

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STAR 27/7/92
By Peter Fabricius
Political Correspondent

The Government has confirmed that it met the SA Consultative Conference on Labour Affairs last week and expressed its objection to key aspects of the draft Saccola-Cosatu agreements designed to avert an extended general strike.

But the Government was not responsible for the failure of Saccola and Cosatu to reach agreement on the proposed accord, Constitutional Development Minister Roelf Meyer said at the weekend.

He disclosed that the Government met Saccola twice during the course of the negotiations over the last few weeks.

It is understood the meetings took place on July 14 and a week later on July 21. The second meeting occurred a day before Saccola decided it could not back the accord and the negotiations broke down.

Mr Meyer said the Government had two main objections to the draft agreement; one was that Cosatu was demanding that civil-service workers take part in the proposed voluntary shutdown on August 3; the second was that the draft agreements proposed elections for a constituent assembly within too short a period.

The Government could not agree to its workers taking part in the shutdown when it had not been consulted by unions.

The draft agreement originally proposed that elections for a constituent assembly should be held within six months.

The Government pointed out to Saccola that this was not possible as it would take about 12 months to arrange the logistics for an election once it had been agreed upon in negotiations.

Saccola then changed this to nine months, which the Government also found unacceptable.

Mr Meyer said he did not believe the Government's intervention had been decisive as Saccola had indicated that it had problems with the Cosatu demand for a total shutdown of SA businesses on August 3.

Mr Meyer stressed that Saccola had requested the meetings. He said his own remarks about the negotiations last week had been distorted.

Sacob issues guidelines on how to handle strike

SACOB at the weekend issued guidelines to chambers of commerce, industry and business planning disciplinary action against workers during next week's planned general strike

The business organisation advised employers to inform workers that they faced disciplinary action, including dismissal, if they participated in the general strike

In the guidelines Sacob recommended companies wishing to take disciplinary action

Warn employees in advance in writing they were considering disciplinary action, and

Dismiss or give final written warnings to employees where there had been advance notice and employees had a bad disciplinary record

Cosatu spokesman Neil Coleman described the guidelines as "foolhardy in the extreme"

"They will create a cycle of conflict between business and workers which can only spark off further strike action," he said

The Sacob guidelines said the Labour Appeal Court had recognised that participation in stayaways was

essentially illegal

Employers should adopt a policy of "no work, no pay" during the strike, the guidelines said

The guidelines suggested members use the dispute resolution structures of the national peace accord to defuse possible violence associated with mass action, Sacob said

Meanwhile Cosatu general secretary Jay Naidoo claimed at the weekend government officials had called leading businessmen and persuaded them not to support the Saccola/Cosatu accord

Naidoo said government wanted to keep labour and business out of political negotiations because it was trying to prolong the talks, and unions would insist on time frames and binding agreements

Saccola deputy chairman Johan Liebenberg yesterday denied there had been secret government intervention in the talks, but confirmed Saccola held two discussions with Constitutional Affairs Minister Roelf Meyer and a third with his deputy

Tertius Deport

Liebenberg said although there were no immediate plans to restart talks around the charter, he hinted this might be attempted as there was "a long week ahead" before the August 3 strike

Meyer yesterday denied government had been prescriptive in talks with Saccola, but confirmed the government was opposed to public sector involvement in a nationwide shutdown

A senior business source said media reports had exaggerated the extent of agreement between Cosatu and Saccola, creating expectations which could not be fulfilled

The source said that government and the ANC had been kept well informed of the negotiations, but no contact beyond this had taken place

Anglican Archbishop Desmond Tutu said at the weekend he was hopeful the stalled talks could be restarted, Sapa reports

"I hope the collapse of the Cosatu-Saccola talks is temporary because the talks in themselves brought hope for an early restart to negotiations," he said

RAY HARTLEY

BIDAY 27/7/92 (133)

Flying along... South Africa's 200 m butterfly event. ● Reports — Pages 12, 30 and 31

Clergy has met Cosatu and Saccola, will see Govt, ANC

New bid to avoid strike

STAR 28/7/92

By Esther Waugh and Peter Fabricius

Church leaders, in an eleventh-hour bid, are attempting to revive the failed pact between big business and unions to help break the negotiations deadlock.

The revival of the draft Charter for Peace, Democracy and Economic Reconstruction would also avert

the two-day general strike scheduled for Monday. A delegation of church leaders, led by SA Council of Churches past president the Bishop Peter Storey, met officials from the SA Consultative Conference on Labour Affairs (Saccola) and the Congress of SA Trade Unions (Cosatu) yesterday and will meet President de Klerk and the ANC today.

Saccola chairman Bokkie Botha today remained tight-lipped about the organisa-

tion's meeting with the church delegation, except to say that the two sides "explored some ideas". SACC head of communications, the Rev Bernard Spong, last night told The Star the brokering role by church leaders was the result of concern about those caught up in the violence.

The church leaders believed the draft charter had a good basis to break the political logjam, he said. Their surprise move came

as business spokesmen yesterday warned that next week's proposed strike and mass action could seriously damage the economy and prolong the recession.

Cosatu assistant general secretary Sam Shilowa yesterday said Cosatu and Saccola had failed to reach agreement last Tuesday after Saccola said it could only "call on, prevail and persuade" its members to agree to the charter, but could not ensure the partici-

pation of the public sector in a 24-hour shut-down on Monday and it could not ensure that all its members would agree to the shut-down.

Asked if the strike could still be averted, Mr Shilowa said "Yes, but it is unlikely. It can be averted if the Government delivers on the 14-point outline by the ANC, particularly on the issues of democracy and violence."

Reacting to guidelines issued by the SA Chamber of Business on how to handle

the strike, he said that in the event of the dismissal of workers, Cosatu would declare formal disputes and call its members to ballot.

Yesterday the Johannesburg Chamber of Commerce and Industry endorsed a policy of "no work, no pay" for workers joining next week's stayaway. "The business community's endorsement of a positive outcome to the referendum was a mandate for all politicians to negotiate," said the JCCI.

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NEWS Alfred Nzo accuses big business of pursuing a short-sighted policy

Nafcoc conference honours Mandela

BLACK EMPOWERMENT ANC's Nzo

accepts award on behalf of Mandela and praises Nafcoc for its commitment:

Sowetan

30/7/92

By Joshua Raboroko



their organisation was pleased to be associated with Nafcoc in its attempts to empower black businesses

THE NATIONAL African Federated Chamber of Commerce's 28th conference, held at Sun City, yesterday gave a merit award to ANC president Mr Nelson Mandela

ANC executive member Mr Alfred Nzo received it on behalf of Mandela who could not make it to the conference

In receiving the award, Nzo said

He said Nafcoc was part of the Patriotic Front which had fired the shots that saw the Codesa process in motion "We have no doubt that Nafcoc will not relent until the declaration of intent which the Codesa participants committed themselves to," said Nzo

However, it was regrettable that the business organisation, Saccola, after lengthy discussions with trade union federation Cosatu, could not come to a suitable conclusion

"The shortsighted policy pursued by Saccola has meant that they have placed profits ahead of the interests of our people They should have learnt by now that they cannot hope to triumph in an atmosphere of violence and chaos which is the most treasured bedfellow of the apartheid system

"The mass activity by the people throughout South Africa will go ahead regardless of the decision by Saccola We shall not allow our march to democracy and peace to be delayed "

COSATU general secretary Jay Naidoo says only a miracle will stave off next week's general strike and mass action programme. Despite sustained interventions by a host of potential miracle-makers, it seems certain the action will go ahead. But what will happen?

Nobody knows for sure. And the situation is extremely fluid. But through the fog of endless meetings, statements and new initiatives, the outlines are becoming clearer.

There will be a "general strike" on Monday and Tuesday. Judging by past stayaways, most workers in the manufacturing and service sectors will stay at home. Their children will miss school and stay at home too. But the vast majority of domestic, public sector, farm and mine workers will work as usual.

In the western Cape, only a minority of the workforce will stay away, in Natal and the Free State a significant minority of workers will show up, while the eastern Cape and the PWV area will be most affected.

The fact that Inkatha, the PAC, Azapo and Nactu will not support the strike is unlikely to affect it dramatically. People will stay at home or go to work according to the dominant mood in their communities, rather than union or political affiliation.

Cosatu will have done the lion's share of the organisational work for the strike -- with its affiliates in the metal, automotive, paper, transport, retail, textile and chemical sectors carrying the action. And although these workers are reeling under the effects of the recession and violence, many will support the action in the hope that it will help bring an end to these things.

This is not to say that all participants in the stayaway will be acting voluntarily. A long history of coercive enforcement of stayaways by the "comrades" means that, even if they obey the instructions of the ANC/Cosatu leadership to desist from such actions, the threats of the past weigh heavily on many township inhabitants to this day.

Mass action gives way to negotiation, not insurrection,

BIDAY 31/7/92

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DIRK HARTFORD

Employer organisations like Sacob and the Johannesburg Chamber of Commerce and Industry have issued guidelines on how to apply disciplinary action, without taking a stand on whether such action is advisable. But most large employers approached have indicated their intention to apply the "no work, no pay, no discipline" rule.

Despite a hardening of attitudes to political protests which affect the bottom-line, employers are beginning to accept the inevitability of a rough ride in the transition period. For, although Saccola and Cosatu were unable to clinch a deal, the process of negotiation with the unions has continued and some common ground is starting to emerge.

For example, new views are emerging around the post-stayaway mass action programme on August 5, 6 and 7. The ANC alliance's plan is to "occupy city centres and strategic points" on Wednesday. But there is no clarity on what this means. For some, it is the "Leipzig option" where hundreds of thousands of people would flock into the cities and stay there for the day, jamming up the works. Supporters of this view have been developing plans to back up the occupations with vehicle

blockades of the major routes into the cities. On this understanding, there would be no production on Wednesday -- effectively stretching the general strike to three days.

But following discussions, it now appears likely that -- at least in some areas -- the occupations will be more symbolic than real. For example, in parts of Natal, the western Cape and Border, regional representatives of business and Cosatu are currently discussing what action should be taken on the day.

At company level, a substantial number of agreements have been reached to enable production to continue while allowing some workers -- usually the shop stewards -- a few hours off to join demonstrations in city centres. And on Thursday and Friday, earlier union talk of factory occupations and all-day demonstrations is now being replaced by agreements with employers to allow lunch-time demonstrations, and marches at the workplace.

This is a far cry from original suggestions within Cosatu to stage an indefinite general strike. And although "rolling mass action" is set to continue after next week, the fourth phase of the mass action programme -- "exitgate" -- does not look likely

-- and not only because the numbers involved in demonstrations have not met organisers' expectations.

Exitgate was meant to transfer power from the "minority regime" to a "people's government", presumably on the basis of the government capitulating to the pressure of the mass action campaign. Instead, the whole process of negotiation and discussion unleashed by the mass action campaign has -- despite the breakdown in talks between Cosatu and Saccola -- succeeded in blunting the campaign's insurrectionary edge.

The possibility of a broad consensus emerging around ways to tackle violence, poverty and the deadlock in political negotiations is now more real than ever before.

Both Cosatu and Saccola have been at pains to point out they still stand by the essential thrust of their draft charter. And while there may be some disagreements, all the major players in political and civil society also back the sentiments expressed in the charter.

and unionists are now grappling with the issues it raises, chances are good there will be further movement in this direction after next week.

At the end of the day, if there is not going to be a revolution, there is going to be a deal. The insurrectionists in the alliance once hoped that mass action would provide fertile ground for a revolutionary agenda to proceed. But the very form of the mass action is, instead, now being moulded in talks between labour and employers. Behind all the rhetoric and threats from both sides, leaders are moving closer together in the search for solutions.

As the breakdown in Saccola-Cosatu talks demonstrated, both have to be careful they do not outstrip their constituencies in their efforts to reach agreement. The social, cultural and political milieux of workers and employers are still a million miles apart.

There is hardly a trade union meeting that does not observe another minute's silence because yet another comrade has been killed, or that does not get another report about more retranchments or dismissals or high prices or low wages or victimisations. All of these sufferings are heaped at the feet of the "bosses and their government".

On the employer side the balance sheets, bottom lines and cutting costs predominate. And more often than not, when the bottom line is being squeezed as now, it is the workers and their unions who are to blame with their low productivity, unreasonable demands, strikes and support for sanctions.

An employer summed it up at a recent Sacob meeting when he said: "The unions say an injury to one is an injury to all, but bosses say that, if a trade union hits you with a strike that's an opportunity for me because my competitor is in trouble."

Events in the past few weeks have seen both employers and unions starting to break out of this mould. They are each starting to take on board some of the issues the other side is raising. The draft charter is a first expression of this.

main industrial areas of the A... Durban/Pinetown and the eastern Cape will as usual be hardest hit.

Despite the poor turnout at mass action activities thus far, there is no question that the marches and demonstrations have raised the political temperature in the townships.

In a bid to flesh out the campaign's demands and give it a broader appeal, the alliance has added locally based demands for different regions and cities. In the Natal there are demands relating to the kwaZulu Police and violence in the region and the Border region there are demands for the ousting of Ciskei military strongman Oupa Gqozo. Instead of occupying East London on the third day of the action, Bischo and Ciskei government buildings will be targeted.

While employers may be prepared to follow the no work, no pay, no discipline path for the general strike, things may be different when workers intend occupying factories.

"We have told individual companies they can interdict employees or shut them out if they are reasonably sure that some kind of action is planned," says Seifsa executive director Brian Angus.

Mindful of the fact that workers may not be able to pull off countrywide occupations, the alliance has opted to leave the occupation factories up to individual union branches and the occupation of cities up to various regions.

Business prepares to ride out the storm

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ed in townships and Cosatu affiliates have been urging their members to support the actions.

However, Cosatu has failed to make the general strike coincide with big industrial disputes which were set to explode around this time. Negotiations in the metal and auto sector have not yet reached the stage where the unions can legally strike. In the mining and textile industries — where strike action was possible — most disputes have been resolved.

And it has also failed to get the National Council of Trade Unions on board. Nactuan and its Pan Africanist Congress and Azanian People's Organisation ideological stablemates have rejected the campaign on the grounds that there has been no consultation.

But this should not hamper the alliance. With the help of its Transport and General Workers' Union, Cosatu will cripple the transport system for the two days. And although the sight of young comrades enforcing stayaways is no longer common, township dwellers are too familiar with their tactics to venture out on stayaway day. The

By MONDLI MAKHANYA
WHEN organised labour brings the country to a standstill next week, employers will simply grit their teeth and ride out the storm.

Following the collapse of talks between the Congress of South African Trade Unions and employer body Saccola on averting the August 3 and 4 general strike, businesses, unions and communities braced themselves for a tense and volatile week.

Besides the general strike, Cosatu and its African National Congress and South African Communist Party allies have planned occupations of city and government buildings on Wednesday, and workplace-based action on Thursday and Friday. On Saturday there will be an assessment of the week's action.

This week — while mobilisation continued in townships and on factory floors — business organisations sent their members guidelines on how to handle next week's actions. They advised employers to adopt the "usual no work, no pay policy" and told employers to alert workers of the destructive results of mass action.

But despite informing businesses of the illegality of the strike, employer bodies cautioned against disciplinary action since this "may jeopardise sound relations which may have developed with either their workforce or trade unions".

Major employers such as Anglo American,

South African Breweries and Pick'n Pay will adopt a no-work, no pay policy but have stressed that they "reserve the right to take disciplinary action".

Cosatu and the ANC have warned businesses which penalise workers who stay away that they will be singled out for mass action.

Andrew Levy and Associates labour consultant Pat Stone reckons business will take this seriously. "Employers will not go beyond the no work, no pay action. No employer wants to be the focus of a politically motivated campaign."

While some businesses have resigned themselves to a two-day shutdown, some have also made contingency plans. In the retail sector, for instance, casual labour has been arranged for the two days of strike action.

Cosatu reckons the strike will equal — if not supersede — the huge anti-VAT strike last November. Together with the ANC and the SACP, Cosatu has spared nothing to make the protest a success. Hundreds of thousands of pamphlets have been distrib-



Seifsa court bid delayed

COURT action to have a threatened strike in the metal industry declared illegal has been delayed until tomorrow, Steel and Engineering Industries Federation of SA (Seifsa) spokesman Mr Hendrik van der Heever said yesterday (133) (132)

Seifsa, representing over 3-200 companies, launched the application against the 170 000-member National Union of Metalworkers of SA (Numsa) in Pretoria on Monday *Sowetan 5/8/92*

"We are in the process of seeking to have the strike declared illegal. There appears to have been major irregularities (in balloting), we were not informed of the ballot outcome and we have good reason to believe that the ballot was unsuccessful."

