

# INDUSTRIAL RELATIONS — STRIKES

2 JAN. 1981 — 31 MARCH 1981

# Strike-hit Putco suffers big subsidy loss

By Charlene Beltramo

The two brief strikes held by Putco bus drivers this year have cost the company "hundreds of thousands of rands" in subsidy money paid back to the Government

A spokesman said the final figure had not yet been calculated and when it had been they would not release it to the Press. But it could run into six figures.

The Department of Transport also refused to comment on what portion of Putco's R10 million subsidy would have to be paid back.

Putco's subsidy is issued according to the number of weekly ticket holders. Fifty to 60 percent of commuters buy tickets in this way.

## MAIN DEPOT

A spokesman said that over a three month period, Putcoton — the main depot serving Soweto — had issued 23-million cash tickets and 16-million weekly tickets.

Putcoton was the depot affected by the most recent strikes, earlier this month, when 750 drivers stopped work.

Putco will not only lose money in the form of subsidies but from commuters demanding to be reimbursed for the strike period.

A spokesman said that while the company had not put notices in buses advising commuters of their right to a refund, drivers, inspectors and depots had been told to inform commuters about the refund.

He denied previous reports that commuters would have to take letters from employers saying they had worked during the strike affected days.

## COMPLAINT

"Commuters should take the relevant tickets to their nearest depot and ask for a refund," he said.

In response to a reader's complaint that Putco was probably making "a small fortune" by not having open tickets, the spokesman said the subsidisation programme gave them no other option.

# Busdrivers fear for their future

5/1/81 11:12

152  
233

The final appeal by Putco busdrivers against their dismissal for striking was due to be heard today and drivers feared that not all of them would be re engaged

A Putco spokesman said today that he expected to see about 17 drivers who would be lodging appeals against the sackings. He said some of the drivers had not re-applied for their jobs.

The drivers' union representative, Mr M Manana, said today some of the drivers felt that they would not be re-employed and had not bothered to apply for their posts because they thought it a

futile exercise.

He also said that some of the drivers were not satisfied with the new minimum wage-scales announced by the Government last month.

A bus driver's minimum weekly wage has been increased from R75 to R90. Other increases range from 25 percent for learner drivers to 4,5 percent for labourers.

Putco has hinted that the pay increases would put the company under pressure to raise fares.

The drivers struck last month following a demand that a company manager Mr F Vorster, be removed.

# Strikers <sup>5:10</sup> <sup>6:10</sup> back but not working

The 500 striking workers at the Metal Box plant in Rosslyn in Pretoria have returned to the plant but have not started work

A company spokesman said the workers were gathered outside the main gate and were discussing their position

'We told them we will not negotiate until everyone is back at work,' the spokesman said

"The main gate has been left open, but so far nobody has reported for duty," he said.

The strike began last week when the workers reportedly demanded a substantial rise in their minimum hourly wage. At Christmas the workers collected their pay and left when the plant began its annual shut-down

# Strike talks deadlocked

152 (152) DP  
6/1/80

PRETORIA — The strike by about 500 workers at the Metal Box plant in Rosslyn near Pretoria remained deadlocked yesterday when workers and management failed to

negotiate on workers' demands

According to the director of the company, Mr P W Seddon, it was not known when the strike

would come to an end as discussions could not get off the ground yesterday

Mr Seddon said about 500 employees turned up for work but "came as far as the gates". Between 50 and 60 monthly-paid workers were told to go home by the management.

He said four representatives, three of whom were from the workers' council, were sent to negotiate with the management but had been told no discussions would be held until the entire workforce had returned to work.

Mr Seddon disclosed that the employees made some demands yesterday and "money is always one of them", but he would not say what increase they

wanted

He said altogether there were between 850 and 900 workers at the Rosslyn plant, and about 350 were still working

The strike had reduced production to a lower level, but, Mr Seddon added: "At the moment we have been able to meet our customers' needs."

The strike at Metal Box started on the morning of December 22, when workers suddenly discontinued work without specifying their demands. They were then paid and told to go home and to return yesterday.

Mr Seddon had then assumed that the strikers had been influenced by an increase which had allegedly been given to a nearby motor plant. — DDC.

148 152 164  
**Metal Box workers walk out**

PRETORIA — More than 500 workers at the Metal Box plant in Rosslyn, Pretoria, walked out yesterday after talks with management had broken down.

A spokesman for the company, Mr P. Seddon, said that the workers, who went on strike shortly before Christmas, had returned to the plant yesterday but had not entered

the premises. *George Turner*  
Management had told representatives of the workers that it was not prepared to negotiate until all employees had resumed work. Mr Seddon said

The men were expected to report for work today and management was confident that the deadlock would be broken, he added — Sapa

~~Putco will~~  
not rehire  
30 drivers

By Langa Skosana

Putco has decided not to re-employ about 30 bus drivers who went out on strike last month

They had infringed company rules by such acts as assaulting or being rude to passengers, a Putco spokesman said.

Their records were considered by the liaison committee, the divisional manager and the area executive who found no reason yesterday to re-employ them

Yesterday was the last day for drivers to lodge appeals against dismissal

The spokesman added that two drivers refused to be re-employed "and I don't know what the reason is"

About 780 drivers struck last month and were fired by Putco. The wildcat strike stemmed from complaints about a company manager the drivers wanted removed and a disciplinary hearing for a driver accused of selling bogus tickets

Drivers interviewed today said they were dismayed at Putco's refusal to re-employ the 30

They said they feared victimisation if they complained about working conditions

6/18/81  
Strike ends  
for some

Striking workers at the Metal Box plant at Rosslyn in Pretoria started to trickle back to work today.

Mr Pat Seddon, a company director, said about 200 of the 500 workers who went on strike just before Christmas returned to work this morning.

"The remainder were standing at the gate. Hopefully most of them will be back at work by this afternoon," said Mr Seddon.



DD 7/1/52 (52) (A) (S)

### PE strikers fired

PORT ELIZABETH — Fifteen men who downed tools at a forwarding company following a dispute over pay have been fired

Among those sacked is the secretary of the Port Elizabeth Black Civic Organisation (Pebco), Mr Charles Bothole — DDH

# No rehiring of Toyota strikers

Store  
7/1/61  
152

Workers at Toyota Marketing's warehouse in Sandton who were dismissed yesterday after going on strike and refusing to return to work would not be rehired, Toyota's managing director, Mr Colin Adcock, said.

A total of 131 workers at Toyota's warehouse were dismissed yesterday afternoon when they wouldn't work after eight men had been dismissed earlier for refusing to work overtime.

Mr Adcock said there were 261 weekly paid workers at the company. The rest were working as usual, he said.

"There was no reason for the strike and we have dismissed all those who are on an illegal strike.

"We went through all the procedures we could, and I am not going to rehire the men I have dismissed."

Mr Adcock said the men had refused to return to work, were dismissed and had left the premises and that decisions on replacing them would be taken within the next few days.

## NO SOLUTION

A spokesman for the Metal and Allied Workers' Union said that "the present dispute lessens the chances of a permanent solution to the problems at the plant as negotiated between the company and the union."

The spokesman said the dispute arose from "the misunderstanding over the status of overtime and the inability of Toyota management to see that the dismissal of eight union members who refused to sign a warning for not working overtime because of this misunderstanding would not solve the deeper problems at Toyota."

~~Putco~~ <sup>STUN</sup>  
**Fired drivers** ~~352~~  
<sup>7/1/46</sup>  
**plan action** (152)

The dismissed Putco bus drivers who were not re-engaged after taking part in a strike plan to take legal action against the company for "unfair" dismissal. They consulted a lawyer today to brief him about the firing. The company's reasons for the sackings were flimsy, said one of the drivers.

Yesterday a company spokesman said the drivers were dismissed for being rude to passengers. The strike started last month after complaints about a manager. About 780 drivers took part in the strike and all but 29 were re-engaged.

Match  
workers  
strike

Own Correspondent  
The Lion Match factory in Rosslyn, Pretoria, has been hit by a strike, the sixth in the area in less than a month.

The managing director of Lion Match, Mr R W Harker, said from Durban today about 220 workers were involved in a walk-out. The strike took the company by surprise because the workers' lot was improved substantially towards the end of last year.

This strike began when workers returned from a three-week holiday this week. They demanded a substantial salary increase and, because there was no one to answer their demands immediately at the Rosslyn plant, they walked out, Mr Harker said.

"We introduced a number of employee benefits at the end of last year, including a good bonus scheme for our workers. We have also provided houses for a number of our employees," Mr Harker said.

Mr Harker said workers were told management would not enter into talks with them until they returned to work. Workers were also asked to appoint representatives with whom the company could negotiate.

A spokesman for the Metal Box plant, Mr P Seddon, said today that everything was back to normal at the plant. Nearly all of the 500 workers who went on strike shortly before Christmas were back at work, he said.

A spokesman for the Dorhyl Group Projects plant denied a morning paper's report that workers there had gone on strike.

When planning the master schedule care must be taken to ensure the load is evenly distributed in accordance with the time and resources available. Either rescheduling where requirement exceeds capacity, or by taking on additional work for optimum utilisation of resources. Once the master schedule has been drawn up, the second stage is to draw up a monthly schedule.

MAXIMUM WEEKLY CAPACITY = 1500				
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A	550	300	400	500
B	500	300	650	500
C	200	600	500	600
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TOTAL		1500	1550	1600

Strikers at the Lion Match Company in Rosslyn where workers went on strike for a R72 a week wage demand, have been given an ultimatum to return to work on Monday, failing which they would be paid off their pensions.

A spokesman at the African Telephone Cable Company said there was no strike at the factory and refused to comment further.

Brigadier H A du Plessis, CID in the Northern Transvaal said police were called in at the factory during the strike on Tuesday. Those arrested are to appear in court today, the Brigadier said.

Police arrested 18 people in Brits for allegedly intimidating workers wanting to return to work at the African Telephone Cable Company after 700 workers went on strike.

**18 held for intimidating workers** (199)

Pretoria Bureau

STAR 8/11/81

(52) 107

ING SCHEDULE

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# Threats to families of non-strikers

STAR 8/1/81 (152) (192) (140A)

By Iain Macdonald

The families of the 130 employees who stayed at work at the Toyota Marketing plant in Sandton after a strike there earlier this week, have been threatened according to Toyota's managing director Mr Colin Adcock.

Mr Adcock said today that last night all the remaining black workers at the plant were being taken home by bus when the buses were stopped and boarded by several men.

"These men threatened to attack the families of the workers tonight if they did not stop work today."

We established that

every single one of the men had been threatened.

"The Metal and Allied Workers' Union, and Fossatu, investigated and were satisfied that there was intimidation, and Fossatu is trying to establish who the men who threatened the workers were."

"We have decided that the men will be going home earlier today and will come in tomorrow if nothing happens tonight," he said.

Earlier this week 132 striking workers were fired at the plant after they had refused to go back to work.

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The following items are submitted for information.

## Section B

### 9. BROADENING OF THE B.COM. CURRICULUM

At its meeting of 24 July 1980 the Board approved, in principle, the broadening of the B.Com. to include alongside the Accounting major, the optional second majors of Economics III, Statistics III and Mathematics III, and also to include certain B.Bus.Sc. courses. Matters of detail were referred to the Dean's Advisory Committee to be resolved. This committee has made minor modifications to the curricula considered on 24 July 1980. The Academic Planning Committee considered and approved the proposal as a whole at its meeting on 8 September 1980. Senate and Council approval are awaited.

Attached is a curriculum schedule incorporating all the changes agreed upon.

(See page 30)

A few comments on this table follow:

- The additional stream (No. 3) was introduced at the request of the Department of Economics, to enable students to take the Accounting and Economics majors with a strong quantitative bias.

The proposed course in Finance is being offered in the third

year under the title of Managerial Finance.

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Toyota  
STAR 9/1/81  
workers:  
reply on  
strike

Management claims that workers at Toyota Marketing in Sandton had been "intimidated" into striking have been dismissed as a "red herring" by their trade union

All workers are now on strike after a walkout by cleaners and administrative staff — the result of intimidation, says the company's managing director, Mr Colin Adcock

However, claims of intimidation were today branded as a "red herring" by a spokesman for the Fosatu-affiliated Metal and Allied Workers' Union.

Rather than being led by a handful of agitators, the strike had been sparked by genuine long-felt grievances.

The crux of the dispute was the sacking of eight workers who failed to report for overtime. They had understood that, in terms of an agreement reached between Mawu and the company, overtime was voluntary

However, they had been told to sign final-warning forms. They refused and were dismissed.

Mawu called on the company to be more positive in settling the dispute by reinstating all sacked workers.

This course comprises sections 1 - 5 of the Financial Management I course.  
The depth of treatment is reduced to an extent appropriate for a half-course, while providing adequate foundation for Financial Management II.

ESSENTIALS OF MANAGERIAL FINANCE

## Toyota gets tough

Efforts by the unregistered Metal and Allied Workers Union (Mawu) and Toyota management to reach a workable agreement have been dashed by the dismissal of 132 workers at Toyota Marketing warehouse in Sandton after a wildcat strike.

This is the third time the company has taken drastic action against striking workers at its Sandton warehouse. In October 1979 and 1980 it dismissed workers when they struck over work quotas. It reinstated them all on both occasions. In 1980 after successful negotiations with the union. Last year after the October strike, Mawu also negotiated an agreement with management which dealt with working and overtime conditions.

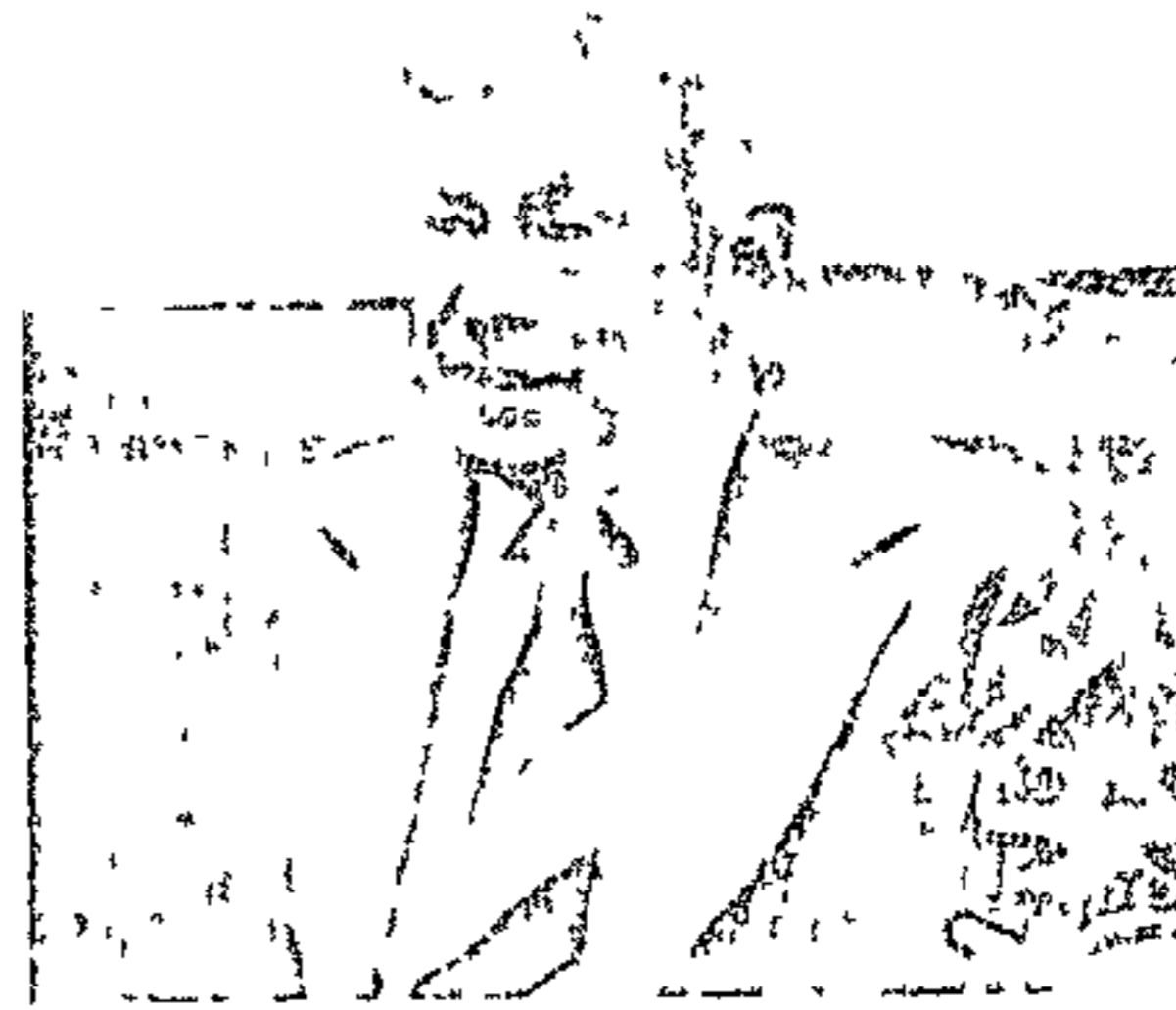
This week's dismissals followed the second wildcat strike at Toyota Marketing since the October agreement. The entire warehouse workforce went out on Tuesday in support of eight workers dismissed this month. They felt the company reneged on the agreement negotiated by the union in October and that the eight had been victimised for their union activities.

This time Colin Adcock, Toyota MD, is adamant that his decision is final and that negotiations with the union over the dismissals will not be resumed. He says the eight workers were dismissed for failing to inform management that they were unable to fulfil overtime quotas before Christmas. "We are entitled to assume that workers will work requested overtime if they do not inform us otherwise. These workers did not inform us that they would not be working and we took the necessary disciplinary steps. The other warehouse workers consequently had no reason to call an illegal strike in support of the eight."

But the union feels otherwise. It says workers understood that overtime was voluntary and that management was at

fault by demanding explanations from those who did not wish to work during the pre-Christmas rush.

Mawu has been fighting a recognition battle with Toyota Marketing since the end of 1978. In October last year, in a surprise move, the company agreed to recognise the Federation of SA Trade Unions (Fosatu) affiliated union. It had previously stated that it would not enter into a recognition agreement with an unregistered union.



Colin Adcock will not negotiate over dismissals

Mawu now faces serious problems at the company. Although Adcock categorically denies that union members have been victimised, Mawu's support was among warehouse workers, all of whom have now been dismissed. Allegations of victimisation were made against the company in October when the union claimed that a company official had said that union members would be removed and new staff introduced. The company was also accused of "selectively rehiring" workers after the strike — tactics it was alleged to have used in 1979.

Although Adcock says that future negotiations with the union will be in order, he admits that "very few members are left at the moment."



9/1/81 Argus 152 (160) 140  
**Union denies intimidation**

Argus Correspondent

JOHAN WESBURY -- Management claims that workers at Toyota Marketing in Sandton had been intimidated into striking have been dismissed as a red herring by their trade union.

The entire Toyota work force is now on strike after a walk out by cleaners and administrative staff -- the result of intimidation according to the company's managing director Mr Colin Adeock.

About 130 members of the warehouse staff had previously downed tools.

However, the claims of intimidation were today branded as 'beside the point' and as a red herring' by a spokesman for the Metal and Allied Workers' Union (MAWU).

The strikers wished to express their solidarity with those who had been sacked, he said.

Rather than being led by a handful of agitators, the strike had been sparked by genuine

grievance, present for some time at the plant.

The crux of the dispute, the spokesman said, was the dismissal of eight workers who had failed to report for overtime.

These workers had understood that in terms of an agreement reached between MAWU and the company overtime was voluntary.

However, they had been instructed to sign final

warning forms and when they refused to do so were dismissed.

Too much overtime had been worked by Toyota employees, the spokesman said and this had been conceded by management.

The spokesman called on the company to take a more positive step towards the settlement of the dispute by reinstating all dismissed workers.

21/1/81

# Another Mwasa official banned

### Political Staff

A third executive member of the Media Workers' Association of South Africa was today placed under house arrest and served with a three-year banning order by Security Police.

He is 32 year-old Mr Mathata \* Tsedu, general secretary of Mwasa's far north region and a reporter at Transvaal Post.

The banning order was served at his home in Seshogo, near Pietersburg.

Mr Tsedu's banning comes on the eve of a Mwasa executive council meeting where the banning orders of Mr Zwicklakhe Sisulu, national president, and Mr Marimatu Subreymoney were to be discussed and their posi-

tions filled.

Mr Tsedu was to have attended the council meeting but his banning will now appear on the agenda.

In terms of the banning order he is restricted to Seshigo Township and has to obtain permission to go to Pietersburg or anywhere else.

A member of Mwasa's constitutional committee, Mr Tsedu joined the organisation in 1978, the year he was appointed Northern Transvaal Bureau chief of Post.

The publicity secretary of the Azanian People's Organisation, Mr George Wauchope, said the banning must be linked with Mwasa's recent strike

S A Read

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

D H Pryce Lewis

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

Miss C Tredgold

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

P A Rappoport

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

P F Dunkley

Sixth Year

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

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FINE ART & ARCHITECTURE

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

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Osborn Prize

For the best work in fourth  
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John Perry Prize

For the best work in  
third year.

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# Banning

of Mwasa  
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condemned

The banning yesterday of Mr Mathata Tsedu, the Northern Transvaal chairman of the Media Workers Association of South Africa (Mwasa), has been condemned by the Mwasa executive and the SASJ

Mr Tsedu, a reporter on Post (Transvaal) based in Pietersburg, was handed a three-year banning order by the Security Police yesterday and placed under house arrest

The Mwasa statement, issued by the organisation's national executive, said the banning left no doubt about the Government's intentions

Mr Tsedu is the third senior Mwasa official to be banned

"The intention is to destroy Mwasa by picking at the leadership Mr Tsedu's contribution both as a journalist and as senior member of Mwasa obviously did not go unnoticed by the Security Police," the statement said

Mr John Allen, president of the South African Society of Journalists (SASJ), said to ban a journalist such as Mr Tsedu was a demonstration of weakness for it required strength to face up to and respond to the challenges raised by such men

ARCHITECTURE

Mtimkulu

acting as

head of <sup>STAR</sup> 12/1/81

Mwasa

Political Staff

Mr Phillip Frederick Mtimkulu was yesterday elected acting president of the Media Workers Association of South Africa (Mwasa)

The decision was taken at a national council meeting at the weekend

Mr Mtimkulu takes over from the recently banned Mr Zwelakhe Sisulu

The two other banned executives, Mr M Subremoney of the Natal region and Mr Mathata Tsedu of the Far North region, have not been replaced

Mr Mtimkulu, who was Mwasa's Transvaal vice president, said his organisation did not recognise the bannings of their leaders but had made appointments merely to carry out the functions of those now banned

Mwasa intends holding a national convention in May.

The Press organisation is working on a memorandum about alleged Security Police harassment

This will be distributed locally and overseas

Transvaal secretary Mr Joseph Nong Thloloe takes over from Mr Mtimkulu as Transvaal vice president.

ARCHITECTURE

FINE ART & ARCHITECTURE

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

Sixth Year

P F Dunckley

Helen Gardner Travel Prize

For a student who has

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S A Read

Osborn Prize

For the best work in fourth

year.

D H Pryce Lewis

John Perry Prize

For the best work in

third year.

R A van Rosenveld.

# Lion Match workers return to work

Pretoria Bureau. A total of 220 striking workers at the Lion Match Factory in Rosslyn returned to work yesterday after agreeing to a wage adjustment on February 1 instead of March 1. The return comes after an ultimatum by the company last week. The workers were told to return to work by 7 am yesterday, or face dismissal.

had been agreed before Christmas that employees' wages would be increased at the beginning of March. The wage scales had been published. Mr van Wyk said there had been some grumbling which had resulted in the company's bringing forward the date of the increases to February 1. He said this had been meant to help meet the needs of workers who faced an increasing cost of living.

Osborn Prize  
For the best work in fourth

S A Read

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

D H Pryce Lewis

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

Miss C Tredgold

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

P A Rappoport

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

P F Dunkley

Sixth Year

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

ARCHITECTURE

FINE ART & ARCHITECTURE

# Security Police help to sort out pay row

By Langa Skosana  
Security Police in Springs were called in yesterday to 'help' in a pay dispute between workers at Raleigh Cycles and management

A factory official refused to talk to The Star today. He said he had "no comment"

According to police, the dispute started last year when the company closed for the December holidays

A police spokesman said today several workers were unhappy and had refused to work. They had been paid off

When the factory reopened yesterday, the paid-off workers were told they could be rehired

They arrived with officials of the Engineering and Allied Workers Union and it was then the police were called in to protect other workers

D H Pryce Lewis

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Osborn Prize  
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ARCHITECTURE

*Strike*  
**Union accuses police**  
*Bliss*  
**of meddling in dispute**

The independent Metal and Allied Workers Union (Mawu) has protested against what it describes as "Security Police interference" in the dispute at the Toyota Marketing Company in Sandton.

Two Mawu shop stewards at Toyota, Mr Sidney Zulu and Mr Wilfred Sihlangu were detained by Security Police at the weekend, a union spokesman said.

Both men were among the 132 warehouse workers dismissed after a strike at Toyota early in January.

A Security Police

spokesman said the two unionists had been transferred from the Bramley police station to John Vorster Square for questioning.

They were released on Monday without being charged after spending two days in custody according to a union spokesman.

The spokesman "deplored" the practice of Security Police involvement in labour disputes. He said they could "prejudice any progress made in the area of industrial relations".

Osbourn Prize  
 For the best work in fourth

S A Read

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

D H Pryce Lewis

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

David Haddon Prize

Miss C Tredgold

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

P A Rappoport

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

P F Dunkley

Sixth Year

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

5/18/84 ST/BA 152  
151

# 'Lock-out: union plans court action

## Labour Reporter

A union representing several hundred workers from the Raleigh Bicycle factory in Springs claimed today they were being "locked out" by management.

Mr Calvin Nkabinde, general secretary of the Engineering and Allied Workers Union, said his union planned legal action against Raleigh as a result of the "lock out."

But Mr Pieter Nel, personnel director of the

firm, denied any workers had been fired.

He said work had returned to normal at the Springs plant.

Mr Nkabinde said his union, which represented 400 to 500 of the 700 men who left work on Monday, opposed the company's policy of "selective rehiring" of staff.

Police were called in by Raleigh officials when the company reopened, but there were no incidents.



STAR (147)  
Toyota firm  
W/M (152)  
in face of  
15/1/81 (147)  
strike threat

The managing director of Toyota SA said yesterday that in no circumstances would the firm rehire eight men dismissed last week — despite union threats to continue the strike until they were reinstated.

Mr Colin Adcock said the eight were dismissed for "good and legal reasons" and would not be rehired.

But at a meeting of the 'Metal and Allied Workers' Union in Johannesburg yesterday, union leaders said the 132 men who went on strike in protest over the dismissals would not return until the men were rehired.

#### DEADLOCK

Mr Moses Mavakiso secretary of the union's Transvaal branch, said that if a deadlock was reached in negotiations with Toyota management representation with official labour bodies would be sought.

Mr Adcock said the men were dismissed only after several hours of bargaining with the Department of Manpower.

He said also there would be selective rehiring although none of the 132 had showed up for work this week.

Mr Mavakiso said the union hoped to meet Toyota officials today.

able financial loss on meat employers but the union's organisation in the industry was effectively crushed and only 15 of the strikers were re-employed.

Although union sources in Geneva feel the campaign against the SA venue will prove effective, local sources have dismissed it as "another useless objection to South African involvement on an international scale." Says Lucas Fouché, meat industries PRO co-ordinating the conference: "There is no chance that the conference will be cancelled. There has been a lot of campaigning and response so far has been good."

Opic has also brushed aside all political objections. In a letter to the federations it says: "Celebrating the world meat congress does not imply a political stand of support or objection to the internal affairs, political, labour or otherwise, of the place in which we meet." The federations will continue to ask workers to bring pressure to bear on their local employers — through constructive discussion where a good working relationship exists, or by taking industrial action.

But Dan Gallen, general secretary of the International Union of Food and Allied Workers Association, one of the federations, says: "We do not accept this conclusion. The selection of a venue does imply a political stand."

## FM 16/1/68 MEAT CONVENTION

### World row grows

In May the "Mother City" will host the fourth World Meat Congress — the largest international conference ever held in SA. What is already planned is that the 3,000 odd delegates will have more to chew on than the usual ad-w problems on the agenda.

An international campaign has been launched by four large meat and agricultural union federations to cripple the conference by bringing pressure to bear on employers. The lobby has been launched on the grounds that meat employ-

ers in Cape Town have "provided ample evidence of their profound hostility to trade unions and their contempt for their employees" according to a statement released by the International Meat Workers' Conference in Brussels. The conference represents four international meat and agricultural federations.

The federations allege that Cape Town employers violated every principle of free and democratic association and that the city is therefore an unsuitable venue. They have called on the Permanent International Meat Office (Opic) to move the conference to a location that is not identified with serious infringements of basic human rights.

In particular the Congress accuses Cape meat employers of failing to recognise an elected workers committee, sack- ing employees who went on strike, refus- ing mediation by church, political parties or retail employers, taking advantage of apartheid laws for repression of the strik- ers, and seeking government support for smashing the strike.

The Western Province General Workers' Union, which represented the workers dur- ing the dispute, has also called on interna- tional employers to reconsider their deci- sions to attend the conference.

### General strike

By holding the congress in Cape Town, international meat employers are sanction- ing the attitudes and actions of the local meat bosses taken in the meat strike last year. We would like to know whether they are going to sanction this attitude to indus- trial relations, or if they will take a stand against it.

In May last year meat workers staged a general one-day strike which was support- ed by 800 workers, 200 of them migrant. Employers refused to allow them back to work and a red meat boycott was called by the strikers to support their demands. They were that management reinstate them, and recognise an unregistered worker committee in two factories.

The boycott drew widespread support in the African community in the Cape but failed to gain national support.

Management and government took a tough line and rumours that the two were working hand in glove. Management re- fused to negotiate with the strikers and all attempts to bring in a mediator failed. The state played its role by detaining six union leaders, banning meat boycott pamphlets and "endorsing" 42 contract workers out of the area.

The 12-week stayaway inflicted consider-

RDM 17/1/81 (129) (152) (182)

## Thirty strike over dismissals

DURBAN — About 30 workers demanding reinstatement of dismissed colleagues and recognition of their trade union went on strike at the Montana Liquor Hypercellars in Durban yesterday.

The strikers said the Montana management wanted to replace the entire staff, who were

joining the union

Mr Matthews Olphant of the National Federation of Workers said the firm had been dismissing them at a rate of two a day.

The workers are demanding that their colleagues be reinstated or the entire workforce be dismissed

A spokesman for Montana

said the management was not aware the workers had a union and would be happy to co-operate with it. He denied allegations that the firm was systematically firing union members.

Dismissed workers produced termination slips and claimed they were fired because they belonged to the union — Sapa.

# 40 Carlton staff in walkout

By Drew Forrest

The entire housekeeping staff of the Carlton Hotel walked off the job this morning

The workers were demanding unconditional reinstatement of two colleagues dismissed last week

Their dismissal for alleged theft appeared to form part of a campaign against older workers be-

lieved by management to be members of the unregistered Commercial Catering and Allied Workers Union

The claims of victimisation were denied by the general manager of the Carlton Hotel, Mr Pat Burton

He said those dismissed had been given a week's notice

Summary dismissal for

theft was an absolute rule of the hotel, Mr Burton said, and management would not negotiate with the union

Most of the staff had returned to duty after a two-hour stoppage, he added

According to the workers' source this was only after management had offered the dismissed workers a month's salary in lieu of notice

# TEARGAS used to disperse striking workers

## Staff Reporters

TEARGAS was used to disperse about 700 striking workers and 18 strikers were arrested yesterday at African Telephone Cables in Brits, a spokesman for the Police Directorate of Public Relations confirmed in Pretoria yesterday.

The 700 workers at ATC walked out on Tuesday in support of a demand for an increase of R1 an hour and the reinstatement of a Mr Tinta whom management suspect of being behind the strike.

A representative of the workers said about 300 strikers were dismissed without explanation on Wednesday.

The 18 arrested strikers are charged with intimidation of workers who did not join the strike, the police spokesman said.

Mr L Stewart, managing director of ATC, yesterday denied there was a strike by workers from his company.

Meanwhile the managing director of Toyota Marketing in Sandton, Mr Colin Adcock, yesterday accused strikers at the plant of intimidating workers in other sections.

Mr Adcock said the remaining workers, about 130 of them, were threatened with violence by their striking colleagues.

He said the workers reported for work yesterday despite the threats. "However, they asked me to allow them to go home and I did. They said they would return to work today if they are not threatened again."

But Mr Moses Mayekiso, secretary of the Metal and Allied Workers Union said the striking workers denied threatening their colleagues.

Arrangements were made for management and Mawu's representatives to meet in an attempt to end the strike, but the talks broke down.

Mr Mayekiso and Mr T Adler (of the Federation of South African Trade Unions) met Mr Adcock yesterday. He told the workers' representatives he would not take back the eight workers, but would

pay other monthly-paid workers joined the 130 strikers yesterday.

And at the Lion Match factory in Pretoria, negotiations between management and 220 strikers broke down on Wednesday and the men were dismissed, the managing director, Mr R. W. Harker, said yesterday.

Mr Harker said the strikers were paid off after failing to comply with management's ultimatum of returning to work by 2pm.

Mr Harker said they had "dismissed themselves by their own actions" of not returning to work and were told to apply for reappointment next Monday, and would be accepted "without broken service", failing which they would be dismissed.

Trouble started on Monday this week when the 220 workers demanded 70% increases and gave the management until 1pm to meet their demands.

19/11/81  
Putco STAR  
accused of  
creating 152  
job unrest 838

Labour Reporter

Putco has been accused of creating labour unrest and of wrongfully dismissing bus drivers during last month's dispute at the New Canada terminal near Soweto

These accusations are included in submissions by the dismissed drivers to the Minister of Manpower Utilisation

They are calling for the establishment of a conciliation board.

Representations for the drivers were made by the Council of Unions of South Africa on behalf of the Transport and Allied Workers' Union which is the major union for the Putco drivers

Last month's strike which saw Johannesburg-Soweto commuter traffic disrupted for several days — resulted in 780 drivers at the Putcoton terminal being fired by the company Staff were later re-employed after signing applications

The submissions — made on behalf of 17 drivers who were dismissed — accuse Putco of having locked out staff on December 17 last year, preventing them from doing their jobs

Putco had called the strike illegal when the company itself had "totally prevented any resumption of work."

It was also said the workers had not been notified of the dismissal, that Putco had not fully paid out dismissed workers and that meetings between company officials and the staff had created distrust

Responsibility for the dispute lay with Putco which had conducted "improper practices," the submissions concluded.

A Putco spokesman said today that the company had received a copy of the submissions and was studying them. He said the company would most likely make its own submissions to the Minister.

Carlton  
staff  
return  
to work

5142  
201/181  
152

Staff Reporters

Staff at the Carlton Hotel who walked out yesterday after the dismissal of several of their colleagues returned to work today after a meeting with management

Staff discontent arose after a meeting with management at least two of their colleagues, reportedly for theft

The general manager of the Carlton Hotel, Mr Pat Burton, met with staff and said no dismissals would take place without consultation with senior management.

Mr Burton said all staff had gone back to work

Mrs Fuima Mashini, secretary of the Commercial Catering and Allied Workers Union, which represents about 400 hotel workers, alleged that black staff "are being dismissed every day"

"This is a bad situation for a five-star hotel," she said

Mrs Mashini also said management would not meet with the union to discuss grievances "which come up time and time again"

Many of those involved in the dispute are part of the union's sister body the Hotel Liquor and Catering Union

# Telegram sent to London over S A Fabrics strike

NM

21/1/81

152

## Mercury Reporter

ALL 600 black employees of S A Fabrics in Rosburgh have gone on strike and the National Union of Textile Workers yesterday sent a telegram to the London head office of Courtaulds — with which the company is linked — appealing for an interim wage increase pending negotiations for a wage contract between the union and the firm

A mass meeting of strikers was held at the Bolton Hall in Durban yesterday after a walk out by all three shifts at the factory on Monday over a wage dispute

The management of S A Fabrics offered employees wage increases of between R1,75 and R2,50 a week. These were rejected. Workers want rises of up to R15 a week

Mr Obed Zuma, general secretary of the National Union of Textile Workers, said the increment granted to workers by the company was less than 5 percent and was, as far as his union was aware, the lowest increase in the entire textile and knitting industry in South Africa

'No discussion over the January 1981 increment took place between the company and the workers in any form whatsoever nor was the union ever notified of the increment contemplated'

Mr Zuma said S A Fabrics had initiated negotiation with the union on procedural issues only and had refused to negotiate a wage contract with the union until its registration was finalised

Management of S A Fabrics refused to speak to the Press yesterday

Meanwhile, the management of Montana Hypercellars in Argyle Road has agreed to meet representatives of the National Federation of Workers this morning to discuss the re-employment of workers who were sacked on Monday after a dispute over union recognition

The union also wants the reinstatement of seven other workers fired before the disturbances began



570E (152)  
Strike hits  
July 18, 1964  
paper firm

Sappi Fine Papers, at Enstra in Springs, became the latest company to be hit by the current wave of strikes when about 300 black workers downed tools today

Workers from three different shifts gathered outside a staff canteen to demand an increase in their minimum wage.

Worker militancy was increasingly difficult to restrain, a Sappi spokesman said.

Management had been warned of this earlier this week.

The spokesman said about 300 workers had downed tools but a worker source put the figure closer to 1000

# Carlton talks RDM 22/1/81 (152) (139) ON GRIEVANCES

By MARIKA SBOROS

A DELEGATION of Carlton Hotel black workers will meet the management tomorrow to discuss grievances

This results from a strike on Tuesday when, it is said, 500 workers — many of them members of the unregistered Hotel, Liquor and Catering Trade Employees Union — stayed off the job for three hours

The management says only 250 stopped work

Labour unrest at the Carlton began last week when two cleaners were dismissed over the alleged theft of liquor

Now other workers are demanding the immediate and unconditional reinstatement of their dismissed colleagues, and union recognition

At tomorrow's meeting the delegation will also discuss claims of regular dismissal of union members as part of a victimisation campaign, and claims of racist treatment by white employees in the catering department

Mr Pat Burton, the hotel's general manager, said yesterday that only about 250 workers walked off the job on Tuesday — and the situation returned to normal after he had addressed them

He said in some cases white employees had done the strikers' work

Denying workers' claims that as many as four workers a day had been dismissed during November and December, he said the allegation was "ludicrous". The hotel had a multi-racial staff of more than 100

and total turnover last year was 60%. This included "voluntary as well as involuntary" termination of employment

Mr Burton said the hotel had an excellent record on work conditions. "Racism is not allowed and employees can be dismissed for using racist language"

Mr Burton could not say how many union members had been dismissed recently. "We are not aware of who are union members and who aren't"

He said the hotel would not negotiate with the union because there was no agreement between it and management — there could be no agreement until an assessment had been made of how representative the union was

# Strikers go back to work at Sappi

By Drew Forrest

The strike by at least 300 black workers at Sappi Fine Papers at Foresta Springs, has been settled with the company agreeing to negotiate new minimum wage rates with their union.

This represents a major breakthrough for the Fosatu-affiliated Paper, Wood and Allied Workers' Union which has a strong following at the plant.

Last year, Sappi was publicly attacked by the union for insisting that all negotiation take place at industry rather than plant level, and for refusing the union access to company premises.

A recent union meeting on Sappi property was dispersed by Security Police.

According to a union spokesman, the tension which had been building up for several months had come to a head at the weekend over the minimum wage issue.

The new minimum for labourers was R1 an hour — a 10c increase over the previous rate.

## BACK ON JOB

Worker militancy had been increasingly difficult to restrain, the spokesman added and management had been warned of the necessity to negotiate with the union.

The strike began on Tuesday morning when workers from three different shifts gathered outside the Sappi staff canteen to demand a minimum wage increase.

Sappi's managing director, Mr K Lechmere-Oertel, said about 300 workers had downed tools.

However, a worker source put the figure at closer to 1 000.

All workers were now back on the job, after a management undertaking to negotiate wages with a 12 man team consisting of union officials and shop stewards, the union spokesman said.

# Entire workforce paid off after strike

**Own Correspondent**  
 After a breakdown in strike negotiations the entire workforce at a Rosslyn company near Pretoria has been paid off and told to reapply for the jobs on Monday

About 400 workers at Angus Hawken Fluid Sealing Engineering Company were paid off and told to go home after they had refused to work until their wages had been adjusted

The workers went on strike last Friday, demanding a R1,25 an hour wage increase for all workers

Management agreed to

give them an overall R1 increase a week, which they refused.

A source close to the strikers said management had threatened to dismiss them on Tuesday rather than give them the increase

They were told to collect their pay packets yesterday and to return on Monday to reapply for jobs

The company's management in Rosslyn refused to talk to the Press

A receptionist at the company said "No comment" and put the phone down

Osborn Prize  
 For the best work in fourth

S A Read

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

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

David Haddon Prize

Miss C Tredgold

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

P A Rappoport

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

P F Dunkley

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Cape Provincial Institute

DO 23/1/81

# KwaZulu drivers go on strike

(102) (152)

DURBAN — Hundreds of commuters had to walk to their destination yesterday when 55 bus drivers employed by the KwaZulu bus service went on strike.

A police spokesman said 40 drivers from the Ezakeni terminus near Ladysmith and 15 from Watermeet near Van Reenen had refused to drive the buses until an inspector was dismissed.

The inspector had reported a bus driver who had allegedly assaulted a child on a bus. The driver had been dismissed as a result.

Officials from the Department of Labour are investigating — SAPA

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D H Pryce Lewis

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For the best final year student.

S A Read

Osbourn Prize  
For the best work in fourth  
year.

D H Pryce Lewis

John Perry Prize  
For the best work in  
third year.

R A van Rosenfeld.

ARCHITECTURE

152 167 270  
KwaZulu  
bus drivers  
RDM 23/1/81  
on strike

DURBAN. — Bus drivers of the KwaZulu Bus Service went on strike yesterday, stranding hundreds of commuters

A police spokesman said 40 drivers from the Ezakeni terminus, near Ladysmith, and 15 from Watermeet, near Van Reenen, had refused to drive until an inspector was dismissed

The inspector had reported a bus driver for allegedly assaulting a child on a bus. The driver had been dismissed as a result

Officials from the Department of Labour are investigating — Sapa

RDM 23/1/81

(152) (147) (137) (142)

# Sappi meets workers to discuss grievances

Staff Reporter

WORKER representatives from the Enstra Mill in Springs met the management of the South African Pulp and Paper Industry (Sappi) yesterday to discuss worker grievances

Sappi management agreed to negotiate with the workers' representatives after virtually all black workers at the mill downed tools on Wednesday, demanding more pay

A Sappi spokesman said the meeting had taken place after workers had agreed to elect representatives to present their

grievances to the company. Management had held talks with two representatives from each of the six departments at the mill and a representative of the Paper Wood and Allied Workers' Union

The spokesman said workers had demanded a minimum basic wage of R3 an hour, but later reduced this demand to R2 an hour.

Other grievances were

● That the 10% increase earlier this month had been eroded by pension deductions which rose proportionately with income

● That meal hours were too short.

● That the cost of hostel accommodation had been increased to R2,70 per week

Management refused to grant permission for the union to hold a report-back meeting of all workers at the Enstra Mill

"As there are some 2 300 employees at the mill, this request was refused," the Sappi spokesman said "But the company offered an alternative venue for the report-back meeting on a company-owned soccer field"

Negotiations are expected to be resumed on Monday

year.

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ARCHITECTURE

FINE ART & ARCHITECTURE

# Workers take up tools again after brief stoppage

23/1/85 5:10 PM  
 (151)  
 (152)

By Abel Mabelane  
 Pretoria Bureau

About 150 employees of Pretoria Precision Castings (Pty) Ltd in Wall-100, who yesterday

walked out in support of a pay demand, returned to work today

The employees said they walked out after management refused to meet their demands for

an extra 35c to 65c an hour, an increase of between 30 and 60 percent

A spokesman for the company said the workers were fined for striking but then had 'begged to come back'. Today everything was back to normal

He refused to say how much the workers were earning before they went on strike but said nobody would get anything by striking

And at Feltex Foam and Automotive Products (Pty) Ltd a subsidiary of the Romate group, about 175 textile workers returned to work yesterday after a brief stoppage

Workers had demanded that their annual wage increase be brought forward said Feltex general manager Mr B Petzer

Management had since agreed to this and had negotiated an increase acceptable to workers with the company's works committee

For the best student in third year.  
John Perry Prize  
 D H Pryce Lewis

For the best work in fourth year.  
Oshoun Prize  
 S A Read

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General J K M Hertzog Prize  
 D H Pryce Lewis

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 Miss C Tredgold

For the best woman student in third year.  
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 P A Rappoport

For a student who has satisfactorily completed 1st, 2nd and 3rd major courses.  
Helen Gardner Travel Prize  
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 For the best student in :-  
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Talks on  
 Carlton  
 staff future

Labour Reporter

Union representatives for the several hundred Carlton Hotel staff who walked out this week are to meet management today

On Monday housekeeping staff stopped work over last week's dismissal of two colleagues, reportedly for theft

On Tuesday most of the hotel staff stopped work early in the day until a meeting with the general manager Mi Pat Burton

The union representing the staff is the Hotel, Liquor and Catering Union — part of the Commercial Catering and Allied Workers' Union

An hotel union spokesman said the two major issues to be resolved were the rehiring of dismissed staff and recognition of the union

Mi Burton told staff on Tuesday that dismissals would be made only after consultation

Year student.  
 of Prize  
 fourth

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 Architecture (or Quantity  
 Surveying) subject  
 David Haddon Prize

Miss C Tredgold  
 in third year.  
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P F Dunkley  
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RDM 24/1/81  
**Striking bus  
 drivers go  
 back to work**

DURBAN — All 55 drivers employed by the KwaZulu Bus Service were back at work last night after striking during the day over a dispute

A police spokesman said 40 drivers from Ezakheni, near Ladysmith, and 15 from Watersmeet, near Van Reenen, had refused to drive buses

The strike started when an inspector reported a driver who allegedly assaulted a child in a bus. The driver was dismissed.