Cape motorists warned

MOTORISTS have been warned by Cape Town deputy administrator Mr Alan Dolby to stay out of town today if possible.

Supporters of the ANC alliance are expected to take to the freeways to march from Langa to the Grand Parade in Cape Town.

Dolby said the city council had reluctantly agreed to the march because the alternative would have been a confrontation between police and marchers.

'Emergency by stealth'

BY using its powers to declare unrest areas, the Government has effectively achieved a "state of emergency by stealth" in the PWV townships where 5 000 police and soldiers have been deployed, the Human Rights Commission has charged.

"This achieves much the same purpose as an open declaration. It is equally to be condemned and rejected as a violation of basic human rights," the HRC said yesterday *Sowetan 5/8/92*.

Boipatong probe starts

THE Goldstone Commission of Inquiry into public violence and intimidation today begins its investigation into the June 17 Boipatong massacre.

The commission will be sitting at the Vereeniging Civic Centre from 10am and will be chaired by Mr Justice Richard Goldstone, who will be assisted by, among others, Mr Justice PM Bagwati, former chief Justice of India *Sowetan 5/8/92*

Forty nine people died in the Boipatong massacre when a large group of armed men attacked the township.

Squatters stage sit-in

ABOUT 500 ANC members from the Mandela Park squatter settlement at Hout Bay yesterday staged a sit-in in front of the Hout Bay Forest Station, demanding a meeting with a senior Regional Services Council official *Sowetan 5/8/92*

This follows the refusal by the chief forester at Hout Bay to accept a memorandum from the squatters demanding more land for Mandela Park - *Sowetan Reporters, Correspondents and Sapa*

Metal sector strike case delayed

CAPE TOWN — Court action to have a threatened strike in the metal industry declared illegal had been delayed until tomorrow, Seifsa spokesman Hendrik van der Heever said yesterday. ~~132~~ (133) Seifsa, representing more than 3 200 companies, launched the application against the National Union of Metalworkers of SA in Pretoria on Monday. ~~131~~ ~~130~~ "We are seeking to have the strike declared illegal. There appears to have been major irregularities in balloting. We were not informed of the ballot outcome and we have good reason to believe that the ballot was unsuccessful," said Van der Heever. Numsa, which represents more than 170 000 workers in an industry of 320 000 employees, was fighting the matter on "technicalities". According to Seifsa, the strike in the metal sector was supposed to have started on Monday. Van der Heever said it was up to individual companies whether or not to enforce a lockout today — Sapa.

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Star 6/18/92

Business's role in transition must still be defined

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THE failure of labour and capital to reach agreement on a charter for peace, democracy and economic reconstruction must have been met with relief by its opponents in the business world and elsewhere

But any gloating will be short-lived. For non-agreement on the accord has merely postponed the vexed and increasingly pressing question of business's role during the political transition

The participation of the SA Employers' Consultative Committee on Labour Affairs (Saccola) in the talks in itself laid to rest any doubts about the need for business to become involved in the nation's political life

What must be resolved is the extent of that involvement

Trying to apportion blame for the talks' failure on either Cosatu or Saccola will not be productive

But what is now certain is that Government did its best to ensure

the business community, already highly sensitive to charges of siding with the Cosatu-ANC alliance, did not enter into an agreement with Cosatu which might have politically isolated Pretoria

Disagreement over the participation of the public service in the charter's proposed shutdown, as well as the Saccola negotiators' inability to sell the charter to their principals, contributed immensely to the failure of the talks — as did Cosatu's unwillingness to commit itself to a moratorium on political strike action at least until November at the earliest

But even after this week's protests, the problems identified by Cosatu and Saccola in their abortive negotiations will remain, and the urgency to solve them will become more rather than less

Both Saccola and Cosatu recognise this. After the talks fell through Saccola pointed out that

"the deal did not fail as a result of insurmountable differences on the principles in the draft charter dealing with the urgency of a resumption of national negotiations for a new political dispensation, joint employer and employee actions to reduce the unacceptable level of violence . . . and measures to combat poverty"

Cosatu secretary-general Jay Naidoo, acknowledging that Saccola representatives "negotiated in good faith", said as far as his organisation was concerned, "the (draft) charter remains an important document", and that Cosatu would still urge employers and, among others, the churches, to endorse it

Despite the setback in talks with Saccola, Cosatu's door would remain open to look anew at the contents of the charter

An examination of the accord's contents reveals that it would be a mistake to dismiss it as merely

part of an elaborate Cosatu ploy to "co-opt" capital, with no benefits whatsoever for business

For a start, its call for effective measures to curb the violence would find support among most, if not all, business people. After all, it is becoming clear that, apart from scaring off potential investors, the violence is increasingly having a direct impact on normal business in the form of shopfloor-related killings, which have claimed 20 lives since the beginning of the year. And many of those being killed in the townships and on trains are employees of Saccola's affiliates

In urging co-operation between the Government, business and the unions to draw up a national economic strategy to eliminate poverty through job-creation and improving the standards of living of most South Africans, the charter would merely give impetus to ongoing efforts to form a national

economic negotiation forum, to which business has already committed itself

The call for the extension of labour rights to domestic, farm and public sector workers is not new, and should not cause problems for anyone committed to democratising all of South African society. Extending such rights to these workers is a question of when, rather than whether, it should happen

Above all the charter is about ensuring a speedy transition to democracy, which both Cosatu and Saccola have recognised as a *sine qua non* for economic progress

Capital for its part, will have to deal with Saccola's apparent inability to speak for all of business and industry. Saccob director-general and Saccola leading light Raymond Parsons has rightly pointed out that, with neither structure being "Stalinist" in approach, they could only make recommendations

on matters such as the last negotiations

This raises the question, from Cosatu's point of view, of whether Saccola, in its present role as a mere consultative body, is a suitable vehicle to negotiate and conclude agreements which would be binding on business and industry. In this context, labour would much rather be dealing with an employers' organisation, along the lines of the one being mooted in employer circles, with a clear mandate to bargain and to conclude binding accords.

No matter how these questions are ultimately addressed, the events of the last few weeks point to the fact that if capital wants a socio-political environment conducive to normal business it will have to, together with the unions, make constant interventions in the political arena, which will have to continue long after apartheid is buried □

Employers suffer stayaway 'hangover'

A NUMBER of employers whose production was affected yesterday said they were considering disciplinary action against their workers. All had agreed to "no work, no pay, no discipline" for the two-day general strike.

While hundreds of thousands of workers took part in marches, demonstrations, sit-ins and protests under the banner of the mass action campaign on Tuesday, the majority who supported the two-day general strike returned to work.

Cosatu claims 400 000 people took part in yesterday's actions — which included more than 40 rallies, marches and occupations of buildings. BIDA 6/8/92

Most employers surveyed in the sec-

(133) DIRK HARTFORD (132)

tors not affected by the Numsa strike said there had been a "fairly full turnout". But there were also many examples of workers not arriving, arriving and leaving, or arriving and sitting-in.

Some said workers had broken agreements reached last week to allow shop stewards to attend marches and demonstrations while production continued.

Production on both gold and coal mines was normal, according to Anglo American, but some disruption was experienced in a few of its industrial companies.

JCCI's Stuart Morris said attendance was good, but productivity poor.

ANC says Koevoet still operating

THE ANC said yesterday the organisation was unconvinced that the inclusion of Koevoet and 31 and 32 Battalions within other SADF units would address the problems surrounding their operations. BIDA 6/8/92

"We reiterate our demand that these units be disarmed and disbanded," it said.

It asked for the names and ranks of all officers of the battalions. The ANC also requested that details of where they were to be deployed be made public so their actions could be monitored.

Police this week denied media reports that the Investigation Support Service Unit, formerly Koevoet, was still operating. They said they were investigating ANC claims of continued Koevoet police action in the southeastern Transvaal.

The probe was to be headed by Brig Floris Mostert, who was in charge of the specialised SAP units which were supported by former Koevoet members.

Business Day Reporter (131)

Yesterday's statement also denied ANC allegations that residents of Driefontein were intimidated by unit members.

It said on August 1 the president of the local ANC branch and other leaders in the Driefontein area were told of a police crime prevention operation in their area.

Mostert, in his investigation, had found that no incidents of police misconduct were reported during the operation.

The statement said components and sections of the unit had been disbanded and individual members transferred to police stations on a decentralised basis. At police stations they were employed in groups of five or less.

A training syllabus was being compiled and until the course began, the members would receive in-service training, it said.

EMPLLOYERS in three metal sectors this week took the National Union of Metalworkers (Numsa) to court to challenge the legality of its industry-wide strike which began on Monday.

As about 170 000 metalworkers began their strike on the same day as the start of the national general strike, Numsa's legal representatives were engaged in different battle in the Rand Supreme Court as employers tried to halt the strike in the engineering, iron and steel and metallurgical industry.

The Steel and Engineering Federation of South Africa (Seifsa) is arguing that Numsa's ballot was riddled with irregularities and that the union did not get a mandate from its members to embark on the strike. It has also lodged a formal complaint with Department of Manpower's Industrial Registrar requesting an inquiry into the "irregularities".

In the motor assembly and in the tyre and rubber industries, however, where 15 000 workers are out on strike, employers are satisfied the action is

Employers go to court on strikes

W/Mail 7/8-13/8/92

Employers in the giant metal industries have taken to the courts to stop pay strikes, reports

MONDLI MAKHANYA

legal and negotiations are continuing. At the heart of the legal battle in the iron and steel, engineering and metallurgical sectors is Seifsa's contention that there were 856 irregularities at 272 companies. The employer body claims that non-union members voted in Numsa's ballot, that some ballots were unsealed or inadequately sealed and that workers were unable to vote in pri-

vide information about the outcome of the ballot and it appears the union doesn't yet have comprehensive reports on the percentage of the poll.

"We are working that out but we are sufficiently satisfied that the majority of workers voted in favour of strike action," Numsa legal representative Amanda Armstrong said.

In recent years the ballot has been marred by low voter turnout and this year's has also been a very problematic one for Numsa. The outcome was delayed by two weeks due to slow voting, which Numsa attributed to intimidation. The union claimed that the Inkatha-aligned United Workers Union of South Africa was harassing members who lived in hostels and that almost 20 people had been killed in clashes related to the ballot.

The dispute in the motor assembly industry may be resolved next week and is unlikely to last as long as last year's damaging strike. Numsa and the National Association of Motor Manufacturers of South Africa (Naamsa) have virtually agreed on an 11 percent wage increase, but the smaller components companies' are unable to give that much.

Numsa discuss Naamsa's offer today and the two sides will be negotiating again on Monday.

"I'm confident the dispute will be resolved then," says Naamsa vice-chairman and chief negotiator Charles Strydom.

But at Toyota's Durban plant, workers are tied by an agreement reached with management two weeks ago that they would not strike until November 1 in return for their being reinstated following a seven-week strike.

In tyre and rubber about 3 400 workers also came out on strike as employers rejected Numsa's demand of a 20 percent or R1,50 an hour increase and are offering 12 percent or R1,13

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Following Numsa's announcement of the strike last Thursday, Seifsa immediately said it would contest the ballot and interdict the union from striking. Papers were served on Numsa on Sunday morning but at the Monday hearing the union's request for more time to study the papers and formulate a response was granted. Judge R Joffe also declined to force Numsa to suspend the strike for the duration of the case. Since actual arguing will only begin today, the ruling will only be known next Monday. And by then the strike will be in full swing.

However, Seifsa does seem to have sufficient ground for doubting the result of the ballot. Numsa did not pro-

Businessmen volunteer as 'peace monitors'

ABOUT 100 businessmen have volunteered to help the national peace secretariat monitor politically sensitive activities by security forces and political organisations.

Barlow Rand industrial relations executive Jan Hiemstra, who heads a subcommittee of the secretariat looking into the involvement of business in the peace process, said yesterday the businessmen would be involved on a part-time basis.

He said the police and SADF had agreed to co-operate with the monitors, who would concentrate on observing but who

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RAY HARTLEY

could get involved in facilitation if called on to do so

The business monitors would help to bolster the secretariat's efforts to implement provisions of the peace accord.

The scheme to use monitors from the business and professional world was still in the planning stages and would be discussed further at a meeting of the peace secretariat at the end of the month

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Employer organisations, including Sacob and the Chamber of Mines, had helped recruit the 100 volunteers Hiemstra said more volunteers were expected from the legal profession.

The monitors would probably be linked to the emergency phone lines of local dispute resolution committees.

They would report their findings to the committees or, if necessary, to higher authorities, such as the attorney-general, Hiemstra said

Seifsa considers revised Numsa demand

DIRK HARTFORD (33)

SEIFSA is to respond to Numsa's lowered wage demand today for metal and engineering workers

However, the strike, which Numsa estimates involves 100 000 workers and Seifsa says 70 000, looks set to drag on as there is still a large gap separating the parties

Although Numsa has dropped its wage demand to 16%, it is insisting on a moratorium on jobs which Seifsa has rejected. Seifsa's final offer during negotiations was an 8% increase

Numsa says at least 550 plants are out on strike, mostly in the PWV area. Workers have been dismissed at nine small plants and more than 100 plants have locked workers out. Three interdicts, brought by indi-

vidual companies, have been granted against Numsa and several more are being dealt with

Seifsa executive director Brian Angus said Seifsa's appeal to have the Numsa strike ballot declared unlawful would be heard by a full bench of the Transvaal Supreme Court next Friday, Sapa reports

The union intends balloting members in the motor industry next week

Angus said some companies were shutting workers out, rather than locking them out, largely because of intimidation

Angus said several Numsa-orga-

nised plants were still working, but that there were also non-Numsa members who had joined the strike

The Metal and Electrical Workers' Union of SA, also in dispute with Seifsa, announced yesterday that 95,3% of its members in the industry supported strike action.

But it said a burglary at its Athlone offices on Tuesday — the second in two weeks — had disrupted union work, "suggesting some sinister force is intent on destabilising our union"

Meanwhile, full production resumed at vehicle assembly plants yesterday following an interim agreement after a nine-day strike, Seifsa spokesman Dave Kirby said

F-M 14/8/92

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AHI IN SACCOLA

In "Business and Labour — Not all that easy" (*Current Affairs* July 24), we reported that the Afrikaanse Handelsinstituut (AHI) had decided to withdraw from the talks between Saccola and Cosatu.

Saccola chairman Bokkie Botha points out that the AHI did not at any time withdraw and nor was the suggestion ever made. AHI representatives were involved at all times and remain involved in Saccola deliberations.

We regret the error.

Seifsa rejects Numsa's revised offer

^{BIDAY} ^{14/8/92.}
THE strike by between 60 000 and 100 000 workers in the metal industry is likely to be protracted after Seifsa stood firm on its final offer of a 8,6% increase in response to Numsa dropping its wage demand from 20% to 16% on Tuesday

Seifsa called on Numsa to accept its offer so the strike could be resolved without further job losses. The employer federation said most member firms were managing to maintain production at reduced levels and some strikers had returned to work. This week Numsa said workers at

⁽¹³³⁾ DIRK HARTFORD ⁽¹³³⁾

more than 550 plants were out on strike and more than 100 companies had locked out workers. Seifsa said companies had shut down because of the intimidation of workers.

Numsa said nine small plants had dismissed workers ⁽¹³³⁾

Meanwhile, Numsa and national motor manufacturers are hoping to sign a far-reaching agreement today on wages and jobs. If the parties are unable to settle, the strike, which ended this week, could resume.

LABOUR BRIEFS

W/Mart 14/8 - 20/8/92

Employers take soft line (133) (152)

■ MOST employers appear to have abided by the no work, no pay, no discipline guidelines advised by employer associations in dealing with last week's general strike.

Unionists attribute this approach to threats of mass action being launched against companies which disciplined workers. Both employers and unions say the consultations which took place at shopfloor level after the Saccofa-Cosatu accord collapsed, also prevented disciplinary moves. According to industrial relations consultants, the fact that some companies have excess capacity softened the impact of the strike and many employers didn't mind closing down for two days.

Seifsa hammers strike ruling

w/m out 14/8 - 20/8/92 (152) (133) (1307)

AS the second week of the nationwide engineering strike draws to a close, employers are still trying to get the strike by National Union of Metalworkers members declared illegal.

The first such application by the Steel and Engineering Industries Federation of South Africa (Seifsa) was thrown out by the Rand Supreme Court last Friday on grounds that Seifsa did not have legal standing to represent individual members.

Seifsa, which is outraged by the judgment, is taking this on appeal, while Anglo American subsidiary Steeledale Engineering is launching a court challenge of its own.