A police spokesman said the bus drivers refused to return to work until the inspector was dismissed — Sapa

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General J B M Hertzog Prize

For the best final year student.

S A Read

Osborn Prize

For the best work in fourth  
 year.

# Carlton to consider union recognition

STAR  
24/1/81

Labour Reporter

(139) (152) (289)

The management of the Carlton Hotel has agreed to look into union representation for its staff

Last Monday, household staff went on a brief strike to protest over the dismissal of two of their colleagues

And on Tuesday most of the Carlton's black staff went on strike and only agreed to return to work after the hotel's general manager, Mr Pat Burton, agreed to meet worker representatives.

Mr Burton gave an undertaking to workers representatives yesterday that he would examine the question of organised representation

Mr Hamilton Makadama, chairman of the Hotel Liquor and Catering Union which represents many of the workers, described the meeting as "fruitful"

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of Professional Practice.

D H Pryce Lewis

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

S A Read

Osbovin Prize

For the best work in fourth

year.

STAR 26/1/81 (243) (227) (152)

# Steyn wants Post 'banning' evidence

**Political Staff**

CAPE TOWN — Mr Justice Steyn, chairman of the Commission of Inquiry into the Press, wants access to the information leading to the threatened banning of Post Transvaal and Sunday Post

But Mr Kobie Coetsee, Minister of Justice said the commission had access to the evidence and he was not planning at this stage to give evidence to the Steyn Commission

Last week Mr Coetsee

said the two newspapers had been creating a climate for revolution, but he has declined to elaborate

But Mr Justice Steyn said in an interview today "All I have had access to is what I have read in the newspapers"

Mr Steyn said the commission would be interested in the evidence but this depended on its nature

"We would like to know who is the source. One would like to go direct to the source"

Asked whether the Government had discussed the threatened bannings with the commission prior to the threats being issued, Mr Justice Steyn said this had not been done

Asked to comment on the telegram from the editor the Natal Mercury calling on the commission to summon Mr Coetsee to produce the evidence, Mr Justice Steyn said the commission would discuss the telegram today

Meanwhile Government sources are apparently

planting the suggestion in Nationalist newspapers that there is evidence that the two black newspapers had harmed the security of the country

Both the Sunday newspaper Rapport and the Cape Nationalist mouthpiece Die Burger have carried reports to this effect

In these reports reference is made to a court case in Pretoria last year in which two members of the staff of Post Transvaal were involved.

• See Page 11.

taken must be:

Assuming, for example, that head office overheads are 5 per cent of total turnover and that 85 per cent of total assets are used for contracting purposes then for the firm to earn 12,7 per cent on total assets the average ROI of the projects under-

pany assets).

divisions (as a percentage of total com-

and a = Assets of the firm not tied up on sites or

total company turnover).

sites or division (as a percentage of

c = Costs of the firm not allocated to the

Where P = Target ROI of firm (on total asset)

.....(6.2)

$$\text{Target ROI of division/project, } P^* = \frac{P(100+c)}{(100-a)}$$

desired return on total assets of the firm as a whole:

the target return on total assets of a division on site, given the

It is proposed that the following formula be used to determine

# The Sowetan goes daily from next week

26/1/81  
 243 227 152

The weekly black newspaper The Sowetan will be published as a daily from Monday to Friday starting next Monday February 2.

It will sell at 15c. This was announced today by Mr Hal Miller, managing director of the Argus Company.

Mr Miller said "The newspaper will be edited by Mr J Latakomo and will be staffed by many of the journalists who used to work on Post Tansvaal and Sunday Post.

The company's activities in the black newspaper field will, however, be considerably reduced

as a result of the closure of the Post newspapers and it will therefore be necessary to retrench some of the editorial staff.

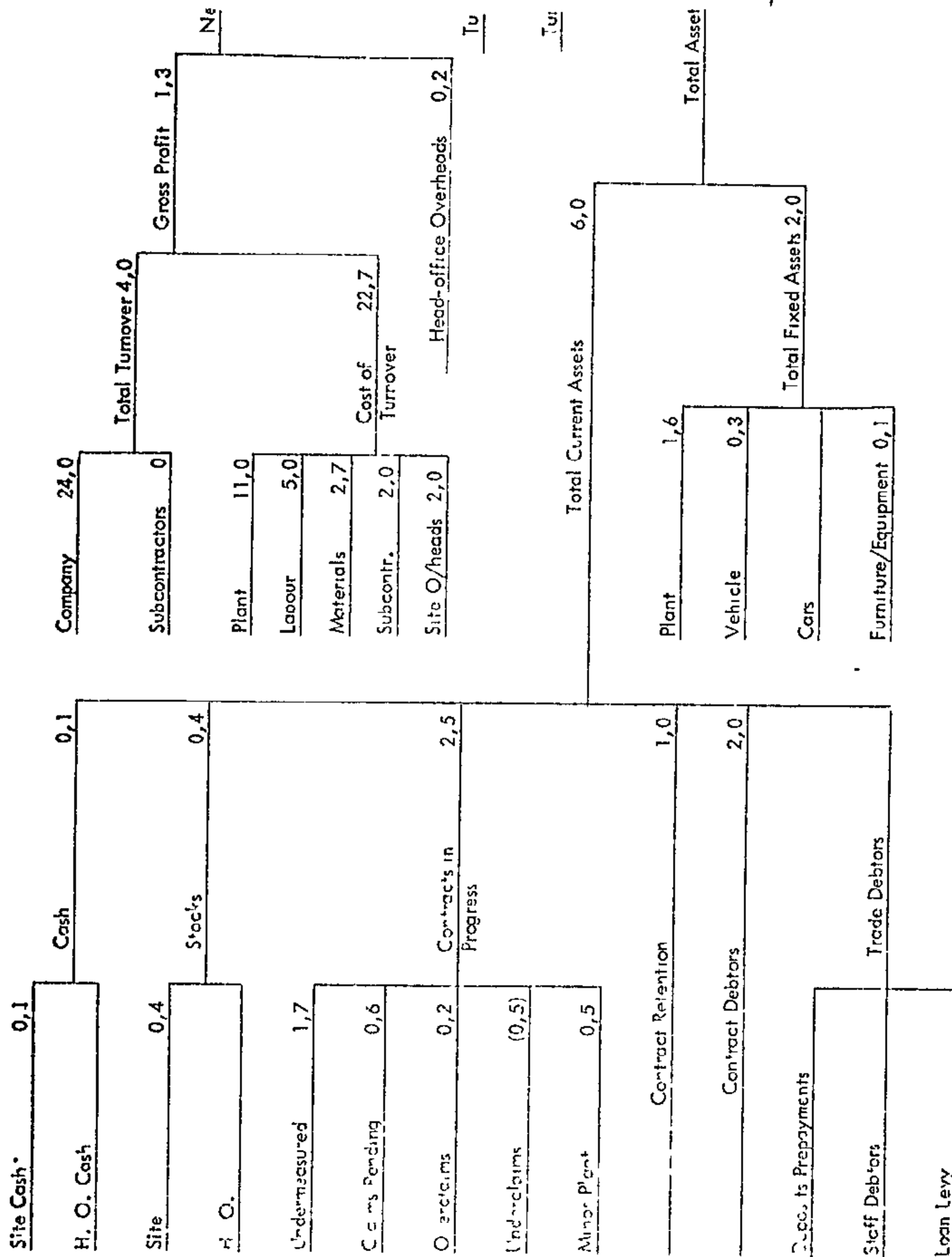
"Those who are retrenched will receive appropriate severance pay.

"In its works at Industria, the company will extend its jobbing printing activities in association with Caxton Limited in which the Argus Company has a 30 percent share.

"The company hopes to retain most of the works staff in the extended commercial printing operation."

FIG. 5.7

DU PONT CHART FOR A SITE



# 1000 PE blacks

## strike over <sup>STAR</sup> 26/1/81 new pension plan

**Own Correspondent**  
**PORT ELIZABETH** —  
The entire black work force at the Firestone plant here has downed tools in protest against the Government's proposed legislation to stop employees withdrawing pension contributions when they change jobs.

Almost 500 night shift workers refused to man their posts last night, many deciding to stay away while others were turned away by management.

The workers were today joined by another 500 day shift workers who gathered in the factory grounds demanding that management pay out all accumulated benefits to date.

They were to be joined by another 500 workers on the afternoon shift, bringing the total number of striking workers to 1500.

Several workers called for the release of fellow workers who they alleged were detained by security police on Saturday afternoon.

This has been denied. Firestone workers have rejected the in-company liaison committee and are demanding that ma-

agement convene a meeting to address the entire work force at the plant.

Management today called on workers to elect three representatives from each shift to open communications with the firm.

The managing director, Mr G P Morum, said today the strike could be attributed to a 'communication problem'.

Under the proposed pension legislation employees will not be able to withdraw pension contributions until retirement.

Many workers feared they would lose their contributions to date, but this was not the case, said Mr Morum.

He was strongly opposed to workers pulling out of the pension scheme. "If they do withdraw, then losses will be incalculable. But if they are adamant about it, we will pay them out," he said.

However, workers would have to resign in order to claim their pension contributions and would lose the firm's contribution.

Workers would then have to seek re-employment and would have to work for another year before they could rejoin the pension scheme.

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For the best woman student  
Molly Gohl Memorial Prize

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

P F Duncley

Sixth Year

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

ARCHITECTURE

FINE ART & ARCHITECTURE

By Tony Davis and Drew Forest

The industrial suburb of Rosslyn, north-west of Pretoria, has become South Africa's new hotbed of labour unrest.

# Rosslyn, the newest hotbed of labour unrest

Since November last year, there have been several reported strikes in the area, involving about 6,000 workers. With two stoppages in Rosslyn in the past fortnight and another in Walloo east of Pretoria, the strike-wave seems to be gathering momentum.

While the Eastern Cape has led the country in strike activity, in an area of strong union organisa-

tion, most of the Rosslyn strikers have not been union members.

And while the Eastern Cape unrest has often centred on union recognition, and the alleged victimisation of union members, the Rosslyn strikes are largely the result of wage demands.

The current list of strikes is Datsun, BMW, Metal Box, Siemens, Lion Match, Angus-Hawken and Feltek Foam and Automotive Products. The stop-

pages at African Telephone Cables in Brits and Pretoria Precision Castings in Walloo should also be included with the Rosslyn strikes.

There are good reasons why wage-rates should have become such a burning issue among Pretoria workers. A recent survey by the Institute for Planning Research of the University of Port Elizabeth shows that in the 12 months before October

1980 the household subsistence level in Pretoria rose by 19.3 percent — more sharply than in any other urban centre except Umtata.

The bare necessities of life now cost a black family of six living in or near Pretoria R195 a month.

The current starting-rate at many of the strike-hit firms laid down by an industrial agreement for the engineering industry, is R160 for a 45-hour week.

The settlement won by Eastern Cape motor assembly workers after a series of strikes last year seems to have had a profound impact on Rosslyn workers.

The union involved in the Eastern Cape strikes — the Fosatu-affiliated National Union of Motor Assemblers and Rubber Workers of South Africa (Nurawosa) — negotiated a minimum starting-rate of R143 an hour (R261 a month for a 45-hour week).

Numarwosa has a branch in Pretoria, where it is organising motor workers, and news of the settlement seems to have spread like wild fire through the closed-knit industrial community of Rosslyn.

Shortly afterwards, a strike rocked the grant Datsun plant, with 5,500 workers demanding a minimum wage of R1,60 an hour. The same demand

was later echoed at BMW and Siemens.

A key feature of the unrest has been the tendency of workers to strike first and negotiate later. According to Datsun managing director Mr. I.ood Muller, this is because Rosslyn workers "have still to be educated in the idea of representation".

Other employers say that as "former commuters" from nearby Bophuthatswana the Rosslyn workers are more "volatilised" than those from settled urban communities. They point out that Walloo, served by the township of Mamelodi and Attendeville, has been relatively strike free.

Unionists have a different view. As most of the strike-hit companies are multi-national multi-national with fairly entrenched training and recruitment policies, they say the workers tend to be

younger, better educated and more articulate than average.

Their taste for direct action reflects a disenchantment with the in-plant committees — liaison committees, works committees and multi-racial works councils — set up by management as a channel for grievance, the unionists claim.

They say that without union backing committee members are too afraid to confront their employers and press demands for them, and resort to strike action.

Pretoria workers are "clearly ripe for organising", says one unionist who points out that unions would channel and direct worker dissidence. "But most of Rosslyn's major employers have been recently lured to this 'border area' by concessions, and black trade unionism there is in its infancy."

With the erosion of real wages by inflation on the one hand, and the failure of existing systems of in-plant communication on the other, further strikes in Rosslyn seem inevitable.

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Provincial Institute  
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I J B M Hertzog Prize  
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STAR 26/1/81.  
**Strike hits ink firm**

A strike hit the Coates Brothers printing ink company in Durban today after management refused to negotiate with union leaders

Workers belonging to the South African Allied Workers' Union (SAAWU) had called on management to reinstate one of their colleagues who was dismissed last week and to grant recognition of the union

Production was reportedly halted as striking SAAWU members stopped working and members belonging to the rival Tucsia typographical union had to stop work as a result of the walkout

The general secretary of SAAWU, Mr Sam Kikine, said he had tried to meet management to discuss workers' complaints but they had refused

He accused management of being "intransigent" and said SAAWU was interested in maintaining industrial peace

A senior official at Coates Brothers would not comment today on the dispute

ARCHITECTURE  
(Continued)

Prize

n Prize  
has made  
n his

R Stubbs Award

For the best project in structure and design.

M R I Ness

BUILDING

National Development Fund  
for the Building Industry  
Book Prizes

For the best student in each year of study of the degree course.

First Year

J A L Chapman

Second Year

C S Jones

Third Year

B de Jong

Fourth Year

R W Kohne

George Strachan Prize

For the best final year student of the degree course.

R W Kohne

LTA Prize

For the best student obtaining a first class pass for a dissertation in Building Management.

S F Richardson



# Strikers asked to choose spokesmen

By BEN MACLENNAN

EP Herald  
27-1-81

152 196 300 140 139

THE 1 500 striking workers who brought production to a halt yesterday at the Firestone factory in Port Elizabeth have until 2pm today to elect representatives to talk with management

The workers downed tools in protest against proposed Government legislation to stop employees withdrawing pension contributions when they change jobs

Firestone's managing director, Mr Peter Morum, said that after two successive shifts had refused to work yesterday, they were told to go home. The third shift, which was to have begun at 2pm, was admitted to the plant

"They wanted me to talk to all 1 500 of them at a mass meeting but I didn't think I would achieve anything"

Morum said workers were asked to appoint up to 30 spokesmen before 2pm today. "I would be very happy to speak to

any of them and the reason for the strike was a "communitarianism" problem"

## FIRESTONE HEAD READY FOR TALKS

Proposed legislation provided that employees would not be allowed to withdraw their pension contributions until retirement

Some workers believed that their money would "go to the Government and they would never see it again". This was despite repeated meetings between management, the liaison and consultative committees and groups of workers, to explain the scheme

Mr Morum said that if workers wanted the pension money they had accumulated so far, they would have to resign and then they would get only the money they had contributed, plus interest — not the company's contribution.

Those employees for whom the company paid back-dated pension contributions when the pension

scheme was introduced in 1971, would lose those contributions — "and Firestone has a record of long service. I think we would allow them to resign and rejoin, but it's morally indefensible to allow innocent people to lose all their benefits like that. They don't understand what they're going to forfeit"

The general secretary of the National Union of Motor Assembly and Rubber workers of South Africa, Mr Freddie Sauls, said Firestone workers were deeply suspicious of the new pension plan.

His union planned to discuss the proposed legislation at Industrial Council level so that recommendations could be made to the Government

"We anticipate that the new law will create serious

problems, not only at Firestone, but all over South Africa," he said

A man who left a job at 30 could have completely lost track of his pension by the time he turned 65, he said

"Every couple of months the Government puts out the names of hundreds of people, entitled to workmen's compensation, who cannot be traced. We ask whether this scheme would be any better"

Mr Sauls said that the proposed law might be acceptable if it was combined with a compulsory national pension scheme and adequate pensions.

He expected workers to meet outside the factory this morning, when his union would recommend that they elect representatives

# Tyre men elect 20 for talks with company official

Death threat to union official

Evening Post  
27 1 41

196 (129) (140A) (300)

By BILL GARDINER  
NEGOTIATIONS between Firestone workers and management began today at the strike-hit tyre factory after a decision by workers to elect a 20 man committee to negotiate a settlement to the pensions dispute

Earlier this afternoon management and worker representatives were locked in talks

Management is hoping on a settlement later today

About 1 500 workers are on strike in protest against proposed Government legislation to stop employees withdrawing pension contributions if they change jobs

Workers earlier refused to elect a committee as requested by management and demanded that management address the entire workforce

This was rejected by Firestone who set a deadline of 2pm today for workers to elect representatives for talks with management

The non-racial National Union of Motor Assembly and Rubber Workers of South Africa, an affiliate of the Federation of South African Trade Unions (Fosatu), cancelled a proposed mass meeting of workers last night to discuss the dispute when workers refused to board buses to take them to the meeting

Firestone's managing director Mr Peter Morum, said today he anticipated no difficulties with the talks which would be easy to handle if the firm "abdicated its duty as a responsible employer" and allowed workers to withdraw from the pension scheme

Post Reporter  
THE general secretary of the non-racial National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), Mr Fred Sauls was today threatened with death by an anonymous telephone caller

The threat came after the walkout yesterday by 1 500 Firestone workers who are protesting against the Government's proposed amendments to pension regulations

He said his secretary had received the call in which the caller warned Mr Sauls to "stop interfering with Firestone otherwise I will come in and get you"

"I have received many threatening pamphlets in the past before," Mr Sauls said, "but this is the first time I have received a call like this"

**Three Toyota strikers freed**

By Drew Forrest  
Three more trade-unionists from the strike-bound Toyota Marketing Company in Sandton were arrested at the weekend and released yesterday without charge

This has aroused the anger of the Federation of South African Trade Unions (Fosatu)

Two shop-stewards, also members of the Fosatu-affiliated Metal and Allied Workers Union, were held for questioning by the security police after being arrested last week

**30 fired by Pretoria firm**

About 30 workers at the Angus-Hawken Fluid Seal Engineering Company in Rosslyn outside Pretoria were dismissed yesterday after a wage dispute with management

A spokesman for the National Union of Motor Assembly and Rubber Workers of South Africa — a non-racial union affiliated to Fosatu — said the workers had been sacked after refusing to meet conditions set by management for their re-employment

Another 270 workers had been fired after a January 16 strike

Osborn Prize  
For the best work in fourth

S A Read

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

D H Pryce Lewis

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

Miss C Tredgold

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

P A Rappoport

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

P F Dunckley

Sixth Year

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

ARCHITECTURE

FINE ART & ARCHITECTURE

# Entire work force on strike over planned pension move

RDM 27/1/81  
 PORT ELIZABETH — The entire black work force at the Firestone tyre factory has downed tools in protest against the Government's proposed legislation to stop employees withdrawing pension contributions when they change jobs

Almost 500 night workers were not at their posts on Sunday. Some did not report for duty, others were turned away by the management.

Yesterday they were joined by 500 day workers who gathered in the factory grounds, demanding that management pay out all accumulated pension benefits.

They are expected to be joined by another 500 workers

on today's 2-10pm shift, bringing the total on strike to 1 500.

About 200 night-shift workers remained outside the factory gates early yesterday to watch developments inside the gates.

Several shouted for the release of fellow worker Mr Harry Krige who, they allege, was detained by Security Police on Saturday afternoon.

This was denied yesterday by the head of the Security Police in the Eastern Cape, Colonel Gerrit Erasmus.

Firestone workers have rejected the in-company liaison committee and are demanding that management convene a meeting and address the entire work force.

A labour source said that last

year workers had several meetings registering their opposition to the new pension regulations.

Yesterday the management called on them to elect three representatives from each shift to open communications with the firm.

The managing director, Mr G P Morum, said yesterday the strike could be attributed to a "communications problem".

Under the proposed legislation employees will not be able to withdraw pension contributions until retirement.

Many feared they would "lose" their contributions to date but this was not the case, Mr Morum said.

He said he was strongly op-

posed to workers pulling out of the pension scheme. "If they do withdraw, their losses will be incalculable. But if they are adamant about it we will pay them out."

However, workers would have to resign in order to claim their pension contributions and would lose the firm's contributions.

Workers would then have to seek re-employment and would have to work for another year before they could rejoin the pension scheme, in accordance with the Government's pension regulations.

"We are the ham in the sandwich — it's not really a company thing," said Mr Morum. — Sapa

S A Read

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

D H Pryce Lewis

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

David Haddon Prize

Miss C Tredgold

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

P A Rappoport

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

Helen Gardner Travel Prize

P F Dunkley

Sixth Year

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

ARCHITECTURE

FINE ART & ARCHITECTURE

FINE ART & ARCHITECTURE

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

Sixth Year

P F Dunckley

Helen Gardner Travel Prize

For a student who has  
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Surveying) in the subject  
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S A Read

Osborn Prize

For the best work in fourth  
year.

D H Pryce Lewis

John Perry Prize

For the best work in  
third year.

R A van Rosenfeld.

ARCHITECTURE

Talks to  
STAR 27/1/81  
end strike  
deadlock

The Star Bureau  
PORT ELIZABETH — Ne-  
gotiations started today  
between 20 labour repre-  
sentatives and the ma-  
nagement of the Firestone  
plant here to bring an  
end to a deadlock be-  
tween these two parties  
since 1500 black workers  
there went on strike yes-  
terday

The negotiations could  
avert an impending clash  
between management and  
the black labour force  
later today when hun-  
dreds of workers could  
lose their jobs if they do  
not meet a deadline to be  
back at work

The workers on strike  
initially refused to nego-  
tiate with management  
unless the managing  
director, Mr Peter Morum,  
addressed them en masse

A gathering of about  
300 workers outside the  
plant gates this morning  
chose 13 black and 10  
coloured men to represent  
them

'Companies can be  
EP Herald 28/1/81 300-152  
exempted from ~~1404~~ 139  
pension legislation' 78

A SENIOR Department of Finance official yesterday gave his firm assurance that companies experiencing labour unrest as a result of pending reforms to pension fund regulations would be exempted from the proposed legislation.

The Registrar of Financial Institutions, Mr J W Louw, said in a statement from Pretoria yesterday that the proposed legislation provided for the exemption of companies hit by industrial unrest.

The statement says the Registrar of Financial Institutions has already given firm assurances to companies that he will use the

powers in the proposed legislation to exempt from preservation (of pension funds) all cases where proposals may lead to unrest or friction between employers and employees.

The statement came a day after 1500 Firestone workers in Port Elizabeth downed tools in protest against proposed legislation to stop them withdrawing their pension contributions when they changed jobs.

In an interview from Pretoria, Mr Louw said: "We will exempt any company whose workers are shortsighted enough to ask for their pension contributions to be paid out."

# Pension exemption but workers firm

152 196 300 140 137 Evening Post 2-2-61

By BILL GARDNER

AN angry meeting of about 500 striking Firestone workers today rejected a move by the management to exempt employees from proposed legislation which would prevent people withdrawing pension contributions if they resigned.

At the Port Elizabeth plant earlier this week 1 500 workers downed tools in protest against the proposed law.

They have demanded that the management pay out all accumulated pension contributions before they return to work.

They were given until 2pm today to return to work, failing which they will be presumed by the management to have resigned.

Last night the management received an assurance from the Registrar of Financial Institutions Mr J

W Louw, that the firm's pension scheme would be exempted from the proposed legislation, after a last-minute request by the managing director of Firestone, Mr Peter Morum.

Mr Louw, who is chairman of the Committee of Inquiry into Pensions, told the Evening Post today that the proposed Bill, which was still in its draft stages, would provide for the exemption of company pension schemes hit by industrial unrest.

"I have given an assurance to Firestone that the exemption will be granted," he said.

But today workers rejected the exemption move and demanded that Mr Morum address a meeting.

In a letter to all employees, distributed at a meeting of workers on a soccer field near the factory, Mr Morum told them the Fire-

stone pension scheme would be unchanged.

He gave a guarantee that the scheme would not come under the proposed Pensions Act, and said:

"As in the past you will be free to resign and get your contributions within a reasonable time, as has always been the case."

He called on workers to return in time for the second shift at 2pm today, otherwise "we will accept that you have resigned", and this would apply for the two other shifts.

At the report back meeting today, convened by the 20-man negotiating committee elected by the workers, the move to exempt them from the scheme was rejected and they demanded they be allowed to opt out of the scheme.

The meeting ended with a call for Mr Morum to address the workers.

# Firestone strike

The Herald's MICHEL DESMIDT looks at the problems surrounding the deadlock between workers and management at the Port Elizabeth tyre company.

## Monday's move 'hasty'

EP Herald 28/1/81

300  
152  
196  
140  
138

PENSION fund experts have described as premature Monday's strike by 1 500 Firestone workers who walked out in protest against proposed Government legislation for the compulsory preservation of pension funds.

The strike was sparked off by recommendations in June last year by the Committee of Inquiry into pension matters to the effect that employees who changed jobs would not be able to withdraw their pension contributions

These would be frozen in interest-bearing accounts to be recovered intact on retirement

Pensions manager for a large Port Elizabeth life assurance company said he saw the proposals as a "meaningful exercise" to preserve an employee's pension for old age,

"It would preclude employees who changed jobs from unwisely spending their pension contributions accumulated over the years"

In terms of the proposals, a person who resigned would receive his contributions, accrued interest and a portion of the employer's contribution, he said.

At present employees leaving their jobs can either have their own contributions refunded with interest, or choose to retain paid-up pension benefits for a set future date," he said.

The fear among workers that frozen pensions would be paid to the Government were unfounded, he said

"The Government is not getting involved. Although the money is out of the individual's hands, control over the investment of the frozen pension contributions would remain with him"

A leading spokesman on pension matters and managing director of a Johannesburg group of pension brokers, Mr Fiachra O'Hanrahan, said the committee's recommendations did not apply to black workers

"The committee heard representations to the effect that blacks regarded pension funds as a form of compulsory saving and that they might not understand or accept the concept of compulsory preservation"

"The committee heard representations to the effect that blacks regarded pension funds as a form of compulsory saving and that they might not understand or accept the concept of compulsory preservation"

Mr O'Hanrahan predicted in October that the proposals could precipitate industrial unrest — some four months after the recommendations were made public.

He said the strike was unnecessary as there was sufficient time to press for changes to the proposals



# Strikers demand a payout of pensions

140A 122 300 196 152

152

By BEN MACLENNAN  
NEGOTIATIONS at the strike-hit Firestone factory ended in deadlock yesterday afternoon when, at a meeting punctuated by clenched fist salutes, workers rejected management's three compromise proposals on the pension dispute.

They said they would only return to work once pensions were paid out.

About 1 500 workers — Firestone's entire production staff — are involved in the two-day-old strike in protest against proposed legislation which will prevent employees from withdrawing pension contributions until they are 65.

One worker said "Some people don't think they will live until they're 65."

Yesterday morning, the strikers, who were shut out of the factory, elected a 20-man committee. It spent seven hours in closed-door negotiations with Firestone's management team.

At an emotional report-back meeting late in the afternoon on a soccer field near the factory, committee members told the workers that Firestone had offered three choices:

• Workers would get their money in seven weeks if they resigned from the company altogether. This meant they would take a chance on being re-employed, and that if they were, they would lose service bonuses and not pay benefits, and have to re-qualify for medical aid and pension.

• They could have their money on April 30 if they resigned only from the pension scheme, but would again have to wait for a year before re-qualifying.

## of pensions



Mr Welcome Vimbi (left) and another member of the Firestone strikers negotiating committee address workers yesterday afternoon.

• The third option was for workers to remain in the pension scheme while Firestone applied for exemption from the proposed legislation.

The workers rejected all three proposals.

They decided not to go back to work until they were paid, and that they would meet this morning to hear management's reaction to their decision.

One member of the workers' committee told the Eastern Province Herald that he thought the exemption option would have been the most logical choice for the workers, but that a great feeling of distrust had developed.

Firestone's managing director, Mr Peter Morum, said the company would await developments.

"This is a totally illogical situation," he said. "I'm not sure that the workers really know what they want." He said there was no way that anyone could get pension subscriptions back immediately. "The sheer administration involved takes time."

He said it was disappointing that there seemed to be a lack of appreciation of the good the company had done for its workers, including back-payment of pension benefits. This had involved an outlay of more than R10 million.

• Decision pay 11

# Argus disputes Post inference

STAR  
28/1/81

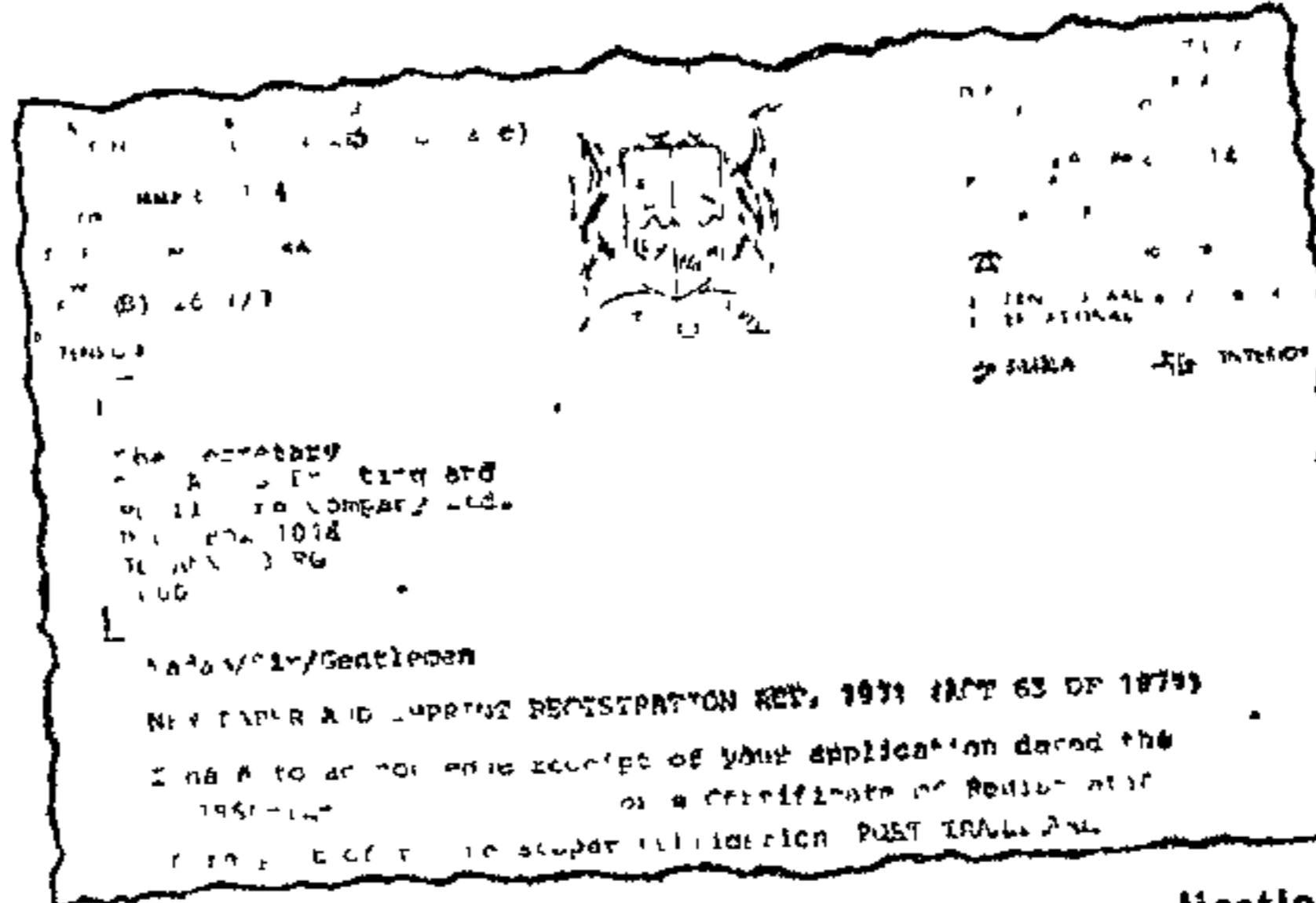
243  
327  
139  
152  
195

"The Argus Company applied urgently in writing either for condonation of the lapse in registration of its Post newspapers or for the r registration," Mr Hal Miller, managing director of the Argus Company, said today

The Company withdrew its application only when the Government made clear its absolute determination to ban the newspapers forthwith if they were registered and this was confirmed in a statement later

The Argus Company did not proceed with registration because it saw no point in making a futile gesture by insisting on registration and submitting to the injustice of actual banning

"There is an inference in the Minister's statement in Parliament yesterday and in some Press reports, that we were fully in the picture and accepted both the



Government acknowledgement of the Argus application to re-register Post — the application that, according to Minister of Justice Mr Kobie Coetsee, was never made.

substance of the case against us and the necessity for banning

"Nothing could be further from the facts. We were not given the information which the Minister has now described

"We were then, and are now, utterly opposed to

banning in principle and to its application to the Post newspapers. We believe that if the Government had a valid case against us it should have tested it in the courts

"We said at the time that we had no power to prevent the Government's

action, no redress against the course it had chosen to follow. We added that by its action it had diminished us all, that another bar had been added to the cage that is beginning to circumscribe our freedom

"There was another very valid and important reason for withdrawing our application for registration which we did not announce at the time

## STAFF

"We wished to avoid another two newspapers being banned and so losing the titles inevitably and irrevocably in the limbo of time — as we have lost World and Weekend World. Once banned they would stay banned

"We hoped then, and still do, that in time saner counsels will prevail and one or both papers will appear again. In the meantime we have applied to have the titles registered in terms of the Copyright Act so that no one else can use them

"One further point needs to be made. It would appear from the Minister's statements that the weight of his case is against individual members of the staff of Post newspapers rather than the newspapers or their proprietors. If so, those individuals should be charged in court. We have no details of what they are supposed to have done. We did not discuss them with the Minister"

## 'Terrorists briefed at Post'

Sapa and Political Staff

THE ASSEMBLY — The editorial offices of the two banned Argus newspapers — Post Transvaal and Sunday Post — were used as a venue for the final briefing of prospective terrorists before they left South Africa, the Minister of Justice, Mr Coetsee has told Parliament

Although it had sufficient evidence to act, the Government had realised that closure of the newspapers would be counter-productive and would provide South Africa's enemies with ammunition

"But towards the end of last year it became clear that action against the newspapers would be unavoidable. Mr Coetsee said in the No-Confidence Debate yesterday

The Post had published the freedom charter of the banned African National Congress in its entirety and had devoted much space to ANC propaganda

The Post newspapers had become vehicles for activism, militancy, far-left radicalism and subversion. Clandestine radio broadcasts subsequently

Mr Coetsee said the owner of the newspapers, the Argus Company, had received the Government's message that it would close the two papers should they appear again, "like adult people"

The Argus Company had known what it was all about and had dropped its application for re-registration of the newspapers

In a sharp clash with the Minister, Mr Dave Dalling (FFP, Sandton) asked: "Was the management of the Argus Company or the editorial staff of Post given any opportunity to rebut the allegations prior to the banning?"

Mr Coetsee replied that under relevant sections of the law it was "not necessary to do so"

such as loan levy, head-office buildings and are head-office assets and are not part of the early, not all liabilities can be identified with a tax provisions, bank overdrafts, long-term

are to be made on a contract by contract basis the

# Deadline today for sacked factory men

## Mercury Reporter

FIFTY-NINE workers sacked from Coates Brothers (South Africa) Ltd at Isipingo on Tuesday have been given until early this morning to return to work.

Mr D P Jordan, general manager of the printing ink factory, said yesterday the workers had been dismissed after downing tools in support of a colleague who had been fired for 'refusing to do a particular job of work and for threatening his supervisor with

physical violence if he were fired'.

Mr Jordan said the 59 workers' reluctance to return to their posts appeared to be organised by the South African Allied Workers' Union, which is not registered and not recognised by Coates.

He said the walk-out appeared to have stemmed from the union attempting to test its strength at the factory.

'I am not against unionism but I feel that a

union must have at least the support of 50 percent of the work force and must be representative of the industry before it can have the power to negotiate'.

He was not aware of any dues being paid by any of his workers to the SAAWU.

He said he had intended speaking to Mr K B Kikine, general secretary of the union, but had been told that Mr Kikine was 'unavailable for a meeting'.

Mr Jordan said it was

likely that all the 'dismissed' workers who applied for reinstatement would be returned to work without prejudice.

'If they don't come back we will merely employ other workers to take their place,' he said.

Mr Kikine said no attempts would be made to picket the factory to prevent workers returning to work or to stop new workers for applying for the vacant jobs.

film 28/1/81  
152  
139  
145

S A Read

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

D H Pryce Lewis

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

Miss C Tredgold

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

P A Rappoport

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

P F Dunkley

Sixth Year

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

ARCHITECTURE

FINE ART & ARCHITECTURE

100  
100  
100

157 196  
**Pension strike still on**

PORT ELIZABETH — Negotiations at the strike-hit Firestone factory ended in deadlock yesterday afternoon when, at a meeting punctuated by clenched fist salutes, workers rejected management's three compromise proposals on the pension dispute.

their pensions were paid out

About 1 500 workers — Firestone's entire production staff — are involved in the two-day-old strike in protest against proposed government legislation which will prevent employees from withdrawing pensions contributions until they are 65 — DDC

They said they would only return to work once

R A van Rosenfeld.

John Perry Prize  
 For the best work in  
 third year.

D H Pryce Lewis

Osborn Prize  
 For the best work in fourth  
 year.

S A Read

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

D H Pryce Lewis

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

Miss C Fredgold

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

P A Rappoport

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

P F Duncckley

Sixth Year

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

**FINE ART & ARCHITECTURE**

**ARCHITECTURE**

We want our  
money now,  
mistrustful  
workers say

Evening Post 29/1/51

By ROBERT GREIG

"THEY want us to wait until infinity for our money," one of the Firestone strikers said

There were appreciative nods and laughter from those gathered round him on the Firestone football pitch, where strikers waited for the outcome of negotiations between the management and the workers' committee

The young man, who'd been with Firestone for four years, decided to improve on the remark

Like waiting for God to come," he said. But the reaction was stony. Bitter humour was acceptable, impiety not.

All round the football pitch were strikers sitting against the fence. Some played football. A group of three sheltered from drizzle under one umbrella. When the sun came out, they sheltered from the sun.

But that was all that resembled a picnic. Earlier, when spokesmen had read out the management's statement, the crowd listened attentively.

The statement was handed out and read. Speakers discussed it. The feeling of the meeting was it was money now, not promises, that counted.

A flutter of papers in the air, some jeers and the odd cry of "Tell Morum to come" (referring to the Firestone managing director) was heard. The statements were tidily collected again for return to the management.

"We're not asking for money from Firestone," explained a striker patiently. "We just want our own money. This isn't political. There is no violence. We're not against the management or the Government. We just want our money."

Money — that is, the money paid in the savings scheme which, under the present situation is to be transferred to pension — is one issue.

Firestone  
strike

Another entangled issue is distrust.

"How can you trust a man who tells you the price of bread is 10c one day and 15c the next?" asks one striker. "Every day, they say something different," another says.

"This new pension scheme — what happens if I leave and join a company without a pension scheme? Do I get my money? And what happens if I need my pension to start my own business? Many of us want to be self-employed, but you cannot begin without money."

Another tells me "We think this new pension law is only for blacks because, why are the white workers not angry? Why do the white workers not join us?"

Clearly, no one has troubled to explain, if the details are there to explain, the new Bill about pensions.

And to many of the black workers a savings scheme, with readily available money, is preferable to a pension scheme in which the money is out of reach.

A coloured worker, with deep lines, explained "In three years' time, how much will my money in the pension fund buy me? Then it may cost me a rand for a loaf of bread — I need the money now, not later."

So inflation is also a factor.

Another asked "Must I work until I am 65 to get my money? Tomorrow, I may die."

A slow-speaking Xhosa man looked at me directly. "In English you say 'Why bite the hand that feeds you?' But I say, a man can't get fat on promises. We're getting promises. We need our money."

# 1000 LOSE JOBS FOR NOT GOING ON STRIKE

By BEN MACLENNAN

ABOUT 1000 striking Firestone workers were effectively fired when they failed to report for the 2pm and 10pm shifts yesterday.

It was expected that the 500 men on the third shift, starting at 6am today, would not report for work.

In an ultimatum delivered before noon yesterday, the company offered to pay workers their pension money on February 11 if they reported for the 2pm shift, and said that those who did not report would be considered to have resigned.

But at a meeting which ended three hours after the deadline, workers said they would pick up their tools only when they got the money.

They said they would keep a watch on the factory until February 11 to prevent Firestone from recruiting such labour.

Firestone's managing director, Mr Peter Morum said

last night that the business had to keep going. If shifts did not pitch up for work, "we must find other people."

The three-day-old strike was spiced off by opposition to the proposed pension legislation which provides that employees may not withdraw their pension contributions until they turn 65.

The Government yesterday gave Firestone exemption from the proposed legislation, but when workers learnt of this in a circular from Mr Morum, they said they "could not trust a white man. The thing he's talking about today, he wasn't talking about yesterday. We want our money, that's all."

They said that Firestone could "turn around any time or the thing they've written on this piece of paper" and that the company had "killed us and now it wants to bury us". They handed the circulars back to their negotiating

committee, saying they should be returned to management.

Members of the strikers' negotiating committee told workers that Mr Morum entered negotiations directly for the first time yesterday.

They said he told them of one employee who was due to retire this Sunday normally, he would be able to take R1 633 of his pension in cash and still be assured of R45,90 a month for the rest of his life.

But if he resigned from the pension fund before Sunday and was paid out as the strikers demanded, he would get only R700 — his contribution plus interest, and not the company's contribution.

Mr Morum told the Herald last night that the company would be paid out in the normal way, but there were others in a similar position who would be "permitted to an unbelieveable degree".

"This situation is morally wrong," he said.

# Confusion over proposed law on pensions

(152) (76) (300) (140X) (132)

Evening Post 24/1/71

By BILL GARDINER  
 WHEN 1 500 Firestone employees — the entire black workforce — downed tools this week, their action highlighted growing confusion about proposed legislation to stop employees withdrawing their pension contributions when they change jobs

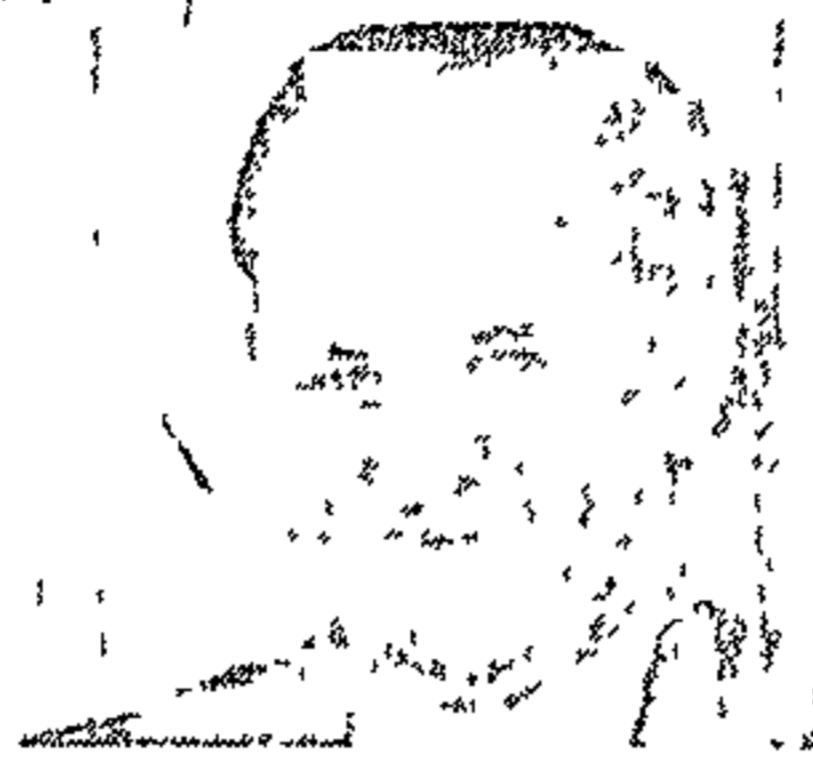
And concern about the new legislation has not been eased by the continuing doubts about the new regulations and their implications

At present the legislation is only in its draft stages and, according to the chief Registrar of Financial Institutions, Mr J W Louw, will be published in the Government Gazette in about two weeks' time

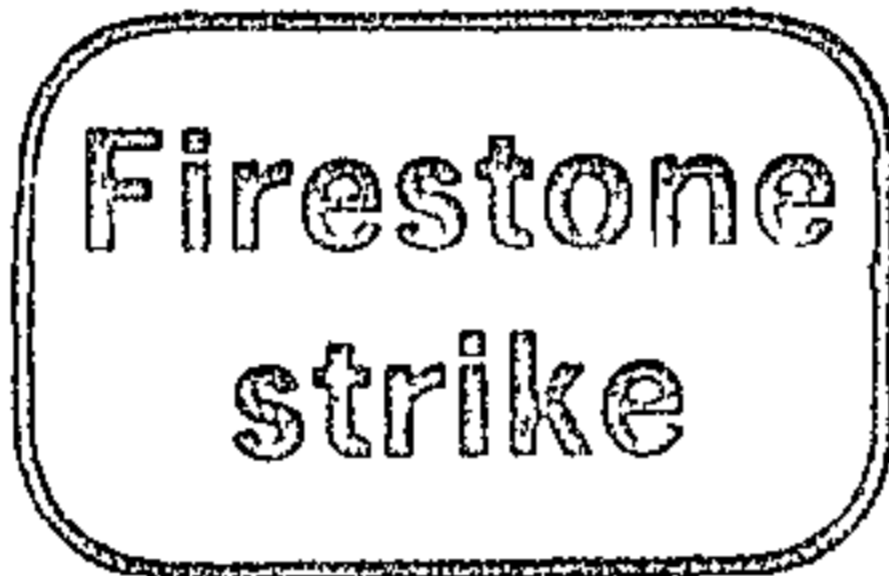
The legislation, which flows from the report of the Interdepartmental Committee of Inquiry into Pensions, is in accordance with the committee's terms of reference to improve pension schemes and encourage more of them to avoid the need for a national compulsory pension scheme

The new legislation does not make it compulsory for every firm to provide a pension scheme for employees. Those having schemes, however, could apply for exemption of their funds from the new regulations if they were hit by industrial unrest

He stressed, however, that the draft Bill would be modified to accommodate



Mr PETER MORUM



"constructive criticism" and there would be time for a "full debate" on the proposals

What are the new regulations and their implications for employees?