Work has, however, resumed in the auto, tyre and rubber industries, where a strike settlement was reached this week. In terms of the auto industry agreement, workers are to receive a 12 percent wage increase, while a fund administered by the union and employers is to be set up for the training and counselling of retrenched workers. This replaces the retrenchment moratorium agreed to last year.

In the tyre and rubber sector, a 11,13 wage increase was agreed to, together with a retrenchment moratorium lasting until June 1993. Although the auto agreement is to be finalised only today, the 15 000 Numsa members in the industry returned to work on Wednesday. Toyota had been excluded from the strike as the settlement it reached with management

Employers are outraged by the recent supreme court judgment on the metal strike and are pushing to have it overturned.

By **MONDLI MAKHANYA**

after the eight-week strike at its Durban plant forbids any industrial action until November 1.

In the engineering sector, however, between 60 000 and 115 000 workers — the respective employer and union tallies — are still out on strike. Some companies have barred workers from their premises in line with the lockout ballot conducted by Seifsa earlier last month.

Hope for speedy resolution of the dispute has been boosted by a shift in positions. Numsa has scaled down its demand for a 20 percent across the board increase to 16 percent, as against management's 8,6 percent offer. Management was due to respond yesterday.

Numsa is still demanding the reduction of grades from 14 to five by July next year and a code on discrimination in the industry. The union also wants employers to come up with proposals on eliminating job losses, which are eroding between 2 000 and 3 000 jobs a month.

Employers have offered to set up a retraining fund for retrenched work-



Tough bargaining ... Metal workers march for higher wages
Photo: GUY ADAMS

ers, initially to be funded by employers and later to be jointly financed. Seifsa's contention that the strike is illegal is likely to reach the appeal court well after it is settled. The employer body says Numsa originally claimed to have 147 000 members covered by the industrial council agreement, but has now revised this to 116 000 to suit the ballot percentage.

"Even then," says Seifsa director Brian Angus, "only slightly over 50 percent of this 116 000 voted in favour of strike action. There are in fact a lot

of companies where Numsa members are working in defiance of the strike."

Labour relations practitioners have slammed the supreme court finding, arguing that it undermines collective bargaining structures painstakingly set up over time.

"It's disastrous ruling. If Seifsa has no legal standing to represent its member companies, what standing does Numsa have in regard to its members?" asked Brentwood Associates consultant Pert Kerush. "And what is the standing of the industrial court?"

There have also been the standard claims and counter-claims regarding intimidation. Seifsa's Angus says non-strikers have been intimidated and workers at some factories have told their employers they will join the strike unless they receive protection.

For its part, Numsa says the chairman of the Rosslyn local, near Pretoria, was kidnapped and murdered last weekend while distributing pamphlets. Union spokesman Bernie Fanaroff says picketing workers have also been harassed by police.

In the motor components sector workers are to begin balloting at the end of the month.

We'll intensify our strike, Numsa says

Sowetan 18/8/92

■ **STRIKE BACK** Transkei, Ciskei union

members to join two-week-old action:

THE TWO-WEEK STRIKE in the engineering industry will be intensified after employers rejected union proposals for a settlement, the National Union of Metalworkers of SA (Numsa) warned yesterday

The decision to step up industrial action over wages, job security and union rights followed a weekend meeting by the Numsa national executive committee

Union members in Transkei and Ciskei would join an estimated 10 000 striking co-workers tomorrow after balloting for industrial action, according to a statement from Numsa head office

Meanwhile, the auto industry confirmed that talks with Numsa last Friday failed to finalise an

agreement on job security, and another meeting would be held this Friday

Numsa repeated its appeal to the Steel and Engineering Industries' Federation of SA (Seifsa) to comment on the "murder of numerous shop stewards and members in the run-up to strike", which started on August 3.

It also demanded that Seifsa state how it obtained internal Numsa reports about the strike before the union itself announced the industrial action

The union reported that workers at 720 metal and engineering plants were on strike

Numsa's NEC met at the weekend after Seifsa rejected a four percent drop in the union's pay demand to 16 percent

Seifsa, which represents over 3 200 companies in the metal and engineering sectors, stuck to its final offer of 8,6 percent

The union said its renewed drive for a strike settlement would include marches and pickets in industrial areas - *Sapa*

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18/8/92

Numsa bid to intensify national strike action

BIDAY. 18/8/92.

THEO RAWANA

THE National Union of Metalworkers of SA (Numsa) would intensify its two-week-old strike at 720 plants in the engineering sector following a deadlock with employer body Seifsa, the union said yesterday

Numsa national secretary Les Kettledas said members would now mount pickets and hold marches in towns and industrial areas after Seifsa's rejection of Numsa's offer to lower its pay demand and to explore possibilities for a settlement

Seifsa executive director Brian Angus said an intensified strike might result in more dismissals

Seifsa, representing more than 3 200 companies in the metal and engineering industries, had ruled out any chance of increasing the employers' final 8,6% wage increase offer, Angus said

Numsa had dropped its demand for a 20% increase to 16%

No further talks had been scheduled

Union members in Transkei and Ciskei were to begin striking tomorrow after balloting for industrial action, Kettledas said

Numsa said it would back Cosatu's campaign against companies which had fired or disciplined workers during the August 3-4 national stayaway

Alleging poor media coverage of the countrywide engineering strike, Numsa

said it would call meetings with the editors of certain newspapers and the SABC

Angus said employers overwhelmingly opposed further increases "Recessionary conditions are getting worse and mass action has not helped"

Neither would employers respond favourably to Numsa's "impractical" demand for a blanket moratorium on retrenchments

Employers were, by agreement, prevented from retrenching at will

Mass dismissals were not immediately likely, though some companies had already fired striking workers

Our Durban correspondent reports Angus said earlier the strike had so far cost workers at least R54m in wages

He said there were 10 000 engineering companies covered by the main industrial council in the engineering sector, excluding the homelands, but that it was impossible to say how much turnover had been lost since the beginning of the strike

The number of employees taking part in the strike remained uncertain Numsa said 100 000 workers were affected, but Seifsa was adamant that there were between 60 000 and 80 000 workers on strike

Numsa to picket large companies

THEO RAWANA

ANGLO, Gencor, Dorbyl, Barlow Rand and the JSE would be picketed by National Union of Metalworkers of SA (Numsa) strikers in a protest against Seifsa, the union said yesterday *6 DAY 19/8/92*

Marches in Benoni, Vereeniging and Cape Town today would mark the start of the action following the breakdown of talks between Numsa and Seifsa, Numsa spokesman Bernie Fanaroff said.

A third march would be held in Johannesburg tomorrow, he said.

Numsa has vowed to intensify its two-week-old strike and stage pickets and marches after Seifsa rejected its offer to lower its wage demand and explore possibilities of a settlement.

Numsa said it would picket the head offices of several companies, including Anglo American, Gencor, Dorbyl, Barlow Rand and the JSE, because they were "leading the resistance to the achievement of our demands".

Seifsa executive director Brian Angus said the body had ruled out an increase on the employers' final 8,6% wage offer. Recessionary conditions were getting worse and an intensified strike might result in more dismissals.

Numsa said it deplored Seifsa's dismissal warning.

Our Durban correspondent reports the strike's legality will be tested when Seifsa's appeal comes before the Full Bench of the Rand Supreme Court on Friday.

Seifsa attempted earlier to have the strike declared unlawful, but the court turned down the application on a technicality.

Metal unions hope to preserve Seifsa's status

NUMSA and Seifsa are concerned that Seifsa's position as the national collective bargaining representative of employers in the metal and engineering industry should not be undermined.

Seifsa, Numsa and two other metal unions in dispute with Seifsa will be meeting informally at the weekend to hold exploratory talks.

Seifsa's executive director Brian Angus said the federation would have to think seriously about how it was going to operate in the future if its appeal today failed. Seifsa is appealing against a Supreme Court judgment that it was not entitled to represent metal employers.

Industry sources said several major

employers were opposed to collective bargaining. A judgment against Seifsa would strengthen their hand.

NUMSA's Bernie Fanaroff said the union "would not like to see Seifsa fall to pieces". NUMSA had been inundated with pleas from employers for exemption from the strike. Some major employers had approached NUMSA with offers to negotiate a better deal at plant level.

This put NUMSA in a difficult situation as it wanted to preserve centralised bargaining and improve on Seifsa's offer.

Meanwhile, anything from 10 000, according to the police, and 35 000, accord-

ing to NUMSA, striking metalworkers marched on Seifsa's offices yesterday.

Union leaders handed Angus a letter demanding an end to dismissals, scabbing and intimidation and asking for a positive response to wage demands.

Thousands of workers were expected to march in Springs today.

The strike, now three weeks old, is starting to have an impact elsewhere. Most of Cape Town's docks have shut down because of the strike, Fanaroff said.

And a motor manufacturing source said the shortage of supplies was affecting production. "We are handling things as best we can day by day," he said.

DIRK HARTFORD

15/DAY 2/8/77 (133)

Seifsa wins appeal

THE end of a three-week legal strike by about 136,000 Numsa members may be in sight, after a ruling by three Supreme Court judges that the Steel and Engineering Industries Federation (Seifsa) has a right to launch an urgent application to stay the strike.

Earlier this month, Mr Justice MM Joffe dismissed an application launched by Seifsa. He said the federation did not have a direct interest in the strike. *C/P 10/11 23/8/92*

Seifsa claimed the strike ballot held by Numsa was invalid. Numsa members have been on strike since August 3. *(133)*

On Friday Seifsa and the 16 employer organisations appealed against Justice Joffe's finding. The judges upheld the appeal, finding that Seifsa did have a legal interest in the strike. - Sapa

Metal unions, Seifsa to resume talks today

SEIFSA, Numsa and two other metal unions will meet this morning to continue their informal talks focusing on issues such as job security, wages and workers' rights

The talks, which have been described as exploratory, began on Saturday

Numsa spokesman Bernie Fanaroff said Saturday's talks were useful but failed to produce anything worth taking back to the constituencies. Today's meeting would, therefore, attempt to develop areas which the parties could put to their constituencies

Fanaroff said the union was "not unhappy" about Friday's Supreme Court ruling that Seifsa was entitled to represent metal employers

Industry sources have said a judgment against Seifsa would have strengthened the hand of several major employers who were

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WILSON ZWANE

opposed to collective bargaining

Fanaroff also expressed concern about tomorrow's hearing of Seifsa's application for an urgent interdict to stop Numsa's three-week-old strike by declaring its strike ballot invalid.

He said Seifsa's attempt to break the strike by resorting to the law was bad for collective bargaining.

Seifsa has said it was seeking the interdict on the grounds that Numsa's strike balloting procedures were irregular and that Numsa refused to release details of the ballot results to Seifsa before embarking on strike action

Hundreds of workers have been dismissed as a result of the strike.

Sapa reports that Anglo spokesman Glenn Finnegan

confirmed that Boart Hardmetals had dismissed 600 workers. But the company had offered to reinstate them, he said.

Cosatu has threatened industrial action unless demands of health and steel sector strikers are met.

It also threatened a general strike unless employers reinstated workers they had dismissed in the wake of this month's two-day mass action strike

Cosatu said if Seifsa failed to resolve the strike, it would have no choice but to "declare this strike a Cosatu strike".

In another development, Numsa and car manufacturers signed a wage and job security agreement in

Port Elizabeth on Friday. The agreement was signed by Numsa, the Yster-en Staalwerkers Unie and six car manufacturers

NEWS Strikers may be dismissed

Seifsa bid to declare Numsa strike unlawful

Sowetan
25/8/92



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■ COURT APPLICATION Union official

accuses employers of Armageddon tactics:

A COURT application to have the biggest industrial strike since the 1987 mineworkers' dispute declared unlawful will be heard in Pretoria today

If successful, strike-hit companies affiliated to the Steel and Engineering Industries Federation of South Africa (Seifsa) may opt for mass dismissals against thousands of workers on strike since August 3, according to a senior trade unionist

"Quite constructive attempts to negotiate the restructuring of the industry will be virtually impossible if Seifsa tries to break the strike with mass dismissals," Dr Bernie Fanaroff, head of the National Union of Metalworkers of SA (Numsa) collective bargaining department, said yesterday

Accusing Seifsa of adopting "an Arma-

geddon-type strategy" against Numsa, he said the bitterness caused by mass dismissals was bound to prejudice the atmosphere in which the newly-established national economic negotiating forum would operate

Seifsa, while not immediately available for comment, has denied union charges that it had advised affiliated employers to dismiss striking Numsa members, saying this decision lay with individual companies

Today's court action comes as a sequel to Seifsa's August 7 bid to have the Numsa strike ballot declared unlawful and the strike illegal

Seifsa on Friday won its appeal against a ruling that it did not have the legal standing to represent its member associations

of the increasing crimes arms in the homeland alone, six people, including a doctor at Ngwabe Clinic at were gunned down in this bid of less than a million

said police were con-; increase in the use of mes and feared that most

Sit-in protest at Seifsa offices

Bid to declare strike illegal: SEVERAL trade unionists started a sit-in protest in a central Johannesburg building yesterday demanding to see the executive director of the Steel and Engineering Industries Federation of South Africa (Seifsa), Mr Brian Angus. Eyewitnesses said the Anderson Street office block had been sealed about midday. The unionists had apparently been confined to the ground floor foyer.

The protesters are believed to be members of the National Union of Metalworkers of South Africa (Numsa), currently locked in a four-week strike at Seifsa-affiliated companies. Angus was understood to be in Pretoria where Seifsa has approached the Supreme Court to have the Numsa strike declared illegal. - Sapa.

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shot dead by three youths demanding Mandrax tablets at Ngwabe Clinic in Sekhukhune, is alive

This, however, is contrary to earlier police crime reports and published in Sowetan on Monday that Mogale (28) was shot dead

A spokesman for Jane Furse Hospital, Mr P Mantjulu, said an error in the police report had resulted in nurses at clinics fearing for their lives

Warring factions clash

Fireworks are expected at council meeting:

the parties led by a management committee member Mr Jabu Mnguni staged walkouts on three occasions.

The group is opposed to the leadership of Mr Payne Tshabalala, the chairman of the management committee

Sowetan has been told that the feud was sparked off within the Sofasonke Party

October's mayoral elections are also said to be behind the bitter in-fighting which is expected to erupt into the open any time.

By Victor Tsuai

FIREWORKS are expected at the monthly meeting of the Soweto Council tomorrow when two warring factions face each other

It has been reliably learnt that the split started within the council's management committee.

Three meetings have had to be postponed in the past week because one of

Holomisa plea to homelands

Bantustans opposed to reincorporation should think again:

Under the new constitution there would be no homelands, the general said, adding that present homeland civil services would be integrated with the future civil service of the new South Africa

The only thing delaying the realisation of the goals of the new South Africa was the unwillingness on the part of some of the negotiating parties to depart from their old ways

For the next financial year the Transkei department of foreign affairs and information had been allocated R13,65 million which was an increase of four percent

Seventy-seven percent of the total budget figure was allocated to salaries, wages and allowances - Sapa.

TRANSKEIAN military strongman Maj-Gen Bantu Holomisa yesterday challenged homeland leaders still opposed to reincorporation into South Africa to reconsider their positions

In his Foreign Affairs and Information Department Budget speech, Holomisa said homeland leaders who were not keeping in touch with their people should reconsider their stand

Homeland leaders had to realise the position in which the black people of South Africa had been under the policies of apartheid and should seek to be facilitators of the people to enable them to realise and reach their desires, goals and aspirations

Numsa members may defy court

BLOAM 27/18/92

DIRK HARTFORD

THERE were indications of strong resistance at Numsa's regional and local levels to the Pretoria Supreme Court interdict outlawing the union's engineering industry strike, Numsa sources said yesterday.

During most initial report-backs on the outcome of the court case, union members had opted to remain on strike. But it was too soon to draw a final conclusion as the ruling was still being relayed to members, who would decide what to do, the sources said.

Meanwhile, another war of words has broken out between Seifsa and Numsa over the implications of Tuesday's Supreme Court judgment.

Numsa said the future of collective bargaining in the industry was in danger if mass dismissals or plant level settlements resulted from the decision.

It accused Anglo American, in particular, of taking a hard line that contradicted its "progressive face" in Saccola negotiations with Cosatu.

"Anglo American is still trying to maintain its control over the SA economy (which) a future political dispensation will have to urgently address."

Seifsa said Numsa had failed its mem-

To Page 2

Numsa BLOAM 27/18/92

bers by not keeping the necessary membership records and misleading workers into an "undemocratic and illegal strike".

The strike, which has cost workers more than R90m in lost wages and the industry about R750m, is in its fourth week.

While Seifsa said the strike had been declared illegal, Numsa said the court had not found the strike illegal but had interdicted the union to prevent it calling for or taking part in the strike.