One of the key recommendations of the committee is to devise a new system to stop employees from withdrawing their contributions in cash when they change jobs

Until now an employee, on leaving his job, could choose to withdraw from the firm's pension fund and would receive a refund of his own contributions with a nominal amount of interest

In most cases these funds would not be re-invested in retirement benefits and would be put to some other use

By opting out of the scheme he would, however, lose the employer's contributions to the pension fund

Most hourly paid black employees have traditionally regarded the pension funds as a form of compulsory savings and appear opposed to the concept of compulsory preservation of contributions till retirement

But the new legislation envisages that cash withdrawal benefits would not be available any more. Members would, however, secure the right to the pension benefits paid in by employers

Pension experts have in fact pointed out that under the new legislation the value of an employee's pension interest could easily be as much as three or four times as great as

the old withdrawal benefit

This would apply regardless of the size of the pension benefit or the length of service the member had with the particular employer

But the dispute at Firestone this week goes deeper than workers wanting to stick with the old system for fear of the new

Workers have essentially rejected the concept of "pensions at retirement" completely. They would rather have the money today

They have demanded that management pay out all their pension benefits completely and will not return until February 11 — the earliest date management has said it can reasonably be expected to get the money out of the pension fund to be handed over to each and every employee

One worker said it was more important for him to get his pension money immediately to pay this month's rent than to worry about cash in 30 years' time

Management first introduced a pension scheme for black workers 10 years ago and paid out a considerable amount of money to get it on its feet — an outlay of more than R1.8 million in backdated pension contributions

So from 1971 all employees had their pension contributions backdated to a year after they joined the firm and the company paid in both the employer's contribution and the member's contribution until 1971

The managing director, Mr Peter Morum, stressed that in cash terms that meant that a worker who retired two years ago would receive about R25 a month as the pension fund began only in 1971. But as the company had back-paid the worker and the company's contributions to a year after the worker joined Firestone, employees could gain the benefits of a full 20 years of employment and would receive about R180 a month.

Firestone has made the options clear — but their employees have opted to have their own contributions plus interest now rather than the company's contributions and back payment benefits later

# Firestone

152 196 300 140A 139

## planning

### for new

Evening Post 2011

### workforce

By BILL GARDINER  
FIRESTONE workers today refused to accept that they had resigned from the strike-hit tyre company

At a meeting today workers said they would collect their weekly pay tomorrow but would not collect their severance pay on Monday as requested by management. This would be tantamount to accepting they were no longer Firestone employees.

But, according to a company spokesman, another 500 striking workers lost their jobs today when the early morning shift failed to respond to the management's ultimatum to return to work. This brought to 1500 the number of workers effectively dismissed.

The managing director of Firestone, Mr Peter Morum, stressed today that workers had resigned of their own accord. The company started recruiting a new work force today.

The strike was the result of opposition to the proposed Government's pension legislation which provides that employees may not withdraw their contributions until they retire.

However, Firestone received an assurance from the Registrar of Financial Institutions, Mr J W Louw, that their pension fund would be exempted.

The company yesterday acceded to workers' demands to allow them to opt out of the pension scheme but stressed the earliest date pension contributions could be paid out was February 11.

The management gave workers an ultimatum that those who failed to report for work yesterday on the 2pm and 10pm shifts and on the 6am shift

would be presumed to have resigned.

About 20 workers responded to the ultimatum and returned to work this morning.

Workers will be paid their week's wages tomorrow and can claim their severance pay on Monday. Pension contributions will be paid out on February 11 as promised.

Mr Morum said Firestone had been willing to respond to the demands for pension contributions, but a considerable amount of paper work would have to be processed before the money could be withdrawn from the pension fund.

He said the firm was not prepared to keep production idle until the workers returned on February 11. He added that it was a tragedy, as workers did not realise the effect of their decision.

"We pay the best rates in industry," Mr Morum said. "At yesterday's meeting I was talking as if I was on the other side of the table."

At a meeting yesterday workers were firm that they would stay out until they received their money. They said they had no confidence in the Government's promise that the pension scheme would be exempted from the legislation.

They added that they had no faith in the company's promise to pay out on February 11, and would therefore return to work only when they got the money.

Workers would remain outside the factory gates to prevent the management from recruiting scab labour and "sell-outs" who chose to return.

"Everyone must come here every day until February 11," one worker said.

Background to the strike — Pages 6 and 7



# 200 dairy drivers end one-day walkout

## Labour Reporter

About 200 drivers who walked off their jobs at Dominion Dairies in Johannesburg yesterday, have returned to work

They had demanded the sacking of the company accountant over the issue of deductions

The general manager of

Dominion Dairies, Mr P Henning, said today that there had been a "misunderstanding" over deductions for absenteeism on paychecks as well as over the issues of leave and double pay.

He said he was meeting members of the drivers' workers committee to resolve the issues.

proportion of available labor to them at the expense of those that were less labor intensive, less demanding in terms of the timeliness of attention, or of less importance to the family. Tobacco and cotton were given priority over corn, corn over manioc, and manioc over the small subsidiary crops.

Fuchs has found for developed countries using three types of data (cross section within countries, cross section among countries, and sometime series) that the negative association between mortality and per capita income is disappearing. However according to Fuchs "the marginal contribution of medical care to life expectancy, holding the state of the art constant, is also very small. Current differences in mortality across and within developed countries are primarily related to 'life-style', diet, exercise, smoking and psychological stress".

**COMMENT**

# A tough task for the employer

SOWETAN 15/3/81  
(152)

THE CURRENT strikes and threats of strikes at various places in the country over the Government's new Pension Fund Act have probably caught most employers by surprise.

There is absolutely no doubt that the act will be to the good of all people — black and white — and should in fact be welcomed.

The reason for this is simple: For a very long time, blacks have been used simply as workers who performed a duty like a machine and were dumped when they were no more capable of doing the job.

This has resulted in most blacks having to depend on Government pensions, which fall far short of what is required for people to make ends meet. As a result, old folk have to depend on their children, and, in their old age, cannot enjoy economic independence after spending three quarters of their lives working hard.

Unfortunately, pension fund contribution misuse has not only been a problem among blacks. It certainly is just as serious among whites, so it is not unique to blacks to see people resigning from their jobs when they are in financial difficulties to get their pension contributions.

When they resume employment, they are back to square one, and finally, when they have to retire, their contributions are so nominal that they are not better off at all.

A lot of the people who are now against the new Pension Fund Act, which will force companies to transfer pension contributions to new employers when people leave their employment, are not actually doing it because they don't like it.

In fact, the tendency has become more that people are generally suspicious of what the Government is up to every time legislation of any sort is introduced.

These suspicions can be seen in this particular instance. Why, people ask, is the Government suddenly so concerned with pension contributions.

This suspicion of Government ulterior motives is not difficult to trace back. Over the years, the Government has consistently said they did something for one reason, and actually made turn-arounds once they have done it.

As long as this suspicion exists, employers will find it very difficult to explain to their employees that the new Pension Fund Act is to their advantage. Unfortunately, in the meantime, a lot of people will lose out on benefits.

# Union to be launched for unemployed

CT 14/3/81  
137 225 152

Own Correspondent

PORT ELIZABETH — Organizers of a union for unemployed workers, to be launched in East London tomorrow, are considering opening an office here

The union, believed to be the first of its kind in South Africa, will operate under the aegis of the South African Allied Workers' Union (Saawu), the national organizer, Mr Thozamile Gqwetha, said

He said the union, which would accommodate workers from all industries, was being formed to counter the "systematic victimization" of workers by employers

"We want to keep people unionized. Even if they are out of their jobs, they should not lose track of the union movement

"The function of the union will be to educate workers and workseekers generally and keep them unified"

Mr Gqwetha said it was the employers' "dismiss-and-rehire" system — put to frequent use in East London's industrial unrest — which had prompted formation of the union

## Flock to gates

"This area is inundated by so many workseekers from neighbouring rural areas. Where there is a strike and workers are dismissed, hundreds of these people flock to the gates to grab strikers jobs. The only reason for this is that these people are not unionized

"Employers exploit the opportunity, and in most cases do not even listen to the strikers' grievances. They simply dismiss today and employ tomorrow"

Mr Gqwetha said that apart from the workseekers from rural areas, there were hundreds who had lost their jobs through industrial disputes. Recently some 700 found themselves jobless after confusion surrounding the proposed pension legislation

"We want to regroup these people, give them an office and a constitution of their own and Saawu will be there all the time to assist them"

He said workers affiliated to Saawu and the African Food and Canning Workers' Union would automatically belong to the unemployed workers' union if they lost their jobs

## Resume membership

On becoming re-employed they would then resume membership of their former unions

Mr Gqwetha said Saawu, which organized workers of various trades, had gained recognition at a number of East London firms. Other firms were in the process of recognizing the union

Saawu would negotiate with employers to re-employ the union's members when there were vacancies

Although the union was still in its formative stages a number of other trade unions had shown keen interest, Mr Gqwetha said

RD 14/3/81

# Striking dairy men return

By MIKE LOUW

MILK deliveries to most of the homes, shops and supermarkets of Johannesburg's southern suburbs have returned to normal after being disrupted by a one-day strike by black drivers and deliverymen of Dominion Dairies on Thursday.

The managing director of the Turffontein company, Mr Piet Henning, has apologised to clients for inconveniences caused by the strike.

He said that about 250 of his 400 workers arrived at the dairy on Thursday but refused to work. They had demanded that a white official be sacked.

Mr Henning said the men who were on strike resumed duties yesterday morning, after they had sent a delegation to the firm's management to discuss their problems.

Mr Henning said it was agreed at the meeting that the demand for the sacking of the white official and other grievances discussed, would be investigated.

"I do not deny that the workers could have genuine grievances," he said.

Mr Henning emphasised that it was realised at the meeting that some of the grievances had arisen because of a misunderstanding.

He said problems which might arise in the future would be considered and solutions would always be sought.

The strikers earlier told the Rand Daily Mail that they had demanded that a white official be dismissed.

They claimed that the official, who worked in the accounts section, failed to pay them a bonus which they had been promised every month.

Instead he made deductions from their earnings without explanation, they said.

# Union calls for 3-prong boycott

By SUE DENNY

THE Durban branch of the South African Allied Workers' Union yesterday called for a country-wide boycott of Wilson-Rowntree Hulett's and Rainbow Chicken products

The call, made at a SAAWU meeting attended by church organisations and trade unions in Durban, follows the dismissal of workers at Warehousing Services, a Durban subsidiary of Hulett's, and at Wilson-Rowntree's East London factory

The meeting resolved that Rainbow Chickens would also be boycotted until it produced halaal birds

In a statement after the meeting, Mr Sam Kikine, general secretary of SAAWU, said it was resolved that Hulett's products would not be bought until 19 workers dismissed by the firm, were reinstated unconditionally. Wilson-Rowntree products would also not be bought until the company reinstated the 500 workers it had dismissed, the statement said.

There have been several work stoppages at the Wilson-Rowntree factory during the last few months, and Hulett's workers went on strike last month.

The meeting condemned the Springbok rugby tour of New Zealand and resolved that the Government should abolish pass laws, work seekers' permits, the migratory labour system and the child labour system.

It was agreed that letters should be sent to national and international labour, church and other organisations, calling for solidarity.

Mr Kikine claimed last week that Durban and East London workers had been boycotting Wilson-Rowntree and Hulett's products for several weeks.

342 152  
PENSIONS  
(6)3/5  
protest STAR

Own Correspondent

PORT ELIZABETH —  
Several hundred black  
workers at Murray, and  
Roberts Construction Com-  
pany here downed tools in  
protest against their  
alleged compulsory mem-  
bership of the firm's pen-  
sion fund

Workers gathered out-  
side the firm's office today  
demanding that they be  
allowed to opt out of the  
fund and that their pen-  
sion contributions to date  
be paid out to them

By lunchtime, workers  
were electing a committee  
to negotiate with manage-  
ment. A spokesman for the  
company has addressed a  
crowd of about 300 work-  
ers. The Press was not  
allowed to attend

# Saawu in call for food boycott action

**Labour Reporter**  
 The South African Allied Workers Union has called for a consumer boycott of products from two major food groups.  
 At the weekend meeting in Durban Saawu's general secretary Mr Sam Kikine, said people should boycott produce from Wilson Rowntree and Huletts.  
 The boycott call was made against the Wilson Rowntree sweet business as the result of the mass dismissal of about 500 workers following a recent

dispute at the East London plant.  
 The Huletts dispute is over the dismissal of 19 workers at Warehousing Services in Durban which is a subsidiary of Huletts.  
 Mr Kikine has called for the unconditional reinstatement of workers in both disputes or the companies will face a continued consumer boycott.  
 He said he had appealed to local and overseas unions to support the boycott.

and to Colours  
 Aver

kers was R6,38 a week

Value of payment (R per week)	Number of workers	Cumulative %
0 - 2,50	25	19,23
2,51 - 5,00	38	48,46
7,50 - 7,50	39	78,46
7,51 - 10,00	17	91,54
10,01 - 12,50	7	96,92
12,51		100,00

Distribution of workers according to total payment in kind, weekly, R.

TABLE 17

meat, milk, clothing, rations, grazing rights, Christmas presents, and medical payments, translated into weekly terms. In making these calculations, 'unlimited' and 'erratic' milk rations have been entered as average - 15,1 litres of skim milk a week, valued at about 30c. No figures have been imputed where values are unknown.

Omissions from these estimates of total payment in kind (and therefore also from estimates of total payment and total family income) are firewood, housing (see p. 41 below) fruit and vegetables grown by the farmer and the value of land lent to workers on which they grow their own vegetables.

# Saawu calls for boycott of firms

185  
134  
152  
Some 7/11/81

THE South African Allied Workers Union (Saawu) has called for a consumer boycott of the products of two major food groups

At a weekend meeting in Durban, Saawu's general secretary, Mr Sam Kikine, said people should boycott produce from Wilson Rowntree and Hulett's

The boycott call was made against the Wilson-Rowntree sweet business as the result of the mass dismissal of about 500 workers following a recent dispute at the East London plant

The Hulett's dispute is over the dismissal of 19 workers at Warehousing Service in Durban which is a subsidiary of Hulett's

Mr Kikine has called for the unconditional reinstatement of workers in both disputes or the companies will face a continued consumer boycott

He said he had appealed to local and overseas unions for support.



# Clothing workers return

EAST LONDON.— All the workers who walked out of the Ark Garments factory in Wiltonia last Tuesday were back at work yesterday.

The managing director of the company, Mr R. Harris, said the majority of workers were back at work on Saturday.

Workers had called to collect their pay on Friday when negotiations began and by Saturday few workers were not at work.

The factory, which normally works a five-day week, worked full time on Saturday to make up for lost production, Mr Harris said — DDR

pts to set acceptable wage  
 towards enabling workers  
 must be accompanied by the  
 facilities in towns, of  
 formal restrictions on  
 able to select from a series  
 some sort of control over

In conclusion, therefore,  
 rates for farm workers a  
 to bargain for themselves  
 determined extension of  
 employment opportunities  
 African workers so that  
 of alternatives. Only  
 their working lives.

If wages and other costs on South African sheep farms are nearing the  
 levels at which this sort of change becomes profitable — a question which  
 cannot be answered here — moves to raise wages would not only reduce the  
 chances of those already unemployed, or erratically employed, of finding  
 jobs, but would add to their numbers.

The problem not voiced by the 1951 Commission or by the Theron Commission  
 is that many farmers, at least in the Karoo, seem to be in a position to  
 respond to any pressure to raise wages by reducing their labour forces. The  
 abundance of cheap labour available to the farms has encouraged farmers  
 to employ more workers than are physically necessary to run the farm. Many  
 of the farmers interviewed during this survey pointed out that in Australia,  
 for example, where farm workers earn wages far higher than South African  
 farm wages, farmers keep one or two workers on to handle a flock, and  
 an area, which in South Africa would 'need' 10 workers. Smaller labour  
 forces are made possible by the use of dogs, by carefully planned camp  
 and run fencing (so that sheep can be directed from one place to another and  
 handled by a minimum of workers) and by the use of contract workers at  
 peak times — shearing, dosing, dipping, transport etc.

impossible: the authorities maintain a reasonably efficient system of  
 policing pass requirements among Africans who are admittedly less scattered  
 but far more numerous than farmers. It may be that the absence of written  
 contracts of employment between farmers and most workers would make the  
 task of the inspectors impossible, but it seems that this problem needs  
 more careful study before it can be considered insuperable.

# PE strike continues

(152) STON  
12/3/60  
200

Own Correspondent

PORT ELIZABETH  
About 1500 Murray and Stewart workers stayed away from construction sites today on the second day of their strike which has disrupted building operations in Port Elizabeth and Uitenhage

The strike follows other work stoppages earlier this year over proposed legislation to stop employers withdrawing pension contributions until they retire

Workers today refused to return to work until management allowed them to opt out of the company pension fund and paid out all their contributions to date.

~~250~~ (52) ~~300~~

# Workers down tools to protest fund

PORT ELIZABETH —

Several hundred black workers at Murray and Roberts construction company in Port Elizabeth downed tools yesterday in protest against their alleged compulsory membership of the firm's pension fund.

Workers gathered outside the firm's office in Port Elizabeth demanding they be allowed to opt out of the fund and that their pension contributions be paid out to them.

A workers' spokesman said black employees had been dissatisfied with their compulsory membership of the fund for years and did not wish to contribute to it anymore.

## RESIGN

He said workers were told by management they would have to resign in order to receive their pension contributions.

By midday, workers had not yet elected a committee to negotiate with management. A spokesman for the company addressed a crowd of about 300 workers. The Press was not allowed to attend.

The manager, Mr T Rakness, said he could not comment on the dispute at this stage. — SOW-ETAN Correspondent.

DD K13/8  
**Saawu call**  
**for boycott**

DURBAN — The South African Allied Workers' Union (Saawu) has called for a boycott of Wilson-Rowntree, Huletts and Rainbow Chicken products, following disputes with the companies.

At a Saawu meeting, attended by church organisations and other trade unions, the union also condemned the Springbok rugby tour of New Zealand. — SAPA

ABOUT 1 500 Murray and Stewart workers stayed away from construction sites yesterday on the second day of the strike which has disrupted building operations in Port Elizabeth and Uitenhage.

The strike follows work stoppages at Firestone and Pyott in Port Elizabeth earlier this year and a spate of strikes in the East London area, over proposed government legislation to stop employers withdrawing pension contributions until they retire.

Workers yesterday refused to return to work until management allowed them to opt out of the company pension fund and

1520 3000 3500 SOWETON 8/8/81

# Cape construction workers strike into second day

paid out all their contributions to date.

Personnel manager, Mr Ian Holmes, told a meeting of about 600 workers in the company's yard that workers would have to resign if they wished to receive their pension contributions

He then ordered them to leave the premises

About 500 workers

gathered in the yard again on Monday and were addressed by Mr Holmes and contracts manager Mr James Magee.

They reiterated that workers could only receive their pension contributions if they resigned, and applied to the Industrial Council for the Building Industry to have

their contributions paid out

According to a spokesman workers would refuse to leave the premises.

"We are going to stay here every day until the company gives us the right answer," he said.

A number of construction workers were at work on the Murray and Roberts site in Main Street day before yesterday. But according to the spokesman the company had started to recruit "scab labour."

Mr Holmes was not prepared to comment on the two-day old strike. The regional managing director, Mr H E Minott, was not available

been admitted to the Holy Cross and Rietvlei at their homes between assess the condition of the guardians and changes factors influencing commendations are made

## INTRODUCTION

Nutrition rehabilitation units (NRU's) have been operating at hospitals in Transkei for a number of years (1) and it has become common practice at these hospitals to admit to these units children suffering from nutritional diseases (usually Protein Energy Malnutrition) together with their guardians, either in place of hospital ward admission or following a stay in the hospital wards. The aims of these units may be broadly stated as follows: to provide an understanding that the child is suffering from a nutritional disease which may be cured and prevented by correct nutrition without recourse to "medicines", to provide general health and nutritional education, and to teach vegetable gardening. It is hoped that the guardians will then be better equipped to prevent a relapse in their children's condition on returning home and that the guardians will pass on their acquired knowledge to others, so having an effect on their communities (as a whole).

In order to evaluate the effectiveness of the NRU's, follow-up studies were carried out at Holy Cross Hospital where a nutrition unit was started in 1969, and at Rietvlei Hospital where a nutrition unit was started in 1973.

Holy Cross Hospital is situated in the Flagstaff district of Transkei. The children in the follow-up sample came from villages within a radius of approximately 60 km from the hospital. Medical services are provided by the hospital, by one permanent outlying clinic and by mobile clinics which visit particular areas every fortnight. Agricultural patterns are of a subsistence nature and only a minority of the villages have been "rehabilitated" under the government-sponsored agricultural rehabilitation scheme. There are very few employment opportunities in the area.

The NRU at Holy Cross admits about 150 children and their guardians per year. Nutrition education is provided by a "house-mother" and there is an agricultural officer who teaches the guardians and organises the cultivation of the vegetable garden. Children are admitted to the NRU either directly from the out-patient department or after a stay in the wards if their condition warrants hospital admission. Prior to this study the

Footnote for page 16 to follow here

Health', recorded 15 Nov. 190; <sup>minutes of</sup> City Deep Ltd., 30 Nov. 1910; Mines and Works Regulations, 1911, 143(2) Union Acts, Miners' Phthisis Act, No. 19 of 1912, 26(2)(b).

(166) Figures given in Fraser and Irvine, op. cit., p.31 table X; Irvine(a), op. cit., pp. 14-15.

(167) Figures given in Fraser and Irvine, op. cit., p.31, table X.

(168) EMPC 1903, p.19, qq.63-64, evidence of Dr. L. Irvine; EMPC 1910, v.2, p.263, evidence of Dr L. Irvine; BRA, Crown Mines Ltd. Chief Medical Officer's Annual Report 1916.

(169) Transvaal Mines Department Half Yearly Report of the Government Mining Engineer ... ending December 31st, 1901, p. 11; Transvaal Mines Department Report of the Government Mining Engineer for ... the Year ending June, 1902, pp.8-9.

(170) EMPC 1903, p.19, q.63, evidence of Dr L.Irvine.

(171) Ibid., Appendix F.

(172) BRA, H.E., v.244, file 107H, 20 Oct. 1904, 'Report received from Commissioner of Native Affairs on Health; Irvine and Macaulay, op. cit., p.365.

(173) FRMRC 1910, v.1, p.154, par.18.

(174) Burke and Richardson, op. cit., p.15.

(175) See, for instance, minutes of City Deep Mine, 1910-1911, 16 Feb. 1911.

(176) BRA, Rand Mines Ltd. 1st Annual Report of the Department of Sanitation for the Year 1915. Figures for the total African mining population quoted from Fraser and Irvine, op. cit., p.30, table X.

(177) BRA, Crown Mines Ltd. Chief Medical Officer's Annual Report, 1916.