Seifsa said the interdict was granted because of serious ballot irregularities and because Numsa had failed to prove the

From Page 1

strike had had the support of the majority of its members. Among the irregularities, Seifsa said, were allowing non-Numsa members to vote, no voting secrecy, no controls over issuing of ballot papers and a refusal to release the results of the ballot to Seifsa.

Numsa accused Seifsa of refusing to negotiate proper facilities for balloting and of having irregularities in its own ballot for a lockout. Numsa would refuse to allow employers to observe its ballots in future.

Comment: Page 8

~~133~~
METAL INDUSTRY STRIKE
FM 28/8/92
Hammered in court (133) ~~133~~

The Steel and Engineering Industries Federation (Seifsa) on Tuesday succeeded in its application for an urgent interim interdict against the striking National Union of Metalworkers of SA (Numsa). Seifsa sought the interdict because of what it claims are gross irregularities in the union's strike balloting procedure early last month. If true, this would render the strike illegal.

The big questions now are whether Numsa will call off its four-week-old action, which the Transvaal Supreme Court ruling has said is illegal, if not, what approach Seifsa will advise its members to take regarding dismissals, and whether Cosatu will join the fray.

A full hearing has yet to be held.

Numsa decided to go on strike after deadlock was reached in the annual metal industry wage negotiations last month when the industry's 12 unions had declared a dispute with all the Seifsa associations.

Employers voted in favour of a lockout on July 15, though none had exercised this option to induce employee acceptance of the final wage offer. This stands at 8,6% against Numsa's original demand for 20%.

At an informal meeting between Numsa (the only Seifsa union that conducted a strike ballot) and Seifsa on August 11, the union dropped its demand to 16%. Employers rejected it. Numsa's demands include a moratorium on retrenchments.

Seifsa's first application for an urgent interdict against Numsa failed on a technicality, when the Supreme Court, on August 7, determined that neither Seifsa nor member associations had the *locus standi* to obtain one. Such relief could only be sought by individual employers, the court said. The merits of the strike were not discussed.

Seifsa appealed and the Judge President of the Supreme Court, Justice Eloff, directed that it be urgently heard by a full bench of the Transvaal Division on August 21. The appeal was upheld last Friday and on Tuesday Seifsa won its interdict against Numsa's conduct of its strike ballot.

Among the balloting irregularities alleged by Seifsa were Numsa's refusal to release details of the result; allowing non-Numsa members to take part, that it did not allow

continue ->

continued on page 50

~~133~~
CURRENT AFFAIRS (133) ~~133~~

FM 28/8/92
continued from page 45

privacy or ensure that ballot boxes were sealed.

Seifsa further charged that Cosatu's biggest affiliated union had suddenly reduced its official membership figures from 170 000 to 113 000 in order to achieve a majority ballot result.

According to the employer body, production losses as a result of the strike by 60 000 union members (100 000, says Numsa) is conservatively estimated to exceed R700m. This is based on a 20% loss of production.

Another question that arises in the wake of the court interdict is whether employers will consider suing the union for damages caused by the illegal strike.

Workers are estimated to have lost around R90m in wages, excluding forfeitures in leave and bonus pay. ■

3. Die datum waarop die geld, wat in 2 hierbo aangedui word, hiermee aan die Staat verbeurd verklaar word, is die datum waarop hierdie kennisgewing van verbeurdverklaring in hierdie *Staatskoerant* gepubliseer word.
4. Die geld wat in 2 hierbo aangedui word, sal oor beskik word deur in die Staatsinkomstefonds gestort te word
5. Hierdie kennisgewing dien ook as 'n skriftelike bevel, soos bedoel by regulasie 22B van die Deviesebeheerregulasies, ingevolge waarvan die geld in 2 hierbo aangedui, hiermee aan die Staat verbeurd verklaar word.
6. GETEKEN te PRETORIA op hierdie die 27ste dag van Augustus 1992.

B. P. GROENEWALD,

Senior Vicepresident Suid-Afrikaanse Reserwebank

(4 September 1992)

KENNISGEWING 787 VAN 1992

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

REGISTRASIE AS 'N WERKGEWERSORGANISASIE

Hierby word vir algemene inligting bekendgemaak dat die Werkgewersorganisasie vir Plaaslike Owerhede met ingang van 21 Augustus 1992 ingevolge artikel 4 (7) van die Wet op Arbeidsverhoudinge, 1956, as 'n werkgewersorganisasie geregistreer is ten opsigte van werkgewers betrokke by die Plaaslike Owerheids-onderneming in die munisipale gebiede van Akasia, Boksburg, Brakpan, Carolina, Ellisras, Marble Hall, Nigel, Phalaborwa, Potgietersrus en Vanderbijlpark

Vir die doeleindes hiervan—

beteken "*Plaaslike Owerheids-onderneming*" die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is vir die instelling, voorsetting en afhandeling van enige handeling, skema of werksaamheid wat deur 'n plaaslike owerheid onderneem word, en

het "*plaaslike owerheid*" dieselfde betekenis as dié wat daaraan geheg is by artikel 1 van die Wet op Arbeidsverhoudinge, 1956

(4 September 1992)

3. The date upon which the money specified in 2 above is hereby forfeited to the State is the date upon which this notice of forfeiture is published in this *Gazette*
4. The money specified in 2 above shall be disposed of by deposit thereof into the State Revenue Fund.
5. This notice also constitutes a written order, as contemplated in regulation 22B of the Exchange Control Regulations, in terms of which the money specified in 2 above is hereby forfeited to the State.
6. SIGNED at PRETORIA on this the 27th day of August 1992.

B. P. GROENEWALD,

Senior Deputy Governor South African Reserve Bank

(4 September 1992)

NOTICE 787 OF 1992

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

REGISTRATION AS AN EMPLOYERS' ORGANISATION

It is hereby notified for general information that the Werkgewersorganisasie vir Plaaslike Owerhede has with effect from 21 August 1992 in terms of section 4 (7) of the Labour Relations Act, 1956, been registered as an employers' organisation in respect of employers engaged in the Local Authority Undertaking in the Municipal Areas of Akasia, Boksburg, Brakpan, Carolina, Ellisras, Marble Hall, Nigel, Phalaborwa, Potgietersrus and Vanderbijlpark

For the purposes hereof—

"*Local Authority Undertaking*" means the undertaking in which employers and their employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority; and

"*local authority*" has the same meaning as that assigned to it in section 1 of the Labour Relations Act, 1956

(4 September 1992)

KENNISGEWING 811 VAN 1992
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWERSORGANISASIE

Ek, Gerhardus Coenraad Papenfus, Assistentnywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Werkgewersorganisasie vir Plaaslike Owerhede Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreeerde werkgewersorganisasie 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 Mannekrag, Schoemanstraat 215, Pretoria (posadres Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van werkgewersorganisasie Werkgewersorganisasie vir Plaaslike Owerhede

Datum waarop aansoek ingedien is 1 September 1992.

Belange en gebied ten opsigte waarvan aansoek gedoen word. Werkgewers betrokke by die Plaaslike Owerheidsonderneming in die munisipale gebiede van Balfour, Bethal, Bloemhof, Brits, Carletonville, Delmas, Devon, Duiwelskloof, Ermelo, Evander, Greylingstad, Groblersdal, Hartbeesfontein, Hendrina, Krugersdorp, Leeudoringstad, Lichtenburg, Naboomspruit, Ottosdal, Sannieshof, Schweizer-Reneke, Secunda, Standerton, Stilfontein en Witbank.

Vir die doeleindes hiervan—

beteken "Plaaslike Owerheidsonderneming" die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is vir die instelling, voortsetting en afhandeling van enige handeling, skema of werksaamheid wat deur 'n plaaslike owerheid onderneem word, en

het "plaaslike owerheid" dieselfde betekenis as dié wat daaraan geheg is by artikel 1 van die Wet op Arbeidsverhoudinge, 1956

Posadres van applikant. Posbus 72136, Lynnwoodrif, Pretoria, 0040.

Kantooradres van applikant. Enkeldoring 18, Sprokielaan, Faerie Glen.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

- (a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem
- (b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

G. C. PAPERFUS,
 Assistentnywerheidsregistrator
 (11 September 1992)

NOTICE 811 OF 1992
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Werkgewersorganisasie vir Plaaslike Owerhede. Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of employers' organisation Werkgewersorganisasie vir Plaaslike Owerhede

Date on which application was lodged 1 September 1992.

Interests and area in respect of which application is made Employers engaged in the Local Authority Undertaking in the municipal areas of Balfour, Bethal, Bloemhof, Brits, Carletonville, Delmas, Devon, Duiwelskloof, Ermelo, Evander, Greylingstad, Groblersdal, Hartbeesfontein, Hendrina, Krugersdorp, Leeudoringstad, Lichtenburg, Naboomspruit, Ottosdal, Sannieshof, Schweizer-Reneke, Secunda, Standerton, Stilfontein and Witbank

For the purposes hereof—

"Local Authority Undertaking" means the undertaking in which employers and their employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority, and

"local authority" has the same meaning as that assigned to it by section 1 of the Labour Relations Act, 1956

Postal address of applicant P O Box 72136, Lynnwood Ridge, Pretoria, 0040.

Office address of applicant 18 Enkeldoring, Sprokie Avenue, Faerie Glen

Attention is drawn to the following requirements of sections 4 and 7 of the Act

- (a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration
- (b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged

G. C. PAPERFUS,
 Assistant Industrial Registrar
 (11 September 1992)

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The giants prepare for battle

W/M 11/9-17/9/92

133

ANGLO AMERICAN is to become the target of a National Union of Metalworkers Union-led campaign aimed at forcing it to change its alleged strategy of trying to "smash" unions during disputes.

This campaign — which Numsa will propose at the Congress of South African Trade Unions' campaigns conference this weekend — follows the recent industry strike in the steel and engineering sectors, in which several thousand strikers were dismissed

by Anglo subsidiaries

It will supplement Numsa's push to have the Labour Relations Act's provisions on balloting and legal strikes scrapped and a court battle later this year to overturn a supreme court interim finding that the strike was illegal

Numsa also insists it is still in dispute with the Steel and Engineering Industries Federation of South Africa (Seifsa) and has re-opened negotiations with the employer body. At a bargaining meeting this week, employers

LABOUR BRIEFS

W/M 11/9-17/9/92 Cosatu queries on NMC

AFTER reserving welcoming the restructured National Manpower Commission two weeks ago, the Congress of South African Trade Unions is to meet Manpower Minister Leon Wessels about aspects of the body.

Cosatu wants to seek clarity on the role and voting status of "experts" on the commission. Only thereafter will it decide on whether to rejoin the body if pulled out of last year

W/M 11/9-17/9/92 Workers threaten sit-in

DISMISSED Walter Chipkin workers have threatened to stage an indefinite sit-in on the food merchant company's premises to press management to re-instate them.

The 1 000-strong work-force was dismissed in June after going on strike demanding that the human resources manager should not take part in the negotiations with the union.

because their business operations were damaged did so only as a last resort," contends Finnegan

On the dismissals, the union suggested Anglo had used the same strategy as in the 1987 National Union of Mineworkers' (NUM) strike, when 50 000 miners were dismissed — most at Anglo mines

Characterising Anglo's attitude as "workers have the right to strike and Anglo has the right to dismiss", Numsa's Les Kettle said "Anglo claims to be a major proponent of liberal and democratic values. Yet since the 1987 NUM strike it has shown that its support for the right to strike goes no further than its pocket"

Other Cosatu affiliates are likely to sympathise with Numsa's campaign proposal. The NUM is currently locked in a wage dispute with the Anglo associate company De Beers, which recently de-recognised the union. Several other Anglo subsidiaries — including Amcoal — have given warnings to workers who missed work during the August national stayaway.



Union irked by employer snub

B/DBM 16/9/92

DIRK HARTFORD 133

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) threatened a "major showdown" with commercial employers after only 15 out of 200 employers arrived at a dispute meeting called by the union yesterday.

All major employers in the industry, with the exception of CNA-Gallo, ignored the union's request to attend the meeting to respond to the union's demand for a national industrial council.

Saccawu general secretary Papi Kganare said their absence was "clearly co-ordinated". He said it would be unfortunate if the only avenue that employers left the union was confrontation.

Saccawu wants a national industrial council for the industry, with sub-sectors for the liquor and catering trade, restaurants, smaller shops and the big retail stores.

The union feels issues like minimum wages and conditions of employment, job creation, flexibility of labour, casualisation, sub-contracting, food prices and industry training boards must be dealt with at industry level.

It has already held two meetings —

attended by about 80 employers, according to Saccawu — to try to get employers to accept the idea Saccawu declared a dispute when there was not a positive response.

Most employers feel Saccawu is trying to bludgeon them into an industrial council without taking account of the complexities of the industry, according to employer sources.

They said the fact that Saccawu was so hasty in declaring a dispute on the issue underlined employer fears that the union was working to its own agenda.

By declaring a dispute with all commercial employers, Saccawu was positioning itself for a national strike in the industry, they said.

But Kganare says Saccawu will be responding to every company who has taken a position on the issue to try and find ground for consensus.

In the meantime, the union will report back to its members to "consolidate them for any action which we might be forced to take".

Saccawu has about 90 000 members out of a potential 250 000 in the industry.

Employer clause on agenda at engineering wage talks

ENGINEERING industry pay talks have moved into a delicate phase, with all parties due to meet today to fine-tune a clause protecting employers against compulsory plant-level wage bargaining

Seifsa executive director Brian Angus said yesterday he was "guardedly optimistic about a settlement"

He declined to disclose the results of a special industry council meeting held on Wednesday

Seifsa has made its revised wage offer of a 9.1% increase on actual earnings conditional on union acceptance of a clause that protects employers against compulsory company-level bargaining

Angus said Numsa would be at Friday's meeting which, according to Metal and Electrical Workers' Union of SA spokesman Zithulele Cindi, would finalise details of the clause on wage bargaining levels

Numsa last week shunned talks on the clause which aims to stop unions from forcing employers into paying higher rates

than agreed at national negotiations
Cindi said his union accepted Seifsa's offer in principle, but had reservations about the rider limiting union rights on wage bargaining

"Where workers already have the right to factory-level bargaining, this should remain. The clause must not be permanent"

Motivating Numsa's opposition to the clause, Numsa chief negotiator Les Kettle-das last week said it protected employers only, with no reciprocal security for workers against arbitrary changes to service conditions. He said the union also insisted that a settlement depended on the reinstatement of about 3 000 Numsa members fired during the August strike

Angus earlier indicated the clause could be reviewed at a later stage

Seifsa's final offer has been accepted by unions affiliated to the Confederation of Mining and Building Unions, the Mine Workers Union and the Iron and Steel Workers Union - Sapa

B10A4

25/9/92

(133)

Accord was sabotaged by the Govt'

~~133~~ (133) - ~~133~~

■ Agreement between Cosatu and Saccola to limit the August 3 and 4 stayaway called by ANC alliance:

Sowetan 25/9/92

THE Government had deliberately set out to undermine attempts by Cosatu and Saccola to reach an accord which would have limited the August 3 and 4 stayaway, according to political scientist Professor Heribert Adam

The accord would have almost been an economic Codesa, laying the ground for economic co-operation in line with the move from an adversarial to a more social democratic direction in labour relations, Adam says.

The Government could not have allowed the proposed accord to succeed as this would have seen the political initiative passing from political organisations to trade unions and a loosely organised employer group, Adam is quoted as saying in the latest edition of SA Labour News.

Instead, Government strategists had argued that allowing the envisaged stayaway to go ahead would see the African National Congress overplay its hand and enhance a process of disillusionment with mass action.

Speaking at a seminar organised by the Industrial Relations Practitioners' Association of South Africa, Adam said it had been unrealistic of Cosatu (Congress of South African Trade Unions) and Saccola (SA Consultative Committee on Labour Affairs) to think the Government would allow the political initiative to pass out of its hands this way, which was one of the fallacies underlying the failure of the accord

An underlying problem, he said, was that the accord was opposed by a strong element within the Cosatu leadership, backed by a grassroots constituency which had militant positions well beyond the "hand-shaking" negotiators.

Adam said it was also presumptuous of the parties to think that they could deliver the public sector as a participant in a symbolic action against the Government when the public sector was heavily representative of "the type of people who sang Die Stem and waved South African flags at rugby internationals".

The opposition to the accord within Cosatu stood on four legs:

- It would demobilise an already mobilised constituency and remove power from the grassroots,
- It was an elite deal between leaders of each group,
- It was silent on crucial issues such as retrenchment, farmworkers and the public sector; and
- It would have been a move towards social democracy which was seen as modifying capitalism to make it more acceptable, while the real task was to abolish capitalism altogether.

These elements argued that the task was to remove the De Klerk regime not to share power with it.

Adam said the accord had been conceived in a situation where threatened mass action had forced employers to enter the political arena again in a pro-active role and with Cosatu strategists hoping to drive a wedge between employers and Government, with business joining labour in expressing concern about the future of the country.

But this ignored a basic reality, which was that mass action was devised to force employers to intervene with the Government, rather as a threat which would induce their intervention

At the same time, calling it off would have been viewed as a sell-out by grassroots elements. - Sapa

Saccola gets outside help

Blomby 8/10/92
CAPE TOWN — Saccola's re-entry into international employer affairs progresses a step today when it meets a delegation from the International Employers Organisation (IOE).

The four IOE members have been in SA for the past one-and-a-half weeks to help local employer groups to set up a national representative body, Saccola spokesman Frieda Dowie said yesterday.

"International employer groupings, particularly the IOE, are very keen that Saccola re-enters international affairs after being kicked out of the IOE in 1983," she said.

The IOE representatives are Dan Mac Auley of the Federation of Irish Employers, Cornelia Hak of the Federation of Netherlands Industries, Radnar Ostrem of the Federation of Norwegian Industries and Tom Owuour, of the Federation of Kenyan Employers.

Owuour, as the secretary-general of the Pan African Confederation of Employers, hoped to bring SA into

(133) this organisation, she said.

Colin McCarthy, executive director of the Cape Chamber of Industries, said a seminar addressed by IOE delegates yesterday proved that there was no grand plan on how to organise the business community.

The visitors said SA business had to work out its own salvation and that they were not here to prescribe.

They said it would be no good if certain organisations were excluded because of sectoral interests or if organisations were included on the basis of government approval.

Dowie said today's meeting in Johannesburg followed a Saccola trip to Nairobi two weeks ago to meet the Federation of Kenyan Employers.

In their first formal contact in many years, Saccola, the IOE and International Labour Organisation met in Harare early this year to discuss a SA employer body.

A Saccola delegation is going to Europe later this month to study employer bodies there — Sapa

Employer groups given international help

8/10/72 9/10/72 (133) (133) (133)
THE establishment of a single, nonracial national employer organisation in SA will be discussed today when a joint Nafcoc-Fabcos-Saccola working party meets an International Employers' Organisation (IOE) delegation.

A four-member IOE delegation has been trying to help these three major employer organisations achieve unity as a basis for readmission to the international organisation.

The IOE delegates, who return home at the weekend, are from employer organisations in

Kenya, Ireland, Holland and Norway.

While Saccola represents a coalition of the vast majority of white business organisations, Nafcoc and Fabcos together embrace all major black business organisations.

A new representative employer organisation would be the first genuinely nonracial employer organisation in SA.

DIRK HARTFORD

Attention is drawn to the following requirements of section 4 of the Act

- (a) The representativeness of any employers' organisation 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.

D. W. JAMES,
Industrial Registrar
(9 October 1992)

NOTICE 901 OF 1992

DEPARTMENT OF MANPOWER LABOUR RELATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Lawn Mower Association of South Africa. Particulars of the application are reflected in the subjoined table

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), Within one month of the date of publication of this notice.

TABLE

Name of employer's organisation: Lawn Mower Association of South Africa.

Date on which application was lodged: 12 August 1992

Interest and area in respect of which application is made: Employers engaged in the Lawn Mower Industry in the Magisterial Districts of Alberton, Bloemfontein, Brits, East London, George, Klip River, Knysna, Lower Umfolozi, Middelburg (Transvaal), Nelspruit, Pietersburg, Port Shepstone, Roodepoort, Springs and Uitenhage, Wonderboom and of Kempton Park and Krugersdorp as the areas in respect of the latter two Magisterial Districts were constituted on 12 August 1992

For the purposes hereof "Lawn mower industry" means the industry in which employers and their employees are associated for the sale, renovation and/or repair, servicing and assembly, during repair, of lawn mowers and grass cutting machines, excluding agricultural equipment used for farming operation but does not include—

- (a) the manufacture and associated assembly from component parts of lawn mowers and grass cutting machines,

Die aandag word gevestig op onderstaande veristes van artikel 4 van die Wet.

- (a) Die mate waarin 'n beswaarmakende werkgewersorganisasie 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.

D. W. JAMES,
Nywerheidsregistrateur.
(9 Oktober 1992)

KENNISGEWING 901 VAN 1992

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWERSORGANISASIE

Ek, David William James, nywerheidsregistrateur, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Lawn Mower Association of South Africa. Besonderhede van die aansoek word op onderstaande tabel verstrek

Enige geregistreerde werkgewersorganisasie 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 Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001)

TABEL

Naam van werkgewersorganisasie: Lawn Mower Association of South Africa

Datum waarop aansoek ingedien is: 12 Augustus 1992.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Werkgewers betrokke by die grassnyerbedryf in die landdrostdistrikte Alberton, Bloemfontein, Brits, George, Kliprivier, Knysna, Lower Umfolozi, Middelburg (Transvaal), Nelspruit, Oos-Londen, Pietersburg, Port Shepstone, Roodepoort, Springs en Uitenhage, Wonderboom, en van Kempton Park en Krugersdorp soos die gebiede ten opsigte van laasgenoemde twee landdrostdistrikte op 12 Augustus 1992 saamgestel was

Vir die doeleindes hiervan beteken "Grassnyersbedryf" die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is vir die verkoop, vernuwing en/of herstel, versiening en inmeekaarsit, tydens die herstel, van grassnyers en grassnymasjiene (uitgesonderd landboutoerusting wat vir boerderybedrywighede gebruik word), maar omvat dit nie—

- (a) die vervaardiging, en daarmee gepaardgaande montering uit samestellende dele, van grassnyers en grassnymasjiene nie,

- (b) the repair of electric motors of lawn mowers and grass cutting machines, 133
- (c) repairers of motor vehicles and/or parts and/or components thereto who incidental to their main activities repair lawn mowers and grass cutting machines.

Postal address of applicant: P.O. Box 363, Randburg, 2125.

Office address of applicant: 302 Nedbank Centre, Bordeaux Drive, Randburg

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

- (a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged, and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration
- (b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

D. W. JAMES,
Industrial Registrar.

(9 October 1992)

NOTICE 902 OF 1992

HARMFUL BUSINESS PRACTICES ACT 1988

BUSINESS PRACTICES COMMITTEE

In terms of the provisions of section 8 (4) of the Harmful Business Practices Act, 1988 (Act No. 71 of 1988), it is hereby made known that the Business Practices Committee proposes to institute an investigation in terms of section 8 (1) (a) of the said Act into the business practice as applied by J J Bike Bar, The Bike Ranch, Mr J J Kleinhans and any employee or agent of the above.

Any person may within a period of 14 days from the date of this notice make written representations regarding the above-mentioned investigation to the Business Practices Committee. Representations must be addressed to

The Secretary
Business Practices Committee
Private Bag X84
PRETORIA
0001.

[Ref H101/20/10/107 (92)—Mrs J M v.d Merwe. Tel (012) 310-9579]

(9 October 1992)

- (b) die herstel van elektriese motore van grassnyers en grassnymasjiene nie,
- (c) herstellers van motorvoertuie en/of onderdele en/of komponente daarvan, wat bykomstig by hul hoofwerkzaamhede grassnyers en grassnymasjiene herstel nie.

Posadres van applikant: Posbus 363, Randburg, 2125.

Kantooradres van applikant: Nedbanksentrum 302, Bordeauxrylaan, Randburg.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

- (a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.
- (b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

D. W. JAMES,
Nywerheidsregistrateur.

(9 Oktober 1992)

KENNISGEWING 902 VAN 1992

WET OP SKADELIKE SAKEPRAKTYKE, 1988

SAKEPRAKTYKEKOMITEE

Ingevolge die bepalings van artikel 8 (4) van die Wet op Skadelike Sakepraktyke, 1988 (Wet No. 71 van 1988), word hiermee kennis gegee dat die Sakepraktykekomitee van voorneme is om kragtens artikel 8 (1) (a) van die gemelde Wet 'n ondersoek in te stel na die sakepraktyk wat toegepas word deur J J Bike Bar, The Bike Ranch, mnr. J. J. Kleinhans en enige werknemer of agent van bogenoemde.

Enige persoon kan binne 'n tydperk van 14 dae vanaf die datum van hierdie kennisgewing skriftelik vertoë aangaande die voorgestelde ondersoek tot die Sakepraktykekomitee rig. Vertoë moet gerig word aan

Die Sekretaris
Sakepraktykekomitee
Privaatsak X84
PRETORIA
0001.

[Verw. H101/20/10/107 (92)—Mev J. M v d Merwe: Tel (012) 310-9579]

(9 Oktober 1992)

Employer bodies ⁽¹³³⁾

seek united front

By Ferial Haffajee

EMPLOYERS are gearing up for the new South Africa with ambitious plans to unite the country's almost 200 employer organisations under a single body.

And like all new South Africans, they too are looking for the international acceptability and membership of the International Organisation of Employers (IOE) that unity would bring.

The South African Co-ordinating Committee on Labour Affairs (Saccola), the Foundation for African Business and Consumer Services (Fabcos) and the National African Federated Chambers of Commerce (Nafcoc) are at the forefront of the unity moves. They have formed a working party to decide which model of employer organisation is the best for South Africa.

Last week they hosted members of the IOE from the Netherlands, Kenya, Ireland and Norway who were in South Africa to learn about local employer organisations.

"The four countries have viable, national employer organisations from which South African can learn," says Saccola's Bokkie Botha. The visit is the latest in a series of information gathering visits which should be completed by the end of the year when the new organisation can be launched.

The new organisation will deal with broad employment issues including social policy like housing and the economy. "This is an incredible period of change and employers need to play an important role," believes Botha.

These aims are echoed by Zolile Makaba, of Fabcos, who sees a development role for the new unified organisation. "It should address economic imbalances and create avenues for economic growth."

The Congress of South African Trade Unions welcomed the unity moves, Neil Coleman says negotiations would be more effective with a fully representative employer body.

Keys meets major players

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~~132~~ ~~131~~ ~~130~~
DIRK HARTFORD ~~131~~
WHETHER the proposed national economic forum gets off the ground or not depends on today's critical meeting between Finance Minister Derek Keys and delegations from labour and business.

It is the first tripartite meeting since government blocked plans in September to launch the forum because of Cosatu's promotion of a PAYE boycott and mass action *BIDM 22/10/92*.

Today's meeting is between the proposed forum's process committee and Keys and his advisers. Sacob director-general Raymond Parsons, Chamber of Mines president Bobby Godsell and Cosatu general secretary Jay Naidoo are part of the process committee

Naidoo said the meeting — which would

address issues blocking the formation of the forum — was critical. ~~130~~

"It will determine whether co-operation or confrontation is on the agenda in the medium term. We want constructive co-operation and we hope that is where the meeting will take us," he said.

Although he rejected the link between Cosatu's anti-PAYE campaign and government's refusal to endorse launching the forum, Naidoo said the postponement of the boycott should make agreement easier

Business sources also described the meeting as critical. It was imperative the forum got off the ground as soon as possible

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Keys *BIDM 22/10/92* ~~132~~ ~~131~~ ~~130~~ From Page 1

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ble on the basis of pursuing economic growth

If the forum failed to get the go-ahead, it was possible business could discuss proceeding with bilateral discussions with the trade unions on issues the forum was meant to address.

Cosatu is pushing for the full participation of government as it believes this is the only way to get the talks to "deliver"

Keys had said that once parties to the forum were committed to speedy economic growth, to not taking action that harmed each other and to obeying the law, government would be ready to participate

He said yesterday issues that needed to be addressed included

- Effectively using the unemployed in communities,
- Making it easier for the unemployed to get work in the formal sector,

- On-the-job training for workers,
- Ways to minimise unrealistic expectations,

- The reintroduction of normal commercial relations between financial institutions and house buyers,

- The stopping of other boycott actions, and

- The raising of agricultural productivity on high potential land

Keys said other issues that could be addressed were agricultural exports, tourism, financing of big and small business, achieving national consensus on investment and long-term growth and promoting an entrepreneurial climate

Keys said the formation of the forum would create confidence and be an important step forwards

He warned, however, that it would take a great deal of negotiation to get there

NOTICE 938 OF 1992**DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

**APPLICATION FOR REGISTRATION OF AN
EMPLOYERS' ORGANISATION**

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as an employers' organisation has been received from the Witbank United Long Distance Taxi Association. Particulars of the application are reflected in the subjoined table

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001) within one month of the date of publication of this notice.

TABLE

Name of employers' organisation. Witbank United Long Distance Taxi Association.

Date on which application was lodged 13 October 1992.

Interests and area in respect of which application is made: Employers who are the registered owners of motor vehicles in respect of which they hold a certificate of fitness and a public road carrier permit authorising the conveyance of commuters within the Province of the Transvaal.

Postal address of applicant: P.O. Box 1368, Witbank, 1035.

Office address of applicant. Terminus Service Station, Taljaard Street, Witbank.

Attention is drawn to the following requirements of section 4 of the Act:

- (a) The representativeness of any employers' organisation 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.

G. C. PAPENFUS,

Assistant Industrial Registrar.

(23 October 1992)

NOTICE 939 OF 1992**DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

**APPLICATION FOR REGISTRATION OF A
TRADE UNION**

I, Gerhardus Coenraad Papenfus, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the Ammunisie- en Aanverwante Werkersunie Particulars of the application are reflected in the subjoined table.

KENNISGEWING 938 VAN 1992**DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

**AANSOEK OM REGISTRASIE VAN 'N
WERKGEWERSORGANISASIE**

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die registrasie as 'n werkgewersorganisasie ontvang is van die Witbank United Long Distance Taxi Association. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde werkgewersorganisasie 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 Mannekrag, Mannekraggebou, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van werkgewersorganisasie: Witbank United Long Distance Taxi Association

Datum waarop aansoek ingedien is 13 Oktober 1992.

Belange en gebied ten opsigte waarvan aansoek gedoen word. Werkgewers wat die geregistreerde eienaars is van motorvoertuie ten opsigte waarvan hulle in besit is van 'n geskikheidsertifikaat en 'n openbare padvervoerpermit wat magtiging verleen vir die vervoer van pendelaars in die provinsie Transvaal

Posadres van applikant Posbus 1368, Witbank, 1035.

Kantooradres van applikant Terminus Diensstasie, Taljaardstraat, Witbank.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

- (a) Die mate waarin 'n beswaarmakende werkgewersorganisasie 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

G. C. PAPENFUS,

Assistentnywerheidsregistrator.

(23 Oktober 1992)

KENNISGEWING 939 VAN 1992**DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

**AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING**

Ek, Gerhardus Coenraad Papenfus, Assistentnywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Ammunisie- en Aanverwante Werkersunie. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Any registered trade union that objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE 

Name of trade union: Ammunisie- en Aanverwante Werkersunie.

Date on which application was lodged: 30 September 1992.

Interests and area in respect of which application is made. Employees engaged in all the undertakings, sections or trades of the Ammunition Manufacturing Industry as undertaken by Pretoria Metal Pressings (Pty) Ltd, a division of Denel (Pty) Ltd, in the Republic of South Africa

For the purposes hereof—

“Ammunition Manufacturing Industry” means the industry in which employers and their employees are associated mainly for the purpose of manufacturing ammunition, and includes all operations ancillary or incidental thereto.

Postal address of applicant: Private Bag X334, Pretoria, 0001

Office address of applicant: Church Street Extension, Pretoria West.

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.

G. C. PAPPENFUS,

Assistant Industrial Registrar

(23 October 1992)

NOTICE 943 OF 1992

TRANSVAAL PROVINCIAL ADMINISTRATION

LABORATORY SERVICES FOR THE EXPENSES IN RESPECT OF WHICH THE PROVINCIAL ADMINISTRATION ACCEPTS RESPONSIBILITY

Rules relating to the rendering of laboratory services by laboratories in the Transvaal, to specified categories of patients for the expenses in respect of which the Provincial Administration accepts responsibility, as set out in the Schedule hereto, are published for general information

ADMINISTRATOR OF THE TRANSVAAL

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 Mannekrag, Mannekraggebou, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging. Ammunisie- en Aanverwante Werkersunie

Datum waarop aansoek ingedien is: 30 September 1992.

Belange en gebied ten opsigte waarvan aansoek gedoen word. Werknemers in diens in alle ondernemings, afdelings of bedrywe in die Ammunisierwerheid soos onderneem word deur Pretoria Metaalperswerke, 'n afdeling van Denel (Edms) Bpk., in die Republiek van Suid-Afrika.