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(179) Irvine and Macaulay, op. cit., p.365; FRMRC 1910 p.50; CHA, WLF, Memo of Mr B. Madew, 1912; BRA, Rand Mines Ltd. First Annual Report of the Department of Sanitation for the year, 1915; Grey, op. cit., p.53, G.P., 5.8072 1937, Union of South Africa: The Prevention of Silicosis on the Witwatersrand (Johannesburg, 1937), p.4.

(180) Irvine and Macaulay, op. cit., p.365; Embrodt, H.J., The Influence of Dust Elimination and the Effects on the Development of Pneumoniosis, in Shapiro (ed.), op. cit., pp.300-301.

(181) MIC 1897, p.43, evidence of E. Way.

(182) FRMRC 1910, v.1, p.50.

(183) Grey, op. cit., p.148; Katz, op. cit., p.350.

(184) Grey, op. cit., pp.143-144. See also Irvine and Macaulay, op. cit., pp.348-349.

(185) Irvine and Macaulay, op. cit., p.354.

(186) Ibid., p.344.

(187) G.P., S.8072, 1937, p.4.

(188) EMPC, p.20, q.69, evidence of Dr L. Irvine.

(189) Katz, op. cit., pp.72-76 passim.

(190) Truscott, S.J., The Witwatersrand Goldfields: Banket and Mining Practice (London, 1898), pp.288-388.

(191) CHA, WLF, 14 Feb. 1912, H. Eckstein and Company 1912.

(192) Minutes of the City Deep Ltd., 29 May 1913.

(193) Ibid., undated minute, probably August 1913.

(194) Grey, op. cit., pp.184-185.

(195) BRA, H.E., v.244, file 107H, G. Farrar to H. 1904.

(196) Merriman Correspondence, 1912, No.98, 'Mine

(197) BRA, H.E., v.244, file 107H, Memo of Sub-Cor Doctors', 9 May 1904. See also Irvine and I pp.358-359.

(198) Ibid., W.H. Brodie to Secretary of the WNLA.

(199) BRA, H.E., v.244, file 107H, 'Report of Morita Employed on the Mines of the Witwatersrand'.

(200) Cartwright, op. cit., pp.31-43 passim; Simons R.E., Class and Colour in South Africa 1850-1885.

(201) Cartwright, op. cit., p.137.

(202) Girdwood, A.I., The Medical Examination of Native Labourers on Engagement at the Gold Mines of the Witwatersrand, in ILOSC 1930, op. cit., No.12.

(203) Ibid., p.4.

(204) Ibid., pp.5-7.

(205) Ibid.

(206) Orenstein and Webster, op. cit., p.326.

(207) Irvine(a), op. cit., pp.3-5. Africans who were referred to the Bureau were identified by fingerprints. See ibid., p.5. A well-known specialist, who does not wish to be identified, has told me that the examination of the physique of a miner is tantamount to a 'well-informed guess.'

# Six workers get bail

MDANTSANE — Six former employees of Wilson Rowntree sweet manufacturing company in East London were granted R50 bail each in the regional court here yesterday on charges of incitement

The men are Mr Mongezi Didiza, Mr Government Tuze, Mr Selby Tyanda, Mr Thobile Fana, Mr Sipiwo Vumindaba and Mr Mlungisi Mkiva — DDC

The case was postponed to March 26 when a trial date will be set for a special regional court.

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# Strikers get an ultimatum

CONSTRUCTION workers at Murray and Stewart will not only have to resign from the company but will have to leave the building industry before they will be paid out their pension contributions.

This was said yesterday by the secretary of the industrial council for the building industry, Mr V le Roux.

He was addressing a Press conference called in the wake of the strike, now in its third day, which has disrupted work at six of the company's construction sites in Port Elizabeth and Uitenhage

## DISMISSED

And the firm's regional managing director, Mr H E Minott, said workers who refused to return to work yesterday would be dismissed

About 700 workers — almost 75 percent of the firm's black work force — downed tools this week in protest against the compulsory membership of the pension fund controlled by the Industrial Council for the Building Industry.

The strike action is not related to proposed legislation on pension schemes

which has recently been responsible for a series of strikes in the Eastern Cape.

Workers, who say they have been opposed to their compulsory membership of the fund for several years, have demanded to be allowed to opt out of the pension fund, and to receive all pension contributions to date.

Mr le Roux said it was a condition of employment in the building industry, in terms of a wage agreement binding on all employers, that all unskilled workers should contribute to the Industrial Council Pension Fund.

As an employer, Murray and Stewart were therefore bound to comply with the legal requirements of the wage agreement

"Employees are repaid their contributions three years after they have left the industry," he said

"We will waive these conditions, however To meet the demands of the Murray and Stewart workers the Industrial Council for the Building Industry have decided to repay the pension contributions of

all black workers on April 21, but with the provision they resign"

In a statement released at the Press conference, Mr Minott said a memorandum was submitted to the strikers yesterday summarising the present situation regarding the pension rules.

"The workers refused to read this memorandum this morning," he said

"I now wish to advise you that we have an illegal strike on our hands."

Workers who failed to return to work by yesterday will have automatically have dismissed themselves by their illegal action and can collect their pay at their respective contract sites on Friday, he said.

## REFUND

"It will then up to them to apply to the industrial council for a refund for their pension contributions," he said.

Re-employment would start immediately, he said. All workers who wished to return would be free to do so provided they accepted the "legislated employment conditions whereby employment in the building industry is contingent on the compulsory membership of the industry's pension fund."

Workers were ordered off the premises and gathered outside the gates

Summary of Main Trends Discussed in Part I

7

? cut

Thus we have seen how, for a number of reasons, projects and technological improvement, etc., benefit the richer rather than the poorer. There is evidence to suggest furthermore, that in the areas where most technological improvements and aid are being introduced the gap rich and poor grows more quickly than in less "developed" areas.

Brett quotes C.B. Lamb's research in Kenya which shows that 14% of the members of a co-operative receive 64% of the payout, and that while co-operatives of more wealthy people prosper those who have no resources to join get poorer. Thus the wealth of few in the main cash cropping area of Tanzania is "only at the expense of the landlessness of growing sections of the population."

Griffin writes of India: "Between the census year and 1971, the number of agricultural labourers in male rural labour force rose from 15,3% to 24,9%. It is, the proportion increased by well over 60%. In Punjab, the region where agricultural growth and technical change have been most rapid, the rise in landlessness is even more extraordinary. In fact proportion of labourers in the male rural work force more than doubled from 9,2% in 1961 to 19,8% in 1971."

note 29

like P 25

take - 2 page cut

... is likely that they should provide collective services at a lower cost per person than would be possible individually. Secondly, by marketing

"The allocation of resources to food production and housing may have a far more bracing indirect effect than any specific action against the disease."

"The problem of allocation is basically one of a problem but, even when the solution is known theoretically, prestige and vested interests may prevent an optimum solution (e.g. Algeria).

Allocation of funds: 20% on public health.

Of this, Hospitals 67 million DA (1964) (5 DA = 1 dollar, USA)

Clinics 400 thousand DA (0,6%)

65 2 million DA in 1967

# Pensions dispute 600 lose their jobs

## Labour Reporter

About 600 Murray and Roberts workers in Port Elizabeth were dismissed yesterday after a three-day work stoppage

The dispute was the latest in pension-related unrest in the city.

Construction workers demanded on Monday that they be paid out their pensions and refused to go to construction sites

The demands followed on fears of impending draft legislation which would freeze pensions, and make withdrawal of funds impossible until the age of 65

Murray and Roberts management told the workers that existing laws prevented them paying out pensions unless workers actually left the industry

The workers continued to stay away from work and the compound gates were locked because strikers interfered with other work, a company spokesman said

After yesterday's dismissals Murray and Roberts began re-employment But dismissed workers cannot re-apply until they have been out of the industry for one month, according to industrial council provisions

The secretary of the Industrial Council in Port Elizabeth, Mr V le Roux, told The Star's correspondent that negotiations had been taking place over the pension issue for some time

"Our only condition was that the workers should resign from the building industry if they wanted their contributions paid out It was arranged that they could stop contributing to the fund if they remained in service"

He said he did not believe any union played a part in the strike

Pensions disputes have also hit the Enstone and Pott's plants in Port Elizabeth this year

uplifts it to a mere 8,4%.

"Cost-accounting is only considered worthwhile if the operation is at a reasonably high level, say, above 80%."

"An 80% treatment success rate can be achieved very cheaply. When this is achieved, the more expensive drugs have to be used." (10).

Possibly, most interestingly of all are the really only comprehensive detailed statistics given by Czechoslovakia (11).

The annual, direct cost of Tb services in thousands of Cz.Kr. (Drugs amounted to only 10% of the total cost.)

	1958	1959	1960	Total	1962	Total
Clinics,	6 055	5 356	5 695	17 942	7 550	31 422
Hospitals,	10 245	10 614	11 029	32 231	9 998	54 167
Tb. sanatoria,	16 007	16 341	17 107	49 944	15 544	81 544
Total,	32 688	32 356	33 831	99 109	33 122	167 134

This shows the current services received, a mere 18,9% of the allocation. Further, the sanatoria cost 2/3 times that of the clinic service and the compound sanatoria/Tb beds in general hospitals cost 4/5 times that of the clinic services.

	Clinics	Hosp. Tb. bed	Tb. san.
Services	17 928 4.2 Kr.	42 754 Cr. HF.	22 Tl. 197 Ft.

Vac/tuberculin.	1,9%	-	-	-
X-ray materials.	-	5,6%	-	3,3%
Medicaments.	39,5%	10,2%	-	10,1%
Tb. drugs.	5,1%	9,4%	-	6,3%
Sanitary material.	-	28,5%	-	31,3%
Food.	3,4%	22,8%	-	21,1%
Operational costs	51,5%	76,5%	-	72,1%
Total percentages.	32,6%	54,1%	-	81,3%
Total cost.	18,9%	32,4%	-	48,7%



# 500 workers down tools in support of 17

NM 20/3/81

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20/3/81

**Mercury Reporter**  
**MAINTENANCE** work came to a halt at the Tongaat sugar factory yesterday when about 500 Indian and black workers downed tools in support of 17 colleagues involved in a dispute with the factory management  
 A spokesman for the Tongaat Group said yesterday the stoppage affected

only the sugar division and workers were not demanding an increase in wages or an improvement in working conditions  
 Last week 17 workers had been asked to change jobs in the plumbing section  
 'In spite of being told the change would not mean a decrease in wages or status, the workers resisted'

The spokesman said the 17 had been given a written warning last week that they had to comply or face disciplinary action  
 'To our surprise 400 to 500 workers downed tools in support yesterday'  
 The spokesman said the workers were all members of the registered National Union of Sugar Manufac

turers and Refinery Workers led by Mr Selby Msibande The union had been formed last year  
 The spokesman said the work stoppage was unofficial and not in terms of the Industrial Conciliation Act Sugar workers were due for a 17 percent increase in wages from April 1

Hours worked per week	Number of workers	Cumulative %
0 - 46	1	0,92
46,1 - 48	11	11,01
48,1 - 50	26	34,86
50,1 - 52	16	49,54
52,1 - 54	22	69,72

**TABLE 5**  
 Distribution of workers according to working hours (weekly):

The following table is an attempt to list the distribution of workers according to average (i.e. throughout the year) working hours.

Working hours on Karoo farms differ considerably between summer, when the day begins earlier and ends later, but with a long break in the middle, and winter, when the working day, and the break, are shorter.

The farm worker, on the other hand, walks perhaps 500 metres to start work - although in the course of the day he may be required to walk much further.

restricted in his choice of both working and living place. part of working hours, especially where the worker is

Surviving children per mother

Ciskei	2,64	4,07	3,06
Transkei	2,24	3,86	2,32
Basutoland	2,02	4,30	2,28
Mean ..	2,28	3,95	2,45

Survivors as percentage of children born

Ciskei	62,8	52,3	58,3
Transkei	50,3	49,9	51,7
Basutoland	71,6	68,2	70,8
Mean ..	55,0	51,6	54,0

Child mortality per 1 000 live births

	1 year or under	2 years or under	18 years or under
Ciskei	164	244	374
Transkei	284	379	557
Basutoland	140	189	290
Mean ..	242	327	508

**Strikers meet with management**

Labour Report  
 Union leaders met with management early today as the strike at the large Tongaat group in Durban went into its second day.

More than 500 workers went on strike yesterday after making demands for higher wages and protesting the dismissal of 17 colleagues earlier in the week.

Mr Selby Nsibande, the general secretary of the Sugar Manufacturing and Refining Employees Union, met with Tongaat management yesterday to present workers' demands which include double time for Sunday duty and improved working conditions.

A Tongaat spokesman said there were fewer strikers today. A representative of the kwaZulu government was attending the talks.

Management hoped the dispute would be over by the end of today.

The Sugar Manufacturing and Refining Employees Union is an unaffiliated union. In the past it has been accused of being a company union.

# Tongaat hit by strike

WORK came to a halt at the large Tongaat Group at Tongaat on the Natal north coast yesterday when more than 800 workers downed tools.

The strike started in the transport department, but soon spread to other departments as workers asked their colleagues to strike in sympathy.

Workers spoken to said they objected to the "unfair" dismissal on Monday of 17 fellow workers.

They are also demanding better pay and double time for work done on a Sunday.

Meanwhile about 600 workers for Murray and Roberts in Port Elizabeth were dismissed on Wednesday following a three-day work stoppage.

The dispute was the latest in pension-related unrest in the industrial unrest.

(S)

(S)

SOME TIME 20/3/81

There are four levels at which people involved in the dairies sell  
a) From their houses locally in the village.

b) At local village centres, cafés, bus depots etc

c) Idolophu shops

d) Contract at a big centre e.g. the Idolophu hospital contract, and the Bloemfontein creamery contract.

a) The problem with selling locally is that because of restrictions concerning hawkers licenses people have to wait until customers arrive at their houses. Thus there is no proper advertising and no centralised sure supply to attract buyers. The most often cited problem is poverty at the village level.

b) Selling at village centres Teddy Mhlauli and Ncomonde Nkalitshani at Amathole manage to sell a fair amount of milk by hawking it outside shops and at bus stops. This is illegal and it also requires that someone should make hawking a pretty full-time job. Where the person is only selling a small amount, hawking does not justify the labour spent on it. The main problem is again the limited market. In all of the three villages where people hawk milk they say it is difficult to sell, especially in summer.

c) The Idolophu shops are supplied with milk by a white man in Idolophu and by a Free State town. The small co-ops cannot compete with this regular supply. The people at Amathole used to sell to Idolophu but the shops refused to buy, saying their quality was bad and the supply irregular. In both Inkomo and Amathole we worked out that transport costs (if they could find transport) would be too high unless they were supplying vast amounts of milk.

d) Both the Amathole people and the people who's milk N.M. will not take, tried to establish a contract with the other hospital in Umhlaba. Neither could guarantee to deliver it. The type of contract with the Bloemfontein co-op requires travelling and high level liaison to be established.

In the situation where production is low people cannot afford the travelling costs to send their milk to big centres. In Inkomo after N.M. refused to transport members milk they tried to sell locally to shops and from a centre in the location. This involved hiring a vehicle to bring the milk from the dairy which then cancelled all their profits. Everyone then reverted to

• / ...

selling from their houses. In Amathole some people did try to establish a market in Idolophu but they never succeeded. While Mhlauli and Nkalitshane put a lot of labour into hawking, most members could not afford this time and many have stopped trying to sell at all and are using their milk for home consumption only again.

The other problems I discuss affect people differently according to how poor they are. The following charts give descriptions of members economic status, and their present income from the dairies.

## Dismissed workers in bid to be reinstated

Dozens of former employees of the Toyota Marketing Company in Sandton gathered in the offices of their trade union yesterday to call on the company to negotiate their reinstatement.

One hundred and twenty-three warehouse workers were dismissed and not rehired after a strike in January this year.

Negotiations between Toyota and the Metal and Allied Workers' Union would be in everyone's interest, they stressed.

The workers who had replaced them were not

meeting production targets and, they claimed, the company's personnel manager, Mr J U Buchler, had recently reproached the new workers for their low productivity.

The position of many of the unemployed workers had been worsened by the refusal of the West Rand Administration Board to register them for other jobs, they said.

But Toyota managing director Mr Colin Adcock said productivity was "infinitely higher now than in the closing months of 1980."

(152) (192) STON  
(1404) 20/2/81

Argus Bureau

PORT ELIZABETH — Murray and Roberts may hold talks with spokesmen for 700 strikin workers who were dismissed this week, the firm's regional managing director, Mr H B Minott, said today

In an interview today he said 'At the moment it is a dicey situation I am trying to make up my mind which way to go but the wheels are in motion for contact with the workers.'

About 700 workers in protest against their compulsory membership of the Industrial Council's pension fund They were dismissed on Wednesday when they ignored a management ultimatum to return to work

With the firm's project disrupted for the fifth day in succession seven workers' representatives are believed to have

approached a trade union for help in the dispute. Six construction sites in Port Elizabeth and Uitenhage are affected Workers have demanded that they be paid out all pension contributions to date and then permitted to decide for themselves whether they wish to re-join the pension fund

# Company may negotiate with strikers

Argus 20/3/81

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500 sugar  
CT 20/3/81  
workers  
152 186  
down tools

**Own Correspondent**

DURBAN — Maintenance work came to a halt at the Tongaat sugar factory yesterday when about 500 workers downed tools in support of 17 of their colleagues involved in a dispute with the factory management

A company spokesman said yesterday that the stoppage had affected only the sugar division of the group and workers were not demanding an increase in wages or an improvement in working conditions

He said that last week 17 workers had been asked to change jobs in the plumbing section of the factory.

"In spite of the fact that they were told the change would not mean a decrease in wages or status and that they would not lose their jobs, the workers resisted the reorganization," said the spokesman

He said the 17 had been given a written warning last Wednesday that they had to comply with the instructions from management or face disciplinary action

# PE sit-in

CT 20/3/81

tense in

fourth day

## Own Correspondent

PORT ELIZABETH — The atmosphere was tense outside the strike-bound Murray and Roberts construction yard yesterday, the fourth day of the sit-in by 700 dismissed workers demanding their pension contributions

Four police riot squad vans were outside the premises when workers gathered at 7 30 am

A workers' spokesman said that although they still rejected their dismissal, they had decided to follow the advice of an undisclosed trade union and to return to their homes and hostels because they felt their presence at the site would lead to trouble with the police

"Our fight is not with the police or with Murray and Roberts, but with the people (the Industrial Council for the Building Industry) who refuse to refund us our pension contributions

"Members of the union will meet workers on Sunday and with their help we hope to achieve our aims"

The regional managing director of Murray and Roberts, Mr H E Minott, said the company had not yet taken on any new workers and those who had been dismissed could stay on in the company's hostels

A spokesman for the Federation of South African Trade Unions (Fosatu) said yesterday that officials would be available to assist workers

# 500 back at work after dispute

Mercury Reporter

MAINTENANCE work at the Tongaat sugar factory resumed early yesterday when about 500 African and Indian employees returned to work.

pute, in the sugar division of the group, had been resolved early yesterday morning. No one had been penalised in any way

According to Dr T.G. Cleasby, deputy managing director of the Tongaat Group, workers downed tools on Thursday in support of 17 of their colleagues who had refused to accept new positions at the factory. Dr Cleasby said yesterday that the domestic dis-

had also worked on farm listed above as having one previous job. Fu

they

Employer	Area	Number of workers
Other farms	'Karoo'	24
S A R & H	Beaufort West	4
	Worcester	1
	Beaufort West	1
	Renosterkop station (between Beaufort West and Nelsport)	1
	Middelburg	1
Building contractors	Beaufort West	1
	Murrayburg	1
Cartage contractor	?	1
Divisional councils	Beaufort West	1
	Middelburg	1
	Queenstown	1
Household (as gardener)	Beaufort West	1
Vegetable market	Beaufort West	2
Farmers' co-operative	Beaufort West	1
Nelsport Sanatorium	Nelsport	2
Coronation Collieries	Natal	1
		44

Distribution of workers according to previous job, by employer and area.

TABLE 29

worked on the railways, three for building or cartage contractors and three for divisional councils (building roads). Only one worker had ever worked outside the Cape, at Coronation Collieries in Natal.



ST 107 23 13/81 (124) (152) (S2)

## Union claims good support for boycott

### Labour Reporter

The Eastern Cape boycott of Wilson-Rowntree, Huletts and Rainbow Chickens entered its second week today

The consumer boycott was launched by the South African Allied Workers' Union (Saawu) as a protest against recent worker dismissals at the three food groups

A strike at Wilson-Rowntree, which has seen violence and the mass dismissal of about 500

workers at the East London plant. Management at Wilson-Rowntree has refused to comment on the unrest

The Huletts dispute involves the dismissal of 19 workers at one of the company's subsidiaries and the Rainbow Chickens dispute also involves the lay-off of staff

Mr Sam Kikine, general secretary of Saawu, said there was a "good public response" to the boycott call.

# Sacked men claim intimidation

By Z B MOLEFE

DISMISSED workers of a well-known motor company alleged that some of their colleagues who have been reinstated by the company have formed squads that kidnap them from their homes. They are then transported to the company's security guards where their captors brand them agitators before they are taken to the police.

This is one of the allegations that surfaced at the weekend when some of the 123 black Toyota Motor Company employees, dismissed last year after a strike, held a Press conference at the Johannesburg offices of the Metal and Allied Workers Union (Mawu).

"Our children are not sure whether we will return home. They fear that we will be killed or arrested," said one speaker from the floor as he told of the squads. A Mawu source explained that some time last month eight of the dismissed workers were raided and had claimed they had to spend a weekend at the Bramley and Alexandra police stations. Two of the men claim they made a court appearance but were acquitted because of lack of evidence.

When approached by the SOWETAN, the Johannesburg police liaison officer Major Fred Bull, was surprised. Said Major Bull "It's news to me. To my knowledge, I know nothing of this. These arrests by the squads and the company security guards, if they are true, were illegal."

Giving the background to the strike that led to their dismissal, Mr Nicholas Mokgotsi, chairman of the company's liaison committee, said up to this day the workers do not know why they were dismissed.

"What happened is not the grievance procedure of the company. We were taken by surprise," said Mr Mokgotsi. He also said when the workers wanted to know why they were dismissed, management told them to ask questions outside company premises. This was when the



Some of the former Toyota workers who attended a Press conference in Johannesburg yesterday where they made a number of allegations against the company.

workers decided to go on strike after eight of their colleagues were dismissed last year for refusing to work overtime.

Mr Cohn Adcock, managing director of Toyota, admitted that he had received a Mawu letter on Wednesday, containing some of the allegations made at the Press conference but it "was regrettable that Mawu called the conference before I could answer."

He dismissed the allegation that the reinstated workers had formed squads that intimidate the dismissed workers. "I have made it clear to their union that this is a serious allegation that must be reported to the police," went on Mr Adcock.

But he said he had information that in January the

dismissed workers raided the houses of their reinstated colleagues and intimidated them. Later the reinstated workers retaliated when they came across those who had intimidated them. "A court case is coming up on this. But my security guards had nothing to do with this."