Vir die doeleindes hiervan—

beteken “Ammunisierwerheid” die nywerheid waarn werkgewers en hul werknemers met mekaar geassosieer is met die hoofdoel om ammunisie te vervaardig, en omvat dit alle bedrywighede wat daarmee gepaard gaan of daaruit voortspruit.

Posadres van applikant. Privaat Sak X334, Pretoria, 0001.

Kantooradres van applikant: Kerkstraatverlenging, Pretoria-Wes.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

- (a) Die mate waarn 'n beswaarmakende vakvereniging 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.

G. C. PAPPENFUS,

Assistentnywerheidsregistrator

(23 Oktober 1992)

KENNISGEWING 943 VAN 1992

TRANSVAALSE PROVINSIALE ADMINISTRASIE

LABORATORIUMDIENSTE WAARVOOR DIE PROVINSIALE ADMINISTRASIE VIR DIE UITGAWE DAARAAN VERBONDE VERANTWOORDELIKHEID AANVAAR

Reels met betrekking tot die lewering van laboratoriumdienste deur laboratoriums in Transvaal aan bepaalde kategorie van pasiënte waarvoor die Provinsiale Administrasie vir die uitgawe daaraan verbode verantwoordelikheid aanvaar, soos uiteengesit in die Bylae hiervan, word ter algemene inligting gepubliseer.

ADMINISTRATEUR VAN TRANSVAAL

NOTICE 938 OF 1992**DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as an employers' organisation has been received from the Witbank United Long Distance Taxi Association. Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001) within one month of the date of publication of this notice.

TABLE

Name of employers' organisation Witbank United Long Distance Taxi Association.

Date on which application was lodged. 13 October 1992.

Interests and area in respect of which application is made. Employers who are the registered owners of motor vehicles in respect of which they hold a certificate of fitness and a public road carrier permit authorising the conveyance of commuters within the Province of the Transvaal.

Postal address of applicant P.O. Box 1368, Witbank, 1035.

Office address of applicant. Terminus Service Station, Taljaard Street, Witbank

Attention is drawn to the following requirements of section 4 of the Act.

- (a) The representativeness of any employers' organisation 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.

G. C. PAPENFUS,Assistant Industrial Registrar
(23 October 1992)**NOTICE 939 OF 1992****DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, Gerhardus Coenraad Papenfus, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the Ammunisie- en Aanverwante Werkersunie. Particulars of the application are reflected in the subjoined table.

KENNISGEWING 938 VAN 1992**DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N WERKGEWERSORGANISASIE

Ek, Gerhardus Coenraad Papenfus, Assistentnywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die registrasie as 'n werkgewersorganisasie ontvang is van die Witbank United Long Distance Taxi Association. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde werkgewersorganisasie 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 Mannekrag, Mannekraggebou, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van werkgewersorganisasie Witbank United Long Distance Taxi Association

Datum waarop aansoek ingedien is 13 Oktober 1992.

Belange en gebied ten opsigte waarvan aansoek gedoen word Werkgewers wat die geregistreerde eienaars is van motorvoertuie ten opsigte waarvan hulle in besit is van 'n geskikheidsertifikaat en 'n openbare padvervoerpermit wat magtiging verleen vir die vervoer van pendelaars in die provinsie Transvaal.

Posadres van applikant Posbus 1368, Witbank, 1035

Kantooradres van applikant Terminus Diensstasie, Taljaardstraat, Witbank.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

- (a) Die mate waarin 'n beswaarmakende werkgewersorganisasie 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.

G. C. PAPENFUS,Assistentnywerheidsregistrator
(23 Oktober 1992)**KENNISGEWING 939 VAN 1992****DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, Gerhardus Coenraad Papenfus, Assistentnywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Ammunisie- en Aanverwante Werkersunie. Besonderhede van die aansoek word in onderstaande tabel verstrek.

A RECENT supreme court judgment "makes a national strike virtually impossible" and places international labour standards far out of South Africa's reach.

This is the finding of labour analyst Bashier Vally in a post-mortem of the judgment in a case brought by the Steel and Engineering Industries Federation of South Africa (Seifsa) against the National Union of Metal Workers of South Africa (Numsa). In a paper to be published, Vally finds that the judgment effectively ended the strike in the metal industry because it "allows employers to allege irregularities and thereby frustrate the strike", says Vally.

The court approved Seifsa's request

Court ruling seriously limits right to strike

W.M.C. 30/10 - 5/11/92
 A supreme court judgment in the recent Seifsa-Numsa dispute has serious implications for any future national strike, an analyst claims. By **FERIAL HAFFAJEE**

The clause in the Labour Relations Act which Seifsa relied on is the same one the recent International Labour Organisation (ILO) Commission to South Africa criticised and said needed urgent reform to comply with international freedom of association standards.

The judge upheld the interdict without probing the employers' claims and in so doing severely limited the right to strike.

Some of these problems were:
 ● The union's inability to provide accurate membership figures.
 ● Denial that the ballot had been secret.

The fact that Numsa could not ensure that each member voted only once.

Vally criticises this "formalistic and rigid approach to strike ballots", saying that it doesn't take account of the realities involved in conducting strike ballots. He cites examples of employers

obstructing ballots by refusing to grant time off to workers or to providing access to trade unions. He also says unions have not always been vigilant about ballots.

In the interests of better labour relations, Vally suggests that "management should inform the trade union of irregularities at the time they are committed so that the union can remedy them before costly legal remedies are sought".

Balloting laws should also be streamlined because they "provide a weapon for

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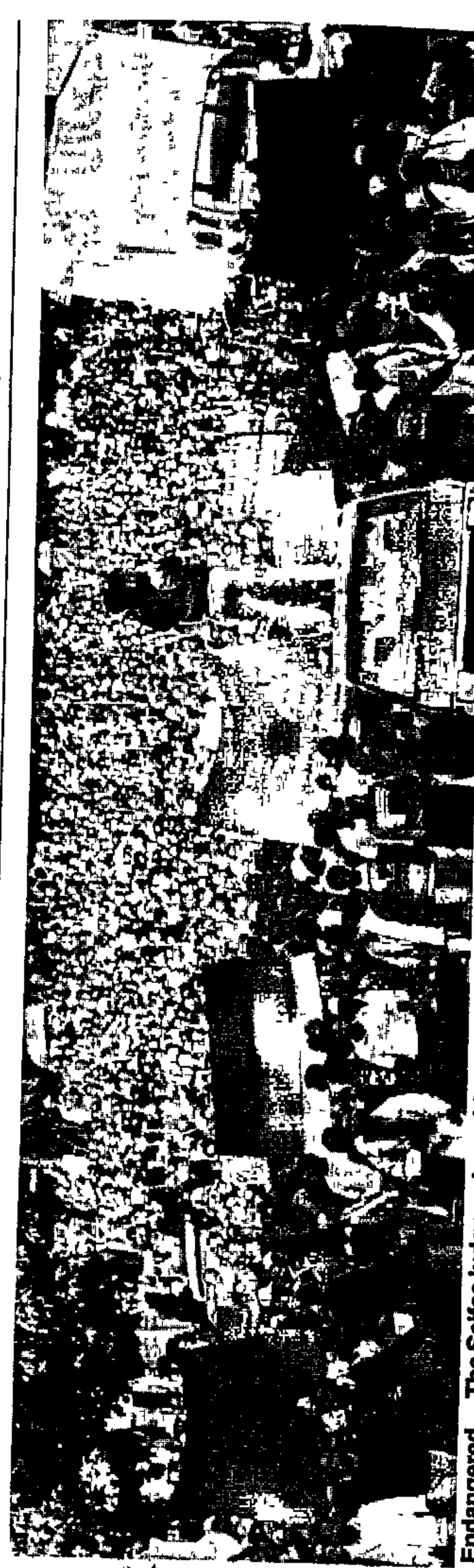
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employers to frustrate any strike that fails to strictly abide with the terms of the legislation".

Recently, the ILO's commission to South Africa suggested that the Labour Relations Act (LRA) be amended to remove all obstacles to the right to strike in order to bring the legislation into line with ILO principles on the freedom of association.

The commission specifically addressed problems in the LRA with regard to balloting.

It said that the requirement for an absolute majority of workers in an industry for a strike ballot ran the risk of "seriously limiting the right to strike".



Endangered ... The Selfsa judgment provides employers with a weapon against strikes

NOTICE 988 OF 1992

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

133

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Association of South African Manufacturers of Luggage, Handbags and General Goods. Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of employers' organisation Association of South African Manufacturers of Luggage, Handbags and General Goods.

Date on which application was lodged 25 April 1992

Interests and area in respect of which application is made Employers engaged in the Luggage, Handbag and General Goods Industries in the Republic of South Africa

For the purposes hereof—

“Luggage Industry” means the industry in which employers and their employees are associated for the purpose of manufacturing travel goods and requisites, including suitcases, trunks, travelling, folding, sling, shopping, knitting and school bags, satchels, rucksacks, attaché, brief and vanity cases and other similar containers,

“Handbag Industry” means the industry in which employers and their employees are associated for the purpose of manufacturing handbags and other bags and containers designed to hold ladies' and gents' personal effects,

“General Goods Industry” means the industry in which employers and their employees are associated for the purpose of manufacturing harnesses, saddlery, bridles, saddle bags, girths, leggings, stirrup straps and other similar equipment, wallets, purses, tobacco pouches, cases and boxes for jewellery, musical instruments, binoculars, arms, footwear, bottles, cigarettes, cigars and pipes, dog collars and leads, watch straps, rug straps, belts, braces, suspenders, garters, armbands and other similar articles designed as substitutes or for related purposes

Postal address of applicant P O Box 380, Ferndale, 2160

KENNISGEWING 988 VAN 1992

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWERSORGANISASIE

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerheidsregistrator, maak ingevoelge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Association of South African Manufacturers of Luggage, Handbags and General Goods. Besonderhede van die aansoek word in onderstaande tabel verstrekk

Enige geregistreerde werkgewersorganisasie 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 Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres. Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van werkgewersorganisasie Association of South African Manufacturers of Luggage, Handbags and General Goods.

Datum waarop aansoek ingedien is 25 April 1992

Belange en gebied ten opsigte waarvan aansoek gedoen word Werkgewers betrokke by die Bagasie-, Handsak- en Algemene Goederenwyerheid in die Republiek van Suid-Afrika.

Vir die doeleindes hiervan beteken—

“Bagasienwyerheid” die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is vir die vervaardiging van reisgoedere en -benodighede, met inbegrip van reistasse, trommels, reis-, vou-, skouer-, inkoop-, brei- en skool-sakke, sakkies, rugsakke, akte- en dokumentetasse, smuktassies en ander soortgelyke houers,

“Handsaknywerheid” die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is vir die vervaardiging van handsakke en ander sakke en houers wat ontwerp is om dames en mans se persoonlike besittings te hou,

“Algemene Goederenwyerheid” die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is vir die vervaardiging van tuie, saaltuig, tome, saalsakke, buikgorde, kamaste, stiegerieme en ander soortgelyke uitrusting, notebeurse, beursies, tabaksakkies, kiste, kassies en dose vir juweliersware, musiekinstrumente, verkykers, wapens, skoetsel, bottels, sigarette, sigare en pype, hondehalsbande en -leirieme, horlosiebande, kombesrieme, gordels, kruisbande, kousophouers, kousbande, armbande en ander soortgelyke artikels ontwerp as plaasvervangers of vir verwante doeleindes

Posadres van applikant Posbus 380, Ferndale, 2160

Office address of applicant: 439 Vale Avenue,
Ferndale

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Attention is drawn to the following requirements of sections 4 and 7 of the Act

- (a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.
- (b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

G. C. PAPENFUS,

Assistant Industrial Registrar.

(6 November 1992)

NOTICE 989 OF 1992

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from ISA. 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, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union: ISA

Date on which application was lodged: 3 September 1992

Interests and area in respect of which application is made: Employees employed in all undertakings, sections or trades as undertaken by the South African Institute for Medical Research in the Republic of South Africa

Postal address of application: P O Box 1038, Johannesburg, 2000.

Office address of applicant: Corner of De Korte and Hospitaal Streets, Hillbrow, 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 in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

65751 — C

Kantooradres van applikant: Valelaan 439, Ferndale.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

- (a) Die mate waarin 'n beswaarmakende werkgeversorganisasie verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.
- (b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

G. C. PAPENFUS,

Assistentnywerheidsregistrator.

(6 November 1992)

KENNISGEWING 989 VAN 1992

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, Gerhardus Coenraad Papenfus, Assistentnywerheidsregistrator maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van ISA. 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 Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: ISA

Datum waarop aansoek ingedien is: 3 September 1992.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Werknemers in diens in alle ondernemings, afdelings of bedrywe soos onderneem word deur die Suid-Afrikaanse Instituut vir Mediese Navorsing in die Republiek van Suid-Afrika.

Posadres van applikant: Posbus 1038, Johannesburg, 2000.

Kantooradres van applikant: Hoek van De Korte- en Hospitaalstraat, Hillbrow, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van 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 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

'Break up the Anglo-empire'

(133) W/Mail 6/11 - 12/11 92
THE Anglo-American Corporation is too strong and needs to be split up, says Bernie Fanaroff, the national organising secretary of the National Union of Metal Workers of South Africa (Numsa)

"There is no particular benefit in having large conglomerates in industry," Fanaroff says in a frank interview given to the *South African Labour Bulletin*.

The Congress of South African Trade Unions has already adopted the unbundling of Anglo as a national campaign and Numsa will work to have it adopted as alliance policy

"We hope Cosatu will motivate to the African National Congress that it is an absolute priority to take Anglo apart," adds the unionist

Numsa is taking a hard line because the union accuses Anglo-American of leading the Steel and Engineering Industries Federation of South Africa's fight against the recent strike in the metal industry

"Anglo American initiated and drove the strategy of crushing our strike by mass dismissals," says Fanaroff. He points out that Anglo is also a leading member of negotiations in the National Economic Forum and Saccola and could block decisions it did not like because of its size.

Anticipating the backlash, Fanaroff is careful to note that Numsa is not calling for nationalisation. He also says that the campaign "need not scare off investment"

An Anglo representative this week said "Anglo American Corporation has had a number of constructive encounters with Cosatu in recent weeks and we don't believe that these remarks will prejudice our ongoing relations with Cosatu"

penditure and having at the same time a self-destructive, Jacobs said

Business is speaking 'With too many voices'

GERALD RELLY

PRETORIA — The need to rationalise and consolidate the large number of organisations representing business in SA had become imperative, Johannesburg Chamber of Commerce and Industry (JCCI) president Stuart Morris said last week.

Speaking at a JCCI business breakfast, Morris said business was currently represented nationally by at least 10 major bodies and a host of minor ones.

This was confusing for business, government and the public as well as for visiting trade missions, he said. Morris said business was speaking

with too many voices instead of with one strong voice. Given the changes taking place in SA, together with growing financial pressures and the scarcity of human and other resources, it was obvious that continued support for all these organisations was neither justified nor feasible.

Morris said employers had to focus their attention and funds on fewer organisations. Duplication of effort in local chambers had to be eliminated and scarce resources consolidated.

A common game plan was needed to work towards an agreed national strategy that promoted business and the economy. Morris said given the diversity of SA society there was still a need for more than one body representing business, but the time had surely arrived for rationalisation of existing nationally representative bodies. Current structures serving business at national, regional and local levels needed to be critically examined to rationalise scarce resources by mergers where sufficient common interest could be identified.

Marketing by phone

GAVIN DU VENAGE

THE much-maligned telesales remained a good marketing technique despite the abuse heaped upon it, said New Products Library researcher Derek Jernyn.

He said that when telemarketing was professionally planned and used skilled and motivated operators, the concept of a business retaining close contact with its customers around the country was essentially a good one.

"A highly trained telemarketer is as important to a company as a well paid representative, and also doubles up as an image builder," Jernyn said.

Some companies which made telemarketing a dedicated unit had had incredible success.

A good example was Frank & Hirsch, said Jernyn, who was himself involved in setting up the company's own telemarketing division.

Frank & Hirsch was the first to hire students from Access College, an institution that trains disabled people to operate in the workplace. Today six graduates account for 25% of the company's turnover.

INBOW CHICKEN LIMITED

66/04972/06

Results for the six months ended 30 September 1992

CONSOLIDATED INCOME STATEMENT

Year ended	Six months ended
31 March 1992	30 Sept 1991
1992	1992

Balance sheet

Capital expenditure for the period amounted to R35,4m (R37m - 1991), the major project being the Rustenburg



I.R. EMPLOYERS
ORGANISATIONS

1997

INDUSTRIAL REL. - EMPLOYERS' ORGANISATION

~~1993~~ - ~~1994~~

1993 - 1995

Numsa to settle

NUMSA has undertaken to pay employer body Seifsa R120 000 in an out of court settlement arising from events caused by the national metal industry strike last year. (152) (1507)

During the course of the strike the Supreme Court, in an interim order, ruled the strike illegal. The workers returned to work. Instead of pursuing further litigation concerning a final hearing on the legality of the strike, an out of court settlement was agreed. (133) (189)

In a joint statement the parties said "Numsa and Seifsa are of the view that the further pursuance of this litigation will not be constructive and would result in a further deterioration in the relationship between the parties. It is also their view that this litigation would detrimentally impact on what will be crucial negotiations in 1993" S/Times (BUS) 10/1/93

(A) Court Helicopters (Pty) Ltd, D. F. Malan Airport, Cape Town, 7525. (B) Court Helicopters (C) Non-scheduled Air Transport Service Licence N360. Under "Base of Operation" add: "Johannesburg/Rand Airport, Durban/Virginia Airport and George/P W Botha Airport".

(A) Airlink Airline (Pty) Ltd, P. O. Box 7529, Bonaero Park, 1622. (B) Airlink Airline (C) Scheduled Air Transport Service Licence S476 Under "Frequency and Tariff" add: "Durban/Maputo/Durban: a maximum of 10 return flights per week Single R390,00 and Return R780,00".

(A) Commercial Airways (Pty) Ltd, P.O. Box 7015, Bonaero Park, 1622 (B) Comair (C) Scheduled Air Transport Service Licence S81 Under "Aircraft to be used", add: "Fokker F28-4000 ZS-NGB". Under "Routes to be served, Frequency and Tariff of charges", add:

"Routes"	Frequency	Y/RT	Tariff YHE	YLE
Johannesburg to Harare	3 flights per week	R1 187	R 827	R500
Johannesburg to Windhoek	3 flights per week	R 890	R 665	R450
Johannesburg to Lusaka	2 flights per week	R1 435	R1 037	R720

Y/RT — Economy/Return
YHE — Excursion
YLE — Economy Supersaver"

"Roetes"	Frekwensie	Y/RT	Tarief YHE	YLE
Johannesburg na Harare	3 vlugte per week	R1 187	R 827	R500
Johannesburg na Windhoek	3 vlugte per week	R 890	R 665	R450
Johannesburg na Lusaka	2 vlugte per week	R1 435	R1 037	R720

Y/RT — Ekonomiese klas/Retoer
YHE — Ekskursie
YLE — Ekonomiese mabespaarder"

(A) Court Helicopters (Edms.) Bpk., D F Malanlughawe, Kaapstad, 7525 (B) Court Helicopters (C) Nievasgestelde-lugvervoerdienslisensie N360 Onder "Uitgangbasis" voeg by "Johannesburg/Randlughawe, Durban/Virginialughawe en George/P W Bothalughawe".

(A) Airlink Airline (Edms.) Bpk., Posbus 7529, Bonaero Park, 1622. (B) Airlink Airline (C) Vasgestelde-lugvervoerdienslisensie S476. Onder "Frekwensie en Tarief" voeg by "Durban/Maputo/Durban. 'n maksimum van 10 retoervlugte per week Enkel R390,00 en Retoer R780,00"

(A) Commercial Airways (Edms.) Bpk., Posbus 7015, Bonaero Park, 1622. (B) Comair. (C) Vasgestelde-lugvervoerdienslisensie S81. Onder "Lugvaartuig wat gebruik gaan word", voeg by "Fokker F28-4000 ZS-NGB" Onder "Roetes wat bedien gaan word, frekwensie en tarief", voeg by:

NOTICE 66 OF 1993

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956 (133)

CANCELLATION OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, hereby notify, in terms of section 14 (1) of the Labour Relations Act, 1956, that as I have reason to believe that the SA Agricultural Machinery Association has been wound up, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice.

G. C. PAFENFUS,

Assistant Industrial Registrar.

(22 January 1993)

KENNISGEWING 66 VAN 1993

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKING VAN REGISTRASIE VAN 'N WERKGEWERSORGANISASIE

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerheidsregistrator, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidsverhoudinge, 1956, bekend dat aangesien ek rede het om te vermoed dat die SA Agricultural Machinery Association gelikwieder is, sy registrasie ingetrek sal word, tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word

G. C. PAFENFUS,

Assistentnywerheidsregistrator.

(22 Januarie 1993)

JOB MARKET

Industrial councils throttling

ABRAHAM ADAMSON, owner of A&A Motor Spares in Athlone, Cape Town, was dealing with a client in June 1991 when the sheriff of the court walked in and seized 21 gearboxes and various other movable assets

His crime was failing to pay two of his 14 employees the overtime rate stipulated by an industrial council which a few weeks previously he never even knew existed — the Industrial Council for the Motor Industry, which determines minimum wages, overtime, leave, bonuses and other working conditions for workers in the motor industry

By CIARAN RYAN

This is one of 90 industrial councils in SA representing 800 000 workers

Mr Adamson borrowed R3 000 from the Small Business Development Corporation (SBDC) to pay the industrial council and keep his business afloat. He was forced to lay off nine employees, most of whom have little chance of re-employment

Levies

He is still under a three-year suspended sentence for failing to pay Unemployment Insurance Fund contributions of R1 500

"Before this I knew nothing about UIF," says Mr Adamson. "I am a small employer. I can't afford to pay these council levies. My employees also don't want to pay levies because they know they will get nothing back from the industrial council"

"Either I pay them below the minimum wage or I close my doors and they lose

their jobs. They prefer to have their jobs."

It is alleged that some industrial councils are using spies to keep tabs on small businesses

Fortunately, Mr Adamson still has his business. Less fortunate was Salhe Solomons, owner of Cape Town clothing company Mossallo CMT, who was forced to close his business and lay off his 18 staff after the Industrial Council for the Clothing Industry demanded backpay and provident fund levies amounting to R7 700

His staff signed a letter that they were happy to work for R160 a week instead of the council's minimum R200, but this was rejected by the council

"They arrived one week and told me I was underpaying my staff," says Mr Solomons. "A few weeks after my first contact with the council, I was out of business"

"They sent the sheriff round to my house to value

my furniture in case I didn't pay. They do not seem to care that the people they are supposed to be representing lose their jobs."

Johan Naude, an SBDC senior manager, says he is aware of 10 cases in the Western Cape where businesses were liquidated by industrial councils over the last two years, generally for non-payment of levies

Monopoly

"The industrial councils represent enormous vested interests — there are the large employers on the one hand, who are happy to drive smaller competitors out of business by insisting that they pay the same labour rates as they do, and the unions on the other, who want to make sure that they have the monopoly on labour"

David Matthews, a painting and roofing contractor employing 50 workers, has a criminal conviction because he worked on a Saturday

Small businesses

STIMES (BUS) 7/2/93

He was so incensed with the conviction that he got together with like-minded contractors and formed the Small Builders Association "as a self-defence organisation to protect ourselves from the predatory ravages of the industrial council"

Objectives

The association then took a seat on the Industrial Council for the Building Industry (Western Cape) to represent the interests of the small builder

"We wanted to do battle with the vested interests from within"

"The implementation of the industrial councils system in the 1920s was the first nail in the coffin of free enterprise in this country," says Mr Matthews

"The real objectives of the system — such as harmonising industrial relations — were used as an excuse by the vested interests to obtain monopolistic powers over their competitors from the Department of Manpower in order to stifle competition and extort levies from non-party employers and employees alike"

A few weeks after opening his new business, Dennis Slyper, managing director of a Nelspruit furniture manufacturer, Linden Industries, was approached by a representative of the Industrial Council for the Furniture and Bedding Manufacturers Industries and informed that his workers were required to possess council "tickets"

"I was then told that to get a ticket an employee had to have worked in a company which was a member of the council," says Mr Slyper

Permission

"I interviewed 2 000 people to fill 22 vacancies and not one had a ticket. When I told the council official this she replied 'That's okay, we don't worry too much about tickets these days'"

"Then they told me that I am underpaying some of my staff. If I want my staff to work overtime I have to apply to the secretary of the council for permission"

"They want to tell me when I can open and close my factory at Christmas. These people are killing employment"

"If I comply with these rules I will have to close down my company"

Tim Cawood of Annie's Creations, which won an entrepreneurial award in 1992, has been threatened with closure unless he joins the industrial council system in East London

Agreements

He says he would rather risk imprisonment on the grounds that basic rights, such as the right to work and freedom of association are being violated

The right of industrial councils to make agreements which are binding on non-council members is being challenged in the Cape Supreme Court by the National Independent Employers Association of SA (NIEASA)

NIEASA, with a membership of about 100 companies, was formed last year to challenge the right of the industrial councils to make agreements which are binding on employers and employees who are neither consulted nor signatories to the agreements

"This case is one of the

most important in SA's legal history from a labour relations point of view," says Mr Naude

The Industrial Registrar, who oversees the councils, does not possess a single copy of the legal application forms required to register the Building Industry Council (Western Province), according to Mr Matthews

Intervened

Seven companies escaped prosecution in the Cape magistrate's courts when the industrial councils concerned were pressed for proof of their legality

"We intervened in these cases and asked the industrial councils concerned for further particulars, including a copy of the original application forms for registration as required under the 1987 Act," says NIEASA secretary Horst Peschkes

"The councils, unable to supply the information we required, withdrew their cases because they began to realise that what they were doing was illegal"

Seifsa starts wage talks

ERICA JANKOWITZ

THE first plenary session in the Seifsa 1993 wage round was scheduled for tomorrow with working groups set to meet on May 12 and 13, Seifsa industrial relations director Dave Carson said yesterday.

He said to date slow progress had been made as Seifsa had refused to make a wage offer pending the announcement of plans for the "rolling mass" action campaign outlined by Cosatu in the wake of Chris Hani's assassination.

Numsa tabled proposals for a 15% real wage increase over three years, a narrowing of wage differentials, a reduction in the number of job grades, training and succession planning and fewer working hours.

Carson said these proposals would add in the region of 20% to wage costs for the three-year period in which Numsa envisaged the changes to be made. The union also proposed an agency shop arrangement and improved worker rights and benefits, including six months' paid maternity leave.

BIPAY-715173

(133) **Wage talks begin**

SEIFSA employers yesterday began the 1993 wage negotiations and made "steady if unspectacular progress" in discussing the "more than 80" union demands

Seifsa said union demands ranged from increases of 14% to 51.5%. Employers had proposed changes to the main agreement

ESP

Seifsa hails industrial councils verdict

THE Cape division of the Supreme Court, in a decision handed down on May 14, had reaffirmed the obligation of non-members of industrial councils to adhere to council agreements extended by the Minister to cover non-members, Seifsa said yesterday.

The case involved the National Industrial Council for the iron, steel, engineering and metallurgical industries and 12 employers who refused to contribute to pension, provident and education and training funds on behalf of their employees.

The 12 employers had claimed the council was not representative of employers

133 ERICA JANKOWITZ

The court rejected all allegations made by the 12 employers and ordered costs to be paid by them. It also received a written undertaking from the main respondent not to incite or encourage other employers to refuse to comply with industrial council agreements.

Seifsa said this "confirmed the important role of councils in regulating industry collectively through agreements negotiated between employer organisations and trade unions party to the council"

Election crucial, says Saccola

Employers endorse Star 312194 holiday on April 27

133

■ BY JOVIAL RANTAO
LABOUR CORRESPONDENT

South African employers view the forthcoming election with a high degree of sensitivity and thus have no problem with April 27, a Wednesday, being declared a public holiday

The Transitional Executive Council decided on Tuesday that the three-day election should be moved forward by one day, starting on April 26.

The TEC declared April 27 a public holiday.

Friede Dowie, secretary-general of the South African Consul-

tative Committee on Labour Affairs (Saccola), said that under normal circumstances a Monday holiday would be preferred as it would be cheaper. But because of the importance of the election, the Wednesday holiday would be accommodated.

"A Wednesday holiday is bad for the economy but we want the election to work," Dowie said.

Congress of SA Trade Unions spokesman Neil Coleman said Cosatu had for some time called for April 27 to be declared a public holiday.

"Firstly it's because of the incredible significance of the day.

It will be a national day of enormous importance to our people. Secondly, we want to send an important message to workers that there must be no obstacle in their way to the polls because their participation is indispensable," Coleman said.

■ Depending on negotiations between employers and unions, some workers will be able to take May 2 off as the May Day holiday falls on a Sunday.

Coleman said Cosatu had not adopted a national position on May Day. The issue would be discussed at an executive meeting tomorrow.

Employers to get single voice

(133) w m 4-10/2/94
A new employers' body would provide a single voice — but may duplicate the functions of other business groupings, reports **Simon Segal**

AFTER almost two years of negotiations South Africa's various employer federations are soon to unite formally under a single body with its own secretariat. A constitution and name are still to be adopted but this body will probably be called the Confederation of Business South Africa (Cobsa).

It will represent business in social and economic issues. It could yet be formalised this month, giving South Africa's business lobby a unity that it has never enjoyed.

As a start, Cobsa (if that is what it is called) will represent South African employers on many of the national and regional forums that have been mushrooming over the past year.

It will be the voice of South Africa's business community on the International Organisation of Employers (IOE), the body that represents employers internationally, particularly in the International Labour Organisation (ILO).

The establishment of the national forums and IOE membership, confined to a single representative employer body per country, are the catalysts for Cobsa's formation.

An ILO delegation was in South Africa last week to assist in creating unity.

The "confederation" component of the new body will prove awkward reflecting the tension between Cobsa and member employer federations. Until now institutional and personal barriers have prevented unity.

What happens, for example, to the South African Chamber of Business (Sacob) and Afrikaanse Handelsinstituut (AHI)?

For years they have been the major voice of English and Afrikaans business. They will certainly not disappear, but will their functions be taken over by Cobsa?

Sacob is clear that Cobsa will be a confederation that does not duplicate existing services or costs. This is a suitably vague compromise.

Few doubt that Cobsa will ultimately become the main voice of South Africa's organised business lobby, representing it not only internationally but in delegations to government, labour and other local groups.

Most importantly, as business' voice in many of the national and regional forums dealing with South Africa's social and economic reconstruction, it will speak on the big issues and provide policy options.

It could also conduct its own research. Cobsa's formation is a logical consequence of South Africa's socio-economic transition. As business interests have coalesced, a process which started especially in response to PW Botha's government, Sacob (then Assacom and the FCI before they merged), the AHI and other employer groups often sent joint delegations to talk to government and other political groups about social, economic and political issues.

The establishment of the National Economic Forum necessitated that the business lobby be both more coordinated and more representative, in particular to include black business organisations such as Fabcos and Nafcoc.

Thus the Business Forum was created, comprising 17 employer bodies. It is the Business Forum that is being formalised into Cobsa.

The Consultative Business Movement (CBM) provides the secretariat to the Business Forum. Talk is that the CBM itself, created to facilitate dialogue at a time when many political organisations were banned, will close at the end of the year.



Cape Chamber of Commerce and Industry

Chamber's top-flight backing for employer associations

30
AUG 2 1994

THE chamber provides an extensive secretarial and administrative support service to members who organise themselves into employer associations or trade organisations, says deputy director Colin Boyes.

Members of these organisations are usually found in the manufacturing industries where there is strong union activity.

For example, the chamber lends administrative and secretarial support to the Cape division of the Steel and Engineering Industries Federation of South Africa (Seitisa). Representation is also organised on the Regional Industrial Council through the Seitisa Cape office.

The Cape Jewellery Manufacturers' Association, as well as the Jewellery and Precious Metal Industrial Council, are administered by the chamber.