Mr Adcock dismissed a number of issues arising at the conference. Some of these were:

- Toyota would not reinstate a sizeable number of the dismissed workers — "they can apply individually and each case will be treated on its merits."
- Because of the dismissed workers Toyota production had suffered — "there was never a meeting where our workers were told this. Our productivity is very satisfactory and we are working normal time."

Pic: LEN KUMALO

SOWETAN, Monday, March 23, 1981

# Pick 'n Pay staff in talks

Labour Report

Representatives of workers involved in yesterday's work stoppage at the Pick 'n Pay in Randburg met management today to resolve the dispute

Staff returned to work after an hour-long sit-in when management agreed to discuss complaints about a worker's dismissal and conditions of work

# 300 strike, want refund on pensions

Argus 24/3/81

~~300~~ ~~23~~ 152

Argus Bureau

PORT ELIZABETH. — Dismissed workers were back in their jobs at Murray and Roberts today, but about 300 were on strike at another construction company, Strydom, Basson and Tait.

The reason is the same as in the Murray and Roberts strike — the Africans want their pension contributions, claiming they fear the Government will 'freeze' the money by proposed legislation.

Strydom, Basson and Tait comprises construction and associated companies. The managing director, Mr J S Strydom, said a large complement of workers had downed tools yesterday at various sites.

He could not yet give an exact figure.

He said the company was willing to negotiate.

The secretary of the Industrial Council for the Building Industry in the Eastern Cape, Mr V le Roux, said today that according to his informa-

tion, about 300 were on strike.

Negotiations were taking place between workers' representatives and management.

The council had not yet taken a decision, and would not necessarily decide on the same lines as in the Murray and Roberts case.

## UNEXPECTED

'When we made a decision for Murray and Roberts, we did not believe there was another strike on hand.'

The council decided last week to exempt Murray and Roberts from its pension scheme until an agreement between management, workers and the council.

A Murray and Roberts spokesman said today that everything was 'back to normal.'

All 700 dismissed workers were back in their former positions without loss of benefits after being told yesterday that they would be refunded all pension contributions on April 11.

# Dismissed CT 24/3/81 strikers 23/152 340 to return

Own Correspondent

PORT ELIZABETH — The 700 Murray and Roberts labourers who were dismissed after taking illegal strike action over pension contributions last week, will return to work today

At a meeting on Sunday the men decided they would return to the company's Deal Party yard yesterday morning to find out when their contributions would be returned to them, a worker spokesman said yesterday

They were allowed to enter the yard, where the regional managing director, Mr H E Minott, addressed them. He told them they should return to work today and no further deductions in respect of the building industry's pension scheme would be made until further discussions had been held between the works council and management

He also said that on April 11, they would be refunded all past pension contributions

\*The labourers downed tools on Monday a week ago in a protest against the building industry's pension scheme, the conditions of which are laid down by the Industrial Council for the Building Industry

They said they wanted their contributions refunded before the government passed a law freezing their money until retirement age

The secretary of the Industrial Council for the Building Industry, Mr V le Roux, confirmed yesterday that Murray and Roberts labourers had been exempted from the pension scheme until an agreement between workers, management and the council had been reached

1970 25/3/61  
Strike over  
pensions  
resolved

Labour Reporter

The 600 Murray and Roberts construction workers who were dismissed after last week's pension dispute have been taken on again.

The workers had demanded an immediate pay-out of their pension contributions and were dismissed after refusing to go to work sites.

But the workers returned after the industrial council for the building industry in Port Elizabeth allowed Murray and Roberts an exemption from pension rulings, permitting workers not to pay in any pension contributions.

The secretary for the council, Mr V le Roux, said this exemption was an interim measure which would have to be renegotiated.

The council also allowed for the workers to receive a total pension contribution pay-out on April 11 instead of the usual three month waiting period.

Mr le Roux stressed that the council's decision was only in respect of the Murray and Roberts dispute. Port Elizabeth has seen several pension-related disputes this year.

STAFF-26/3/51  
Workers (152)  
at OK  
on strike

Own Correspondent  
DURBAN — About 100 black workers at the West Street branch of the OK Bazaars in Durban went on strike today in protest against alleged racial discrimination by the management

The strike started after talks between management and workers broke down

Mr Vivian Mtwla, branch secretary of the Commercial, Catering and Allied Workers Union of South Africa, said there had been instances where there had been fights between workers

When black workers were involved they were dismissed immediately, and Mr Mtwla said But coloureds and Indians were allowed to stay on

A spokesman for OK Bazaars confirmed that there was a work stoppage He said he did not know what the workers were demanding

# Strikers replaced in pension unrest

Labour Reporter

The pension-related strike at a Port Elizabeth construction firm continued into its third day today with management taking a tough stand against the strikers.

Several hundred employees of the construction firm of Strudom, Basson and Tait refused to go to work sites on Tuesday unless they were immediately paid out their pension contributions.

Workers in the Port Elizabeth area have feared possible Government controls over pension contributions and demanded pay-outs at Firestone, Pyotts and Murray and Roberts.

Although some of the workers for Strudom, Basson and Tait have returned to work, the firm has already started to take on new workers.

A spokesman for the firm said the issue of pensions was out of their hands and they would have to wait until Monday when the Industrial Council for the Building Industry in Port Elizabeth meets to discuss the pension unrest.

In the case of the Murray and Roberts pension dispute last week, the industrial council wanted several restrictions on pension pay-outs as an interim measure to settle the unrest.

a project has the potential to help us attend to many of the problems which we encounter in rural areas -- unsophisticated problems which the existing personnel are often too sophisticated to cope with, the sequelae of which are frequently too sophisticated for the relatively unsophisticated services.

Certainly, it is unrealistic to attempt development in health in isolation from other aspects in community development.

However, it is difficult to attend to everything, and other professional groups who might be involved are usually notable by their absence. I believe that the health services could provide an important stepping stone towards development; that "healthicisation" of the people could assist them to find a springboard which might help them out of the vicious cycle in which too often exist.

Whilst we frequently lead the world at the so-called top of the skill pyramid in South Africa, I consider that we have lagged far behind at the bottom; we have much catching up to do. I believe that we will only make up for this lost time if we make a vigorous and concerted effort to set up village health worker projects. We must involve the community who, after all, are the only people who are permanent and who are really in a position to care for the people.



# 'Go' slow strike by teachers

COLOURED teachers at an Alberton primary school began a "go slow strike" yesterday in protest against the

"meagre" 12 percent salary increases announced last week.

Altogether 25 teachers at the Edenpark Primary School are taking part in the

strike. The teachers are in salary categories which received the low 12,8 percent increase

"A cleaner at the school gets more than us," a spokesman for the teachers said

The teachers will remain in the classrooms until 11 o'clock each day, and then will leave the school buildings

Teachers with 25 years experience are earning only R270 a month. There are teachers at the school who are earning only R98 a month

The Edenpark school teachers are

also complaining that, because of the Group Areas Act, they have to live far from the school and spend up to R50 a month just to get to school

Mrs E Medina, a teacher at the Riverlea Coloured Primary School, said teachers at the school planned to "rope in the parents" today to form a deputation to meet the Minister of Education

Riverlea teachers do not plan to strike she said, "although we sympathise with those teachers who are striking"

*Sowetan*  
*232*  
*152*

For the sociological-cultural assessment, only mothers and female guardians with children of their own were included. The total sample size was 746. In the urban areas 36% of these subjects were never married compared to 14% in the rural areas. Of those who were married, the husbands of 8% in the urban and 14% in the rural areas were not economically active. It is, however, interesting that the general nutritional state of the children in the urban areas is somewhat better than in the rural, in spite of the much higher illegitimacy rate.

Table IX summarises the number of live children in each family in relation to the total number of births as well as their concept of an 'ideal' number of children. There are, therefore, not only more children per family in rural areas compared to the urban, but also a vast difference in the concept of an 'ideal' family size. This is not surprising when seen in relation to our finding that 61% in urban and 80% in rural areas did not use contraception, and that family planning was never used by 61% of the females in

**Workers strike at store**

152  
287  
27/3/81

**DURBAN** — About 100 workers at the West Street branch of the OK Bazaars went on strike yesterday in protest against alleged racial discrimination by the management. The strike started after talks between management and workers broke down. The workers allege management does not treat Africans the same way as workers of other groups. Mr Vivian Mtwa, branch secretary of the Commercial, Catering and Allied Workers' Union of South Africa, said there had been fights between OK workers recently. When African workers were involved they were dismissed, but this did not apply to other races. Mr Mtwa said — Saph

'Ideal' number children      6,8      4,4

Colour photographs of patients with kwashiorkor and pellagra were shown to all mothers and guardians to establish whether they recognised the disease by name and whether they had any concept of its nutritional origin. These results are summarised in Table X. As far as kwashiorkor is concerned, not only did 87% of subjects in the urban and 89% in the rural areas not recognise the disease, but only 22% could give an indication of a nutritional relationship. To a large extent the same applied for the recognition of pellagra, although a much larger proportion recognised pellagra correctly in the urban areas. In spite of this, only 40% in the urban and 14% in the rural areas indicated a nutritional origin for the disease.

TABLE X

**CISKEI: RECOGNITION OF KWASHIORKOR**

	<u>Rural</u>	<u>Urban</u>
No recognition	89%	87%
Nutritional association	23%	21%

**RECOGNITION OF PELLAGRA**

	<u>Rural</u>	<u>Urban</u>
No recognition	90%	63%
Nutritional association	14%	40%

About two-thirds of the subjects interviewed could give no indication whatsoever as to the possible causes of gastro-enteritis (Table XI). A large variety of possible causes were given including weeding, infection, lack of hygiene, intercourse by mother while breast-feeding and witchcraft. However, 57% of subjects believe that a child with gastro-enteritis should be given additional liquid to drink.

TABLE XI

**CISKEI. KNOWLEDGE ON GASTRO-ENTERITIS**

What causes gastro-enteritis?	Do not know.	
If a child has gastro-enteritis, must he be given a lot to drink?      Yes.	64%	57%

It is thus obvious that in the Ciskei population, there is a very poor recognition of diseases of nutritional origin as well as any form of nutritional association with health status.

There is, however, a strong awareness of the nutritional benefits of breast-feeding with 85% of subjects indicating that breast-feeding is best for the baby and protects against infectious disease. This is borne out by the fact that 92% of these mothers and guardians indicated that they had breast-fed their last baby. In contrast, 12% of subjects in the urban and 23% in the rural areas indicated that the first fluid which they gave to their newborn baby was a herbal mixture, isicakathu, which is a powerful diarrhoeic.

Currently, nutrition guidance is given in terms of body building, protective and energy providing foods. However, only 23% of subjects could name two possible substitutes for meat correctly, and 10% two vitamin-containing or so-called protective foods.

# New draft Bill on union control published today

DD 27/8/81

152

128  
139

PRETORIA — Mixed trade unions will be permitted and sex discrimination abolished, but new government controls on unions and employer organisations will be introduced in a draft labour Bill to be published today

Union "political" activities, ballots to call a legal strike and union stop order facilities will be subject to new controls in the Bill and "certain alleged irregularities" in unions and employer groups will be "combated"

However, the Bill will guarantee union autonomy, including the right of unions to decide how their financial affairs will be managed

These are the implications of a statement issued here last night by the Minister of Manpower Utilisation, Mr Fanie Botha.

It is understood that some of the tough controls envisaged last year had been removed in the Bill which will be published in today's Government Gazette for comment

Mr Botha said the government planned to amend the Industrial Conciliation Act — which regulates labour relations — in the next parliamentary session and that the Act's name would be changed to the Labour Relations Act

The Black Labour Relations Regulation Act, which lays down special — and, experts argue, inferior — labour machinery for black workers would be repealed

Mr Botha said the new Bill would provide for the "further enlargement and strengthening" of the principle of "trade union autonomy".

Unions would be allowed to decide who to admit as a member, decide how their financial affairs were to be run and the right of unions to "full management of their affairs" would be recognised

This means unions will be allowed to remain open to one race only if they wish, but that the right to

fully mixed unions would be legally entrenched

At present, registered unions may only open their constitutions to all races with ministerial permission

Mr Botha spelt out broad details of new controls in the Bill

Possible political activities of unions would be further regulated.

Alleged irregularities in unions and employer associations would be combated to protect those involved.

The law governing strike ballots by registered unions would be extended to ensure regularity

The compulsory deduction of union dues on behalf of unions by employers would be "regulated", and

Provision would be made to investigate irregularities in the affairs of official industrial councils "to ensure order"

Observers point out that much depends on the detail contained in the bill — DDC

Conflict arose over the issue of control over psychiatric services

8a

9/...

-9-

## Licensed Institutions

The most significant development in licensed institutions was the emergence of the private company-run institutions. They entered the arena during the critical phase of the overcrowding crisis in the early 1960's. By 1976 over 12 000 beds were available. Nearly as many people were then being treated in private company hospitals as in state mental hospitals.

## 'Homeland' Hospitals

The mission hospitals formed the backbone of health care in the 'homelands'. The government began taking them over in the 1960's. In 1972, the Secretary for Mental Health, Dr J. Gilliland, outlined the comprehensive health system for the 'homelands'. Each 'homeland' was to be divided into wards (which do not coincide with the magisterial district). Each ward was to contain a central hospital. This would be a control point for surrounding 'satellite' clinics. More specialised services would be concentrated at the central hospital. The surrounding clinics would provide family planning, immunization, paediatric and follow-up services on an outpatient basis. Psychiatric follow-up services were included. The clinics would jointly drain the entire ward. Psychiatric facilities would therefore be available on all three levels of the three tier system, i.e. State mental hospitals, general 'central' hospitals and the satellite clinics. The emphasis is towards the management of psychiatric patients in the community, but Gilliland predicted that the demand on inpatient facilities would grow. Three institutions run by private companies were operating in the 'homelands' since 1973. The first 'homeland' state mental hospital opened at Umzimkulu in 1976. There was no available information on the progress of the satellite clinics.

## Outpatient Services

The discovery of the psychotropic drugs in the late 1950's was the precondition for the development of outpatient and community services. They provided a means whereby patients could be managed without hospitalisation.

./...

# Black workers struck on 134 occasions

(157)

Sowetan

27/12/87

HOUSE OF ASSEMBLY — Black workers had gone out on strike on 134 occasions last year, the Minister of Manpower Utilisation, Mr Fanie Botha, said in the Assembly yesterday.

In a written reply to a question by Dr Alex Boraine (MP PFP Pinelands), the minister said 67 of the strikes were for higher wages.

The remainder were caused by dissatisfaction with dismissals of employees or other disciplinary steps taken by employers, the payment of bonuses, trade union matters such as the recognition of trade unions or the deduction of subscriptions, and conditions of employment.

## DISPUTES

In reply to another question by Dr Boraine, Mr Botha said 327 black works committees had been registered up to December 31 last year. In terms of the Black Labour Relations Regulation Act, 2 745 liaison committees and five co-ordinating works committees had been registered.

In reply to a further question by Dr Boraine, Mr Botha said 161 labour disputes had been dealt with by black labour officers in terms of the Act. The Central Black Labour Board and Wage Board each handled two disputes.

— Sapa

Everite fires  
230 after strike

EAST LONDON — All 230 black workers at the Everite factory in Wilsonia have been fired following a strike at the factory yesterday. The workers stopped work after two were dismissed for poor work performance.

Mr H Durst said the company had refused to recognise the workers' committee of the South African Allied Workers Union — Sapa

Workers  
down tools

Own Correspondent  
DURBAN — About 300 workers at the Triomf fertiliser plant in Richards Bay stopped work yesterday after management refused to recognise a union committee they had elected

Later the strikers were told to collect their pay, but it is understood they were allowed to return to work today. Triomf officials refused to comment.

About 100 workers at OK Bazaais' West Street branch who stopped work in protest against alleged racial discrimination returned to work yesterday

This paper is the result of detailed research into the provision of schools for the children of farm workers in the magisterial districts of Caledon, Cathcart and Viljoenskroon. It was also intended to research the district of Waterberg in the Transvaal but stormy weather and misunderstandings with the Bantu Education Department (BED) made it impossible for this area to be satisfactorily covered. After presenting in depth the research results for each area, a summary and analysis of what appeared to be the most relevant issues is presented.

BRIAN LEVY

FARM SCHOOLS IN SOUTH AFRICA - AN EMPIRICAL STUDY

# Strike: EL workers sacked

EAST LONDON — All 230 black workers at the Everite factory in Wilsonia have been fired following a strike at the factory yesterday.

The workers stopped work at the factory after two workers were dismissed by the company for poor work performance over a number of weeks.

In a statement, the regional manager of Everite for the Eastern Cape, Mr H Durst detailed the management's version of events leading to the dismissal.

On February 10 this year the South African Allied Workers Union (Saawu) advised Everite management that a workers committee functioning under the auspices of Saawu had been elected at Everite, East London to replace the existing liaison committee.

Everite refused to accept the Saawu committee because Everite had a democratically-elected liaison committee whose term of office had not expired, Saawu could

not satisfy Everite that its committee had been democratically elected, Everite had no formal relationship with Saawu and therefore recognition of such a committee was premature.

Over the last month Everite has closely examined the constitution and representativeness of Saawu as well as its attitude towards registration during meetings held with union officials.

Saawu was unable to prove representativeness during the meetings. The union also made it clear that at this time it does not wish to apply for registration.

Therefore, after serious consideration Everite advised Saawu on March 16 that they are unable to recognise the union or any of its workers committees.

However, Saawu was also advised that Everite is prepared to resume discussions should the union's attitude towards registration change.

On March 26 (yesterday), two workers whose performance has not been satisfactory were asked to leave the company.

The two workers had been given repeated written warnings about poor performance over the past weeks, as well as additional training to help them improve.

The termination of their employment was in terms of the company's disciplinary procedure which ensures complete fairness.

Immediately after the dismissal all the black employees ceased work.

No reason for the strike was given and the workers declined to send forward the liaison committee or a person nominated by them to set out their grievance.

All the striking workers have been dismissed.

Attempts by the Daily Dispatch to contact Saawu for their comment on the incident were unsuccessful last night.

— DDR

Once again, inspection of the table suggest that these two variables are not associated to any significant extent. This is not surprising, in view of farmers' replies to questions about the schooling of workers. Of 31 farmers questioned, only two said, without qualification, that they preferred to employ workers who had been to school. Four farmers preferred not to answer, seven were in favour of limited schooling for farm workers and 11 farmers were indifferent. Seven farmers actually preferred workers not to have been to school, claiming that only one person - the farmer - needed to do any thinking, that when workers tried to make decisions on their own (a practice which they might have learned at school) they made mistakes, that workers who had been to school, thought they were better off.

151

## Ex-sweetworkers in court

MDANTSANE — Eleven former employees of an East London sweet manufacturing firm, Wilson Rowntree, appeared in three separate trials in the Special Regional Court, charged with public violence and incitement. The cases were postponed to April 9 and they were not asked to plead. No evidence was led. Charged with incitement were Mr Selby Tvanda, 34, Mr Government Tuze, 42, Mr Tobille Fana, 26, Mr Mongezi Didiza, 26, and Mr Sipiwo Vumindaba, 30, Mr Mlungisi Mkhiva, 30.

The following were charged with public violence: Mr Herbert Kale, 45, Mr Makoko Mbali, 42, Mr Muleki Myoli, 34, a 17-year-old youth and Mr Skwintshi Sibawu.

All are out on bail —  
DDR

Value of payment, R per year	Number of workers	Cumulative %
0 - 5,00	57	45,97
5,01 - 10,00	25	66,13
10,01 - 15,00	16	79,03
15,01 - 20,00	7	84,68
20,01 - 25,00	6	89,52
25,01 - 30,00	3	91,94
> 30,00	10	100,00
<b>total</b>	<b>124</b>	

Distribution of workers according to Christmas payment in kind, R per year.

TABLE 15

The value of these items is reflected in the table below (again, farmers' own estimates of value have been used).

Most farmers gave 'presents', or a 'bonus in kind' to workers and their families at Christmas. Articles usually given included clothing for women and children, cool-drinks and sweets, wine, cake or cake ingredients, lengths of material for furnishing or clothing, occasionally toys and household articles like clocks or crockery.

(vi) 'Presents'

The worker who has 30 goats and can sell, say, six of them for R90 a year would presumably not prefer to collect the equivalent value of the grazing - R21,60 a year - in cash.



# Third day of pension strike



THE pension-related strike at a Port Elizabeth construction firm continued into its third day yesterday with management taking a tough stand against the strikers.

27/3/84

Several hundred employees of the construction firm of Strydom, Basson and Tait refused to go to work sites on Tuesday unless they were immediately paid out their pension contributions.

S G W E T A I T

Workers in the Port Elizabeth area have feared possible government controls over pension contributions and demanded pay-outs at Firestone, Pyott's and Murray and Roberts.

## RETURNED

Although some of the workers for Strydom, Basson and Tait have returned to work, the firm has already started to take on new employees

A spokesman for the firm said because the issue of pensions was out of their hands they would have to wait until Monday when the Industrial Council for the building industry in Port Elizabeth meets to discuss the pension unrest.

In the case of the Murray and Roberts pension dispute last week, the Industrial Council waived several restrictions on pension pay-outs as an interim measure to settle the unrest.

DD 28/3/81

# Another EL firm may recognise Saawu

EAST LONDON — The South African Allied Workers Union (Saawu) has taken another step towards being recognised by major industry here as representative of workers

Last night workers at Johnson and Johnson voted overwhelmingly in favour of Saawu recognition at the end of a three-day referendum, and the firm is to begin negotiating formal relations

This follows another referendum recently in which workers at Chloride also voted for Saawu recognition, and Chloride now recognises Saawu as a

workers' mouthpiece

The referendum conducted by Johnson and Johnson was held to test the level of support for the unregistered trade union

Last night it was announced that 93,5 per cent of the workers were in favour of Saawu

In a joint statement after the result was announced, Johnson and Johnson management and Saawu said

"In line with the Johnson and Johnson policy to negotiate with any party that truly represents the majority of workers, Johnson and Johnson will now proceed to negotiate a recognition

agreement that will lead to formalising relationships with the South African Allied Workers Union"

The referendum was held after lengthy discussions between the management and Saawu officials

Last night a Saawu official, Mr Sisa Njikelana, said Saawu was not trying to force its way into factories and was willing to be tested by referendum at any time in any factory.

"We strongly believe in freedom of choice and the right of workers to be represented by any organisation they want," he said. — DDR

BOOKS

Farm Labour in South Africa. Francis Wilson, Alide Kooy and Delia Hendrie (eds.). David Phillip, Cape Town, 1977. (R9,00)

Economics of Health in South Africa Volume I: Perspectives on the Health System. Gill Westcott and Francis Wilson (eds.). Ravan Press, Johannesburg and David Phillip, Cape Town, 1979. (R4,00)

Economics of Health in South Africa Volume II: Hunger, Work and Health. Francis Wilson and Gill Westcott (eds.). Ravan Press, Johannesburg and David Phillip, Cape Town, 1980. (R4,00)

26	L.C.G. DouwesDekker	The Process of Collective Bargaining and its Implications for Industrial Relations Policies. (R0,75)
27	Marc Best	The Scarcity of Domestic Energy: A Study in Three Villages (R1,00)
28	Jonathan Myers	Asbestos and Asbestos-Related Disease in South Africa (R1,00)
29	Dudley Horner/ Alide Kooy	Conflict on South African Mines: 1972-1979 (R0,75)
30	George Ellis	The 'Quality of Life' Concept: An overall framework for assessment schemes (R2,00)
31	Don Pinnock	Telona: Some reflections on the work of a private labour recruiter (R2,00)

# Saawu: bid for talks refused

DD 28/3/79 (152)

EAST LONDON — An attempt by the South African Allied Workers Union (Saawu) to negotiate with Everite over the dismissal on Thursday of all 280 black workers from the factory failed yesterday morning, according to a Saawu official.