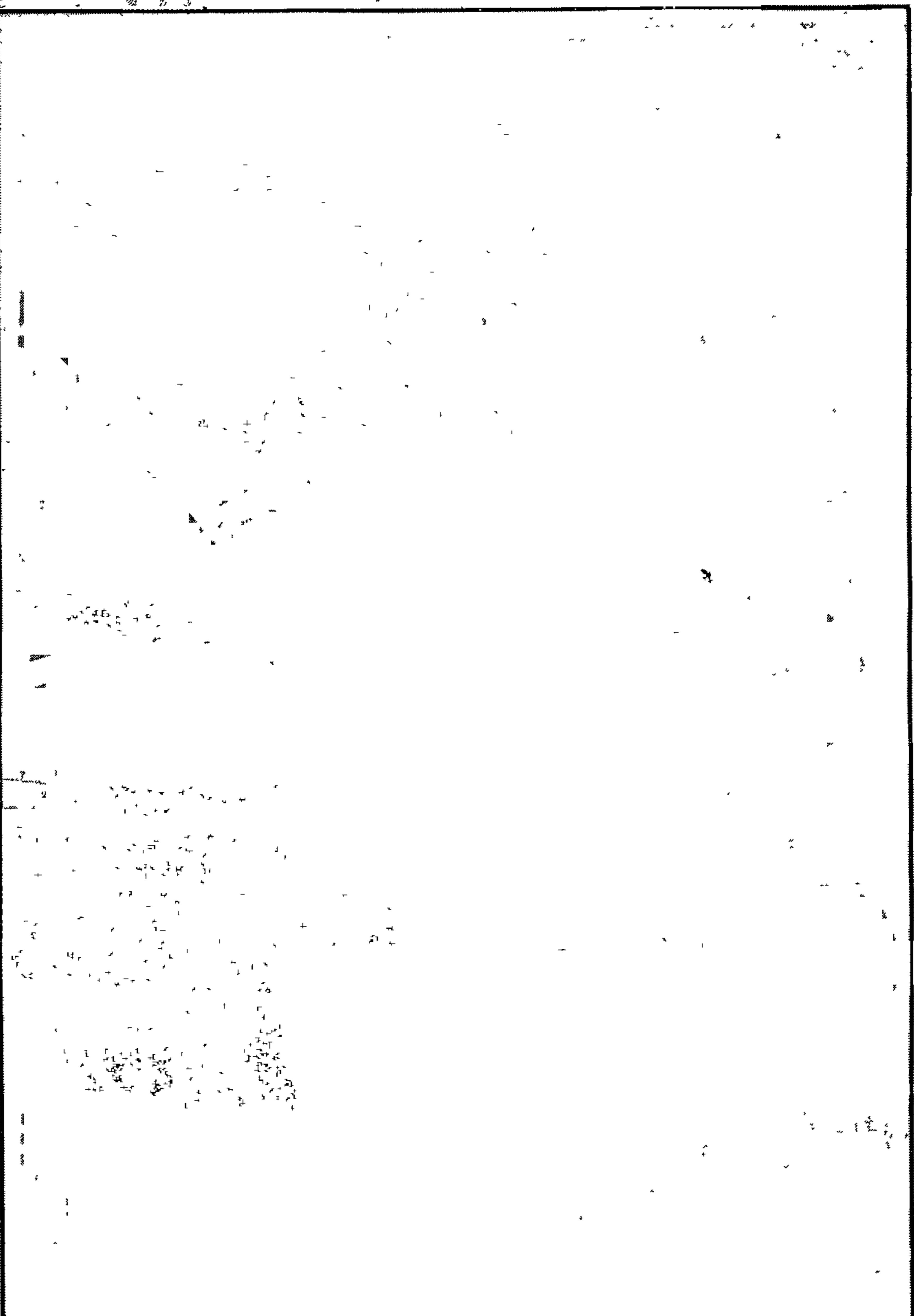
In the food industry the chamber administers the baking, flour-milling, maize-milling, brewing, ice-cream, mineral-water, coffee-roasting and tea-packaging employer and trade organisations.

Although the clothing industry is no longer administered by the chamber, a close relationship continues between the Cape Clothing Manufacturers' Association and the Cape Knitting Industry Association, which keeps offices within Cape Chamber House.

The Cape Furniture Manufacturers' Association represents the employer interests on the industry's industrial council and overseeing the training to ensure the industry remains competitive.

The chamber provides a meeting place for other employer organisations, including plastics, aggregate and sand producers, timber and allied products, concrete products, masonry manufacturers, canvases and rope and laundry and dyeing.

"The chamber, through its professional staff who have developed considerable expertise through their exposure in many seemingly diverse industries, continues to offer a home to its members interested in addressing common needs and problems," says Mr Boyes.



□ PROMOTIONS: Jean Edge, front, Cape Chamber of Commerce and Industry promotions officer

Combined chamber to improve service to business

THE new combined chamber will be broader in scope and have more resources to improve its service to the entire business community, says executive director Alan Lighton.

The chamber has been geared to provide the support structure necessary to assist firms to adjust to new demands and to exploit new opportunities.

The 3 800-plus members range from one-man concerns to the biggest companies in the Western Cape.

"The new chamber will direct a particular effort toward assisting small and medium enterprises and bridging the gap between informal and formal business operations," said Mr Lighton.

The chamber offers:

- A one-stop shop for business information with a highly skilled and experienced research team, as well as a fully stocked library.
- An effective lobby support to help solve business problems with municipal, provincial and national authorities.
- Updates on a weekly basis.
- An extensive foreign trade support service, including import and export opportunities, contacts with visiting business people, outgoing export trade missions and contacts with chambers overseas, etc.
- A comprehensive labour relations consulting service.
- Extensive business networking opportunities.
- A wide-ranging business training programme, with special emphasis on developing small and medium enterprises.
- Practical business guidelines on housing assistance.
- Support services to a wide range of industrial sectors.
- Group medical aid and pension schemes

Police escort fired workers to station

133

Staff Reporter

CT 23/9/94

POLICE escorted about 350 angry construction workers to Cape Town station after Murray and Roberts dismissed 550 workers and closed down five major building sites yesterday

The workers gathered outside the Wale Street Chambers building in Long Street and police carrying shotguns escorted them to the station

Murray and Roberts managing director Mr Geoff Turner confirmed that 550 workers had been dismissed after they had been warned they would be if they attended a city meeting called by the Building Workers Council Committee (BWCC) on Wednesday

More than 500 workers had staged a

wildcat strike to attend the meeting
Mr Turner said the company and the unions had agreed on wage increases on September 5 after unlawful industrial action by employees

He said the BWCC (who were accommodated as observers at the wage negotiations) were not a formal part of the Industrial Council for the building industry in the Western Province

The representative trade unions had distanced themselves from the unlawful action, he said

Building sites that were shut down yesterday include the railway stand at Newlands rugby stadium, the research institute on the Newlands rugby ground B field and the development at Avenue St Charles

Fedsal rejects privatisation

ERICA JANKOWITZ

THE Federation of SA Labour Unions (Fedsal) rejected government's proposal to privatise some state-owned assets, saying this would result in widescale job losses and place additional pressure on depleted social security reserves.

Fedsal general secretary Dannhauser van der Merwe said while Fedsal's executive committee recognised there could be benefits in privatising state assets, the move appeared to be a short-term solution to a long-term problem. As privatisation almost inevitably led to retrenchments and would add to the unemployment problem in SA, Fedsal felt it "will be very detrimental to workers"

Both skilled and unskilled workers would be lost to the public service and some would inevitably lose their jobs, placing a further burden on the Unemployment Insurance Fund. *B/Dcu*

Trade unions should be consulted before such a step was taken and Fedsal was prepared to protect its members from the effects of privatisation, Van der Merwe said.

Placing the control of state assets into private hands would also not necessarily result in greater competition and lower prices for consumers as such corporations, by their nature, demanded huge capital investment *4/11/94*

In addition, government revenue would be adversely affected by selling these assets and Fedsal thought it a fallacy that better service was given by private companies.

The federation would not call for nationalisation of such enterprises as mines and businesses because this had not proved to be sound economic policy, Van der Merwe said *(33)*

Business body that played a major role

Eddie Koch WIM 23-29/6/95

A BUSINESS organisation, which this week promised to mobilise more than 100 000 workers of all races to neutralise union mass action against the labour bill, collaborated in dirty tricks operations to undermine the ANC and its trade union wing in 1991 and 1992 — long after Nelson Mandela was released.

Top secret documents in the possession of the *Mail & Guardian* show that Cofesa (the Confederation of Employers of Southern Africa) — which claims to have organised 12 000 employers in 34 regions of the country against mass action — played a major role in clandestine schemes run by the security forces' Stratcom units

Stratcom was the De Klerk government's main organ for conducting assassinations, bombings and propaganda against the African National Congress (ANC), the Communist Party and the Congress of South African Trade Unions (Cosatu). It operated as late as August 1991 even though Mandela had been assured around the time of his release that there would be no covert interference in ANC affairs.

A message marked "Uiters Geheim Kriptoherig/Top Secret Crypto Report", given to the *Mail & Guardian* by former Stratcom operative Paul Erasmus, shows that a senior Cofesa official agreed to act as the security branch's "principal agent" to organise members of Cofesa into a campaign run by Stratcom.

Security policemen working under Stratcom set up a front company called Businessmen for South Africa (BSA) in early 1991 to take part in a covert programme, codenamed Project Wigwam. Operation Romulus, designed to discredit and destroy the tripartite alliance. As part of Project Wigwam, a Security Branch team was instructed by Stratcom to stake out and bomb Cosatu House in 1987. The building was destroyed by a massive blast later that year

The secret document says. "In connection with BSA (the Stratcom front) this office has had talks with Mr Smit of the employers' organisation Cofesa. He agreed to act as principal for BSA. He will approach selected businessmen who are members of Cofesa to take part in the action. Mr Smit is of the opinion that he will be able to organise members of Cofesa countrywide to take part in action BSA."

Colonel Johan Putte, a senior Stratcom co-ordinator, obtained clearance for R140 000 from a police "secfin" (secret finance) account to be paid to Cofesa. Stratcom was wound up, however, before this amount could be handed over.

Another top secret document lists the names of businessmen who were described as "contact persons" for the Stratcom front. This list includes Advocate Hein van der Walt, the current director of Cofesa.

"As second in charge of Stratcom's Witwatersrand unit I was deputised, along with other members of the unit, to liaise with Advocate van der Walt and another senior Cofesa official, Mr Smit, to conduct a stayaway

Business body's major role

From PAGE 7

boycott of white-owned shops and to recruit the support for our businessman's front," says Erasmus.

"As the relationship grew, it was agreed that Cofesa facilities would be used to provide logistical support for an ultra-top-secret Stratcom project to create a political party that would oppose the ANC and would ultimately be controlled by the Nationalist government," Erasmus said.

A press release issued by Cofesa last week says the organisation now has 34 offices around the country and that this network is "geared to mobilise more than 100 000 part-time workers of all races to neutralise the Cosatu Alliance actions planned for June 19"

Cofesa urges all businessmen to tell their workers that stayaways are illegal and that a policy of no-work-no-pay will be implemented. "In addition the stayaway actions are classified under misconduct and as such management is entitled to take disciplinary action against workers on an individual basis"

Asked to comment on the evidence, Van Der Walt first denied any history of dealing with Stratcom. He then told the *Mail & Guardian* that his previous dealings with the security branch were "history" and that the organisation is now independent. He pointed out that it has a senior ANC official Patrick Moseki on its board.

Moseki, head of tourism in the Gauteng's RDP office, denies being on the Cofesa board.

"My name is being abused as an ANC official. I'm not a member of Cofesa's board. On no occasion have I criticised mass action, and I am instructing my lawyers on this matter."

Says Erasmus: "It was a cardinal principal of all Stratcom operations, fronts and activities that in the interest of the maintenance of security such bodies had to become self-financing and self-sustaining. Since Inkathagate many of these fronts have become self-sustaining — but it is incontestable that many covert operations continued through these companies after Stratcom was formally closed."

Nafcoc remains opposed to Parsons's role at Nedlac

BY TRABO LESHILO

EMERGING BUSINESS EDITOR

Nafcoc remains firmly opposed to Raymond Parsons being the convenor of the business caucus of the National Economic Development and Labour Council (Nedlac) even though he has effectively assumed the position

And, Joe Hlongwane, the president of Nafcoc, is adamant that another convenor must be chosen to replace Parsons, whom Nafcoc rejects for allegedly having no record of supporting black empowerment

Hlongwane said he and Dave Brink, the president of Business South Africa (BSA), held discussions about the matter and expected to reach agreement soon

Meanwhile, Nafcoc still recognised Bobby Godsell, whom Parsons replaced, as the convenor

Brink blamed his and Hlongwane's tight schedule for the delay in resolving the matter

Apology

He said he had already apologised to Nafcoc for not consulting it before BSA appointed Parsons

Nafcoc, which has six of the 18 seats in Nedlac's business caucus, sees itself as the true champion of small business and black empowerment in Nedlac

Brink questioned the capacity of Nafcoc to provide a suitable alternative to Parsons

"At the moment the capacity to do the work lies with BSA and its affiliates. The ability of Nafcoc to deliver is somewhat limited."

Brink defended Parsons' effective assumption of the position vacated by Godsell because of work commitments at Anglo-American.

Said Brink: "I, and certainly my organisation, would not allow everything to grind to a halt because Nafcoc is upset with Parsons"

"We have a lot of work to do. There is no reason why the work of Nedlac should stop"

Brink expressed a desire to meet Hlongwane soon to resolve the matter. He said it was possible BSA and Nafcoc could share the convenorship.

Sasol unions join forces

~~753~~ (134)
Renee Grawitzky

30 6/11/95
THE whites-only Mine-workers' Union and Yster en Staal Unie joined Cosatu-aligned Chemical Workers' Industrial Union in a march on Sasol in Secunda on Friday to protest against proposed retrenchments.

Fred Bond of the chemical workers' union said Sasol was ignoring the problems and concerns of the workers who were protesting against so-called outsourcing by the company and the use of subcontractors.

Sasol said as part of an optimisation exercise and in view of the uncertain future of synthetic fuels' tariff protection, it had started a business transformation process.

Sasol said this would involve employees and the unions had been involved in its planning

Unions have negative effect on job creation, says report

ET (B2) 24/11/95 (134) (173)

STAFF WRITER

Johannesburg — South Africa's trade unions are having a devastating impact on employment creation, according to an Econometrix report on inflation.

The economic research unit says one of the significant new factors keeping inflation low is the increased economy of scale from increased output associated with the economic upswing.

The report notes that employment has only increased minimally, despite positive economic conditions. Econometrix points out that labour productivity has therefore improved markedly.

This implies that even if wage increases are still in double digits, they need not be commensurately inflationary.

Business had substituted capital for labour with the increased employment of new technology and additions to machinery and equipment over the past year. This was probably keeping cost increases down compared with past upswings, the report said.

"If that is so, it represents not only a favourable outcome for inflation, but also a sad indictment of the devastating impact on employment creation which the enormous power of South Africa's trade union movement appears to be having."

SA Chamber of Business

THE SA Chamber of Business (Sacob) has spent the past year improving its ability to serve a membership that is approaching 50 000, and informing businesses of the services that it offers

It is the largest employer body in the country and has a business network with links to the national, regional and local levels. It is also dependent on the individual businesses that make up its membership

"We are a service organisation and our core business is our representational role," says director general Raymond Parsons

"Sacob can only survive and grow by demonstrating a constant relevance to its members"

It believes it has shown that relevance this year in its involvement in the debates on new labour legislation and government's macroeconomic policy for growth, employment and redistribution (Gear), and in its research into, and comments on, a host of public policy issues and issues affecting business, from draft legislation to regional and international trade agreements

It has also begun a new focus on provincialism in response to the growing importance of the nine new provinces as legislative and policy centres with which business needs to interact

The aim is to have chambers doing at provincial level what Sacob does at national level

Sacob, the largest employer body in the country, will focus on business's response to the role of the provinces as legislative and policy centres. Michael Acott reports.

BD 27/10/97 (133)

Dynamic business network a boon for all members



RAYMOND PARSONS relevance crucial to survival

Sacob has refocused its parliamentary information centre to provide information on provincial issues

As its profile changes,

Sacob has commissioned research on how its members see it and what they expect for their subscription fees

It has also imple-

mented a strategic planning programme to build its capacity for growth, and has improved its communications through the introduction of electronic mail and an Internet site

It is also trying, as it has since its inception in 1990, to dispel the perception that it speaks only for big business

Sacob has some 170 large corporations as direct members, the rest of its 48 000 members are medium and small businesses that belong to Sacob through some 100 chambers in towns and cities throughout the country

Labour affairs director Gerrie Bezuidenhout, who is in charge of the strategic planning programme, says another misperception is that Sacob policy positions are decided by Sacob staff

The bulk of the work is done in 14 specialist committees, comprising businessmen and specialists from member

organisations

These standing committees, described as one of the biggest brains trusts in the country, bring the focus of more than 1 000 private sector people to the issues facing business

They will consider matters ranging from customs, economic affairs and energy to labour matters, security, small business, tax, transport and tourism

It is here that issues raised by member businesses will be discussed, and government policy and legislation considered, as the start of the process to formulate a business view on any particular issue

Businesses and industries bring their own particular problems to the committees, so committee members learn from the experience or input of others

Sacob will argue on behalf of business to government policy-makers and legislators, or explain the implications of new legislation to its members and constituent chambers

The chambers are an essential component of the network. Sacob is mainly concerned with problems and policies at the national level, it can often seem remote to a small businessman in a small town wondering why he should join a business chamber

It is the local chamber that is his contact point — with other businessmen in the area and with the range of services offered by Sacob and the chamber movement in general