Mr Sisa Njikelana said an offer by Saawu to negotiate over the incident had been turned down by Everite.

"They told us they did not want to talk to us," he said.

Mr Njikelana strongly criticised a statement by Everite management explaining the company's reasons for the dismissal of the workers.

The statement covered the reasons for Everite rejecting Saawu overtures that workers' committees, under the auspices of Saawu, be established at the company.

"The dismissal of the workers has nothing to do with Saawu wanting recognition at Everite, and in fact had nothing to do with Saawu," Mr Njikelana said.

"The workers stopped work spontaneously after Everite dismissed two workers.

"What Everite management do not say in their statement is that the workers offered to send a delegation of five workers to discuss the problem with management.

"They refused to accept this delegation and said the workers should ap-

point one man to talk with management and set out their grievances.

"Who would send one man to talk to the entire management about workers' grievances?"

"The management statement also says a lot about the liaison committee, but again does not say that the liaison committee was done away with by the workers long ago.

"They talk about Saawu not being able to prove its committee had been democratically elected. Saawu has never imposed any workers' committee or membership on anyone. We believe in free association.

"They say that Saawu was not able to prove representativeness, but a referendum has never been held at Everite."

The statement also said Everite would not resume discussions with Saawu until the union's attitude towards registration changed.

"Why make such a precondition? There is no need for preconditions.

"Is this a commitment to helping industrial relations? Is this a move towards solving workers' problems which, if ignored, are a good seedbed for an explosive situation?"

Mr Njikelana said Saawu was not trying to force Everite to accept the union but that the company should be concerned about the problems of its workers — DDR.

See also page 25at (slas)

show a high degree of correlation indicating as are representative of the type of problems the black community.

all ailments were mainly Gastro Enteritis which problem in the summer months. Traumatic mainly due to burns and wounds. The high urns seen at all clinics was probably due e houses for heating; most of these houses had a proper fire place. Most ear, nose ments were discharging ears, this also

has been accepted to a fair degree. A fuller account of family planning is given below in the section 'Family Planning'.

Further problems are the increase in Atherosclerosis and malignant diseases which may be attributed in part to the increased life expectancy of the black population.

In a random survey of people attending the Day Hospital and the Bethesda clinic the following figures were obtained:-

seems to be a problem in the district and mainly found in young children i.e. below the age of 8 years. Genito urinal disease was mainly seen in the form of Cystitis. Thus of these major classes of ailments, 50% of the people seen suffered from one of the classes whose incidence is associated with poor hygiene, i.e. sores and sepsis, E.N.T., eyes, G.I.T., Skin and Genito Urinary disease.

TYPE OF AILMENT	DAY HOSPITAL (147 people)	BETHESDA (370 people)
Gastro intestinal	17%	20%
Respiratory	16%	15%
Genito-urinary tract	12%	2%
Traumatic injuries	12%	13%
Sores & sepsis	11%	13%
Musculoskeletal	10%	5%
	5%	7%
	5%	5%
	5%	4%
	5%	4%
	2%	4%
	0,5%	6%
	0,5%	0,5%

# Triomf workers down tools

RDM 28/3/81

143 185  
152  
21

DURBAN — About 300 Triomf Fertiliser workers at Richards Bay downed tools yesterday because the management had refused to recognise a union committee elected by the workers

Chemical Industrial Workers Union spokesmen said workers had been trying without success to get the management to recognise a union Shop Steward Committee

They had recently boycotted a liaison committee election initiated by management

The Shop Steward Committee yesterday presented a letter requesting recognition of the union committee, but officials refused to speak to them

The letter also asked for a meeting to discuss the recent dismissal of several workers

Triomf officials have declined to comment

The 100 workers at the OK Bazaars West Street branch who stopped work — in protest against alleged racial discrimination — have returned to work after discussions

An OK Bazaars spokesman said there was no racial discrimination. There was a "misunderstanding" — Sapa

even to pay wages which complete with town wages.

Section C : The workers:

All outdoor workers on the farms were men. Women worked inside the house, occasionally helped with the dairy or fed the chickens and might be expected to help harvest vegetables once a year.

Twenty-two of the men workers were African (about 17 percent) and the remaining 108 were Coloured. All the workers lived on the farm. None of the Africans were contract workers; they claimed to be legally resident on the farms and to have no ties with, or interest in, any homeland.

a) Ages:

The age distribution of the 130 men workers is shown in the table below.

TABLE 25.

Distribution of workers according to age (years)

Age (years)	Number of workers	Cumulative %
0 - 20,00	12	9,68
20,01 - 25,00	13	20,16
25,01 - 30,00		37,10
30,01 - 35,00		51,61
35,01 - 40,00		58,87
40,01 - 45,00		70,97
45,01 - 50,00		73,39
50,01 - 55,00		83,87
55,01 - 60,00		91,94
60,01 - 65,00		96,77
> 65,00		100,00
total		
unknown		
Mean:		
Range:		

**Building firm hit by strike**

DURBAN — There was stone-throwing at the Phoenix depot of Ilco Homes (Pty) Ltd outside Durban today when 1800 workers went on strike. A spokesman for Ilco — Natal's largest builder of low-cost housing — said the workers were demanding to be paid fortnightly instead of weekly. Workers said they would decide by Wednesday whether to return to work.

# Building strike spreads

Own Correspondent

DURBAN — The Ilco Homes strike at Phoenix has spread to the company's Queensburgh depot, where about 500 semiskilled workers have downed tools

Managing Director, Mr Jos Demmers said today, that a "total stalemate" appeared to have been reached with the striking workers

Mr Demmers said the employees had struck apparently for the same reason as the 1 800 at his Phoenix depot yesterday, following demands that they be paid fortnightly.

He was reported today as saying that yesterday's stoppage was totally unexpected, as 80 percent of the workers had voted three years ago to be paid monthly.

He said there could be "close to 300" on strike at Queensburgh.

Mr Demmers said he believed most of the workers had gone home.

# Raleigh row drags on despite agreement

5/1/77  
 31/3/76  
 152  
 165  
 151  
 141

## Labour Reporter

Dismissed employees of the Raleigh Bicycle plant in Springs have accused management of not acting in good faith in efforts to reach a settlement

More than 700 workers were dismissed in January after a dispute in the previous November. Raleigh's management claimed it had not dismissed any workers but had merely failed to renew their contracts.

The union which represents the majority of the dismissed workers, the Engineering and Allied Workers' Union (EAWU),

took Raleigh to the industrial court in February.

But, in a surprise decision, the president of the court, Mr B J Parsons, ruled that the case was not within the court's jurisdiction.

In a further bid to settle the dispute the Transvaal Industrial Council for the Engineering Industry met a week later to discuss the unfair labour practices alleged by the EAWU.

The union complained that Raleigh had already taken on new employees and had no intention of taking on any of the dismissed workers.

At the council meeting Raleigh and EAWU reached agreement. The central points were:

- The settlement would finalise the dispute with the workers who were dismissed in November.

- The dismissed workers could re-apply for jobs at the plant.

- Raleigh would undertake to re-employ those workers when vacancies occurred.

- Neither party would discuss the settlement with the Press.

Mr Calvin Nkabinde, EAWU secretary, said the dismissed workers had since called on his union to make further representations to Raleigh.

They claimed that Raleigh had taken on only about two dozen workers since the settlement was reached in February.

Of the 700 dismissed workers, about 350 were EAWU members and none of these had been taken on.

Mr Nkabinde also said that although some EAWU members were still in the plant there was little union activity going on.

The shop stewards committee and the workers committee were inactive.

Mr Nkabinde also said the dismissed workers feared that other firms were reluctant to hire them once it was known that they were from Raleigh.

EAWU had written to Raleigh recently detailing the workers' complaints but had not yet received a reply, Mr Nkabinde said.

- A Raleigh spokesman approached by The Star recently to inquire about the hiring of dismissed workers would not comment because of the council agreement.

Tests for workers on individual farms were also attempted (pp. 70-72).

The tables below show length of time on farm against cash wage, age against cash wage and number of dependents against cash wage, for the workers as a group. Correlation coefficients have been calculated for all three combinations.

31/3/81  
 1 800 workers  
 strike in Natal

DURBAN — There was stone-throwing at the Ilco Homes' Phoenix depot outside Durban early yesterday when 1 800 workers went on strike over pay conditions.

Mr Jos Demmers, managing director of Ilco — a Natal firm which builds low-cost housing — said "a handful of agitators" were behind the strike, which resulted in the workers being sent home

Mr Demmers, who visited the depot yesterday morning, said demands had been made for the workers, including builders, semi-tradesmen and machine operators

being paid fortnightly instead of monthly.

Armed police in riot gear assembled in the building yard as workers milled around, while management staff were locked in discussion trying to resolve the dispute.

Mr Demmers said it had been impossible to hold talks with the 1 800 workers yesterday and most of them had already gone home

Workers said they were also pressing for higher wages and pay for working on Republic Day. They said they would decide by tomorrow whether to return to work — SAPA.

*Farm Labour in South Africa*. Francis Wilson, Alide Kooy and Della Hendrie (eds.).  
 David Phillip, Cape Town, 1977. (R9,00)

*Economics of Health in South Africa Volume I: Perspectives on the Health System*.  
 Gill Westcott and Francis Wilson (eds.). Ravan Press, Johannesburg and David Phillip,  
 Cape Town, 1979. (R4,00)

*Economics of Health in South Africa Volume II: Hunger, Work and Health*. Francis  
 Wilson and Gill Westcott (eds.). Ravan Press, Johannesburg and David Phillip, Cape  
 Town, 1980. (R4,00)

BOOKS

26	I.C.G. DouwesDekker	The Process of Collective Bargaining and its implications for Industrial Relations Policies. (R0,75)
27	Marc Best	The Scarcity of Domestic Energy: A Study in Three Villages (R1,00)
28	Jonathan Myers	Asbestos and Asbestos-Related Disease in South Africa (R1,00)
29	Dudley Horner/ Alide Kooy	Conflict on South African Mines: 1972-1979 (R0,75)
30	George Ellis	The 'Quality of Life' Concept: An overall framework for assessment schemes (R2,00)
31	Don Pinnock	Telona: Some reflections on the work of a private labour recruiter (R1,00)



# 1 800 building workers <sup>31/3/81</sup> stop work over pay demands <sup>(152)</sup>

Mercury Reporter

MORE than 1 800 workers at the Phoenix site of one of Natal's largest low-cost housing companies downed tools yesterday, demanding that they be paid fortnightly instead of monthly

Mr Jos Demmers, managing director of Ilco, said yesterday the stoppage was totally unexpected as 80 percent of the workers had voted three years ago to be paid monthly

Mr Demmers said it appeared 'agitators'

at the site where the company was building homes for the City Council had upset the labourers

Workers had been told to go home after they had put their demands to the management.

'We are happy to pay them when they want to be paid and will arrange another ballot when they return to work on Wednesday,' Mr Demmers said.

He denied the stoppage was over demands for higher wages

# Trench diggers walk out on Thebehali

By CHARLES  
MOGALE

**SOWETO Council chairman Mr David Thebehali's electricity job bonanza went sour on Friday when about 60 trench diggers — mostly women — went on strike.**

The diggers refused to work and instead took a bus from Diepkloof of Jabulani to confront Mr Thebehali at his chambers. Mr Thebehali and his deputy, Mr John Makhaya, were told by the strikers that the chairman's promise of R50,50 per week was not kept.

The diggers demanded the immediate resignation of the white supervisor, Mr Bernard Crutchurfield, who had reduced payment from R8,10 a day to R5,00.

Mr Crutchurfield was also accused of telling the workers he did not want anyone of them to earn more than R50 per fortnight, and had started giving them less work to achieve his aim.



The women who dig electricity trenches in Soweto went on strike and marched to the Jabulani Civic Centre. Here they are being addressed by Mr David Thebehali and other community councillors.

The confrontation with Mr Thebehali, which was staged near the foyer of the chambers, reached a climax when the women yelled at Mr Crutchurfield, "We don't want you. We want Mr Ken (back)."

Mediator Mr Thebehali told the strikers his council would ensure that the payments are raised as promised and more work will be created.

Replying to the allegations, Mr Crutchurfield

told the workers that he could not provide work because there was none.

"Had it not been for the rain, maybe I would have jobs for you. As it is, many machines were broken and if we let you go on digging trenches when the situation is like this, we may have to get you to clean the trenches at a later stage," he said.

The low payments were due to most of the workers "idling."

When the workers yelled that he resign, Mr Crutchurfield countered via Mr Thebehali; "Now they want to do our work for us."

It was agreed that the striking workers begin work this morning, but the discussions ended on a sour note when Mr Crutchurfield threw his parting message, "Should I find anyone of you away from her trench at any moment, she's fired!"

DD - 10/3/81 (152)

## Workers re-employed

**EAST LONDON** — The majority of workers who lost their job after a work stoppage at Berkshire International here on Friday were re-employed yesterday, the company's managing director, Mr Mike Strong, said in a statement yesterday.

A short statement from Mr Strong said: "The greater proportion of those involved in the work stoppage last week were re-employed by 8.30 am this morning without any loss of service benefits."

The work stoppage followed a dispute about an incentive bonus.

More than 300 workers were involved in the stoppage. — DDR.

In the Graaff-

permanent men workers respectively and 13 000 hectares

district, covering 39 000 and 26 495 hectares, employ 25 and 23

average in the area. For example, two farms in the Beaufort West

in this survey are bigger - with bigger labour forces - than the

research, seem to confirm the impression that many of the farms

those quoted by the Census and to a lesser extent by the Unisa.

The differences between figures derived in this survey and

workers per farm in area 3 and 2,84 in area 4. (3)

The Unisa survey found an average of 5,62 permanent farm

06-01-10,  
Agricultural Census No. 46, 1972-73, Report No.

**SOURCE:** Report on agricultural and pastoral production,

District	No. of workers	No. of holdings	Average No. of workers per holding
Beaufort West	1 015	274	3,7
Fraserburg	591	214	2,8
Middelburg	1 141	204	5,6
Graaff-Reinet	1 384	199	7,0
Total	4 131	891	4,6

District, Number of permanent ('regular') Coloured and African men workers employed, number of holdings and average number employed per holding, 1972-73 :

TABLE 2

Agricultural Census data give the following averages:

152 ~~252~~ STRIKER 10/3/81

# Strike by teachers is 'out of the question'

By Carolyn Dempster  
Education Reporter

If teachers, as professionals, accept the concept of service beyond self, then strikes are out of the question. This is the view of Professor D J du Plessis, Vice-Chancellor of the University of the Witwatersrand.

He was speaking at the Johannesburg College of Education on the occasion

of the opening of the gallery of portraits of Hutton Award winners since 1927.

In his address, titled "Leadership, loyalty and service," Professor du Plessis told assembled students and educationists that these three qualities were particularly required by teachers in times of adversity.

Loyalty was an essential requirement in education

where it was interwoven with a concept of service.

True professionals were people who, without compulsion or threats, raised the quality of work done.

"This raises the question whether true professionals can withhold their services as a weapon to obtain better conditions of employment," Professor du Plessis said.

"I believe even the mention of a strike as a possibility is unacceptable. Dissatisfaction must be expressed in other ways more appropriate to professional people and people who are loyal to the organisation by whom they are employed."

He added that he did not, however, believe "in blind loyalty and obedience under all circumstances." The institution should also be loyal to the individuals who serve it.

Resignation was also ultimate disloyalty, the Professor said, because

"in education it results in a loss of educational opportunities for those who desire and require it most."

"We are at present in a difficult period in education in this country and this institution has a major role to play in its rehabilitation."

Although several prominent speakers laid emphasis on the manpower shortage in South Africa, very few seemed to draw the obvious conclusion that the reason was that insufficient resources were being made available for training and education, he said.

"It also seems strange that at a time of unheard of affluence, we should find ourselves in a position where educationists feel compelled to leave their profession because of financial difficulties. Education needs a very much larger proportion of the country's wealth."

Labour Reporter

The labour unrest at the Wilson-Rowntree factory in East London shows every sign of developing into a drawn-out dispute with everyone the loser.

The parties in the dispute are the company management, the management's head office in England, the Sweet Workers' Union, the South African Allied Workers' Union, the police and 500 unhappy unemployed workers.

The workers were dismissed over one in a series of disputes since late last year and the SA Allied Workers' Union (Saawu) has demanded their unconditional re-employment.

Management at Wilson-Rowntree recognises the Sweet Workers' Union, which is affiliated to the Trade Union Council of South Africa.

But this union is in conflict with Saawu over membership on the factory floor.

And the Sweet Workers' Union has accused Saawu of intimidating members and, in some cases, assaulting them.

Saawu's general secretary, Mr Sam Kikine, has denied the allegations and says the assaults were the results of bitterness on the part of some dismissed workers.

Saawu and management have met, but the recent

Sweets Row  
could be a  
bitter dispute

dismissal of the 500 workers and their replacement has resulted in a breakdown of talks.

A boycott of Wilson-Rowntree products has been called by Saawu and Mr Kikine said he had written to overseas and local unions asking for support.

The Sweet Workers' Union acting president, Mr Steve Scheepers, has blamed Saawu for unrest at the plant.

And even the chairman of Rowntree-MacIntosh in England, Mr Donald Barroon, sent a telegram to Saawu blaming the union for the unrest.

The managing-director of Wilson-Rowntree Mr Peter Preston, has apparently flown to England to meet Mr Barroon over the dispute — a clear indication that the problem is getting more serious.

His secretary would only confirm that Mr Preston 'was overseas'.

Police were called in to

disperse dismissed workers outside the factory gates recently and several former workers have been taken to court over allegations of assaulting other workers.

The Sweet Workers' Union has claimed that petrol bombs have been thrown at a member's home.

In response to the allegation about Saawu violence, Mr Kikine said his union believed in consultation and not confrontation.

Saawu claims about half the company's 1500 workers are union members.

Mr Kikine has replied in a telegram to Mr Barroon about his allegations of Saawu's activism.

"We asked him to review the situation and unconditionally re-employ the 500 workers — that is our condition for ending the boycott and holding talks with management," Mr Kikine said.

152

11/3/81

5/10/81

# Putco drivers meeting

SOWETAN

323  
443  
152  
11/3/61

**SOWETAN Reporter**  
**THE SACKED Putco drivers** issue is to be discussed at a meeting of employees at the Orlando YMCA on Friday morning.

And on Sunday the Transport and Allied Workers Union (Tawu) holds its annual general meeting at the Lutheran Church, 16 Kaptein Street, Hillbrow. The meeting starts at 10 a.m.

According to a spokesman for the union, among

issues to be discussed on Sunday is the latest on registration, their activities, amendments to the constitution and the election of officials.

For the Friday meeting discussions on the sacked drivers are likely to be heated. Putco sacked a number of employees after the last strike by drivers, which lasted several days.

Most of those sacked were popular figures among Putco employees.

Although their cash wages may amount to as little as R5,00 per week. He sees about 1 000 to 1 200 patients as district surgeon per month, which includes visits to the prison at Kirkwood (about 600 prisoners and 100 warders and their families) and 700 employees of the railways all

he sees a roughly similar number of patients, the allowance for medicine for black indigent patients was R500 per month. The number of doctors in Kirkwood magisterial district has declined from 7 in 1972. (4)

## 3.1.2. The Valley Clinics

There are three permanent clinics in Kirkwood, and one each in Sunland and Addo. Two of those in Kirkwood - one in the town for 'coloured' patients and one in the African location of Bontrug - are run by the municipality for residents of the municipal area. Bontrug clinic is run

• / ...

by two African nurses and supervised by the sister who runs the clinic for 'coloured' patients in town. The latter clinic stands next to the larger Divisional Council clinic which serves people from the rural areas. There would seem to be some duplication of services as they both perform the same functions, although the provisions of medicines, etc. differs. The other two clinics are run by the Divisional Council, Sunland with four nurses and Addo with three.

## Background of the Valley Clinics

A small clinic, (The Loyola clinic) was set up after 1946, and run twice weekly by Catholic sisters next to the school in Addo. The first clinic in Sunland was set up and the first nurse employed at the initiative of the Womens Institute in Addo and Sunland and the Red Cross, which had a local branch. Money was raised for the building and equipping of a clinic locally by means of fêtes, sales etc., and the nurse's salary paid by the National Red Cross. The first nurse resigned after a month, and it was left to a local farmer's wife, a trained nurse with three children, to run the clinic. Most of the work was concerned with maternity (deliveries, done at home in many cases), V.D. and minor ailments until diagnostic facilities became available for TB after local requests the Divisional Council provided a mobile unit to do 10 X-rays a month. Until this time only cases likely to be terminal could be identified. Demand for X-rays far outstripped the need, and to ensure compliance many patients were visited daily by the clinic nurse to have their treatment. The Divisional Council at first ran separate TB clinics and paid part of the nurses' salary. By now an African sister had been added to the team, which made twice weekly visits to run the Addo clinic as well as making daily stops at other villages

• / ...

# Letters

The Editor, Frontline P.O. Box 32219, Braamfontein 2017

## INSIGGEWEND

Uit artikel oor die HNP in u uitgawe Nr 6 was insiggewend

Dr. Boeresaa gedag het 'n oplossing wat wegkom van die beheptheid me kleur en wat op suiwer historiese en politieke basis gebaseer is

R van Tonder  
Voorsitter  
Die Boerestaats Komitee  
Randburg

## MOST AUTHENTIC

Attached please find my cheque for R7 20 for one year's subscription to Frontline

Your magazine is probably the most authentic and relevant to the present debate about the future dispensation in this country

Dr W J Brevienbach,  
Constitutional Planning Branch  
Office of the Prime Minister  
Pretoria

## FACE THE ISSUES

The debate between Michael O Dowd and John Kane Berman was of interest, but it was not a debate about "capitalism versus socialism"

Mr O Dowd's piece is particularly disappointing. He starts out by setting out a case for an imaginary pure capitalism then sets out to say socialist societies with little regard for their historical circumstances (and frequently for the facts). What one might have expected from Mr O Dowd, a high official of the largest company in Southern Africa, was a sophisticated defence of the advantages of a system of large powerful private sharing firms like his own against that of state ownership. This is the real issue of an issue in the capitalist socialist debate today. But Mr O Dowd avoids it because he would rather defend a non-existent competitive capitalism and a little seen consumer sovereignty.

Mr Kane Berman's piece is well argued but it, too, is a case for capitalism, albeit of a different sort from Mr O Dowd's. While calling for some redistribution of capital and land, Mr Kane Berman makes clear in his last paragraph that the economic system he is advocating is "social democracy", or welfare capitalism. There is much to be said for it but it is not socialism, which as he acknowledges involves collective ownership of "the vast bulk of assets secondary industry, the mines, and the land"

Both writers incidentally assume socialism means State ownership. Neither considers the sort of worker ownership of industry practised in Yugoslavia which has been associated with a remarkable high rate of economic growth

Frontline should be facing the big issues not evading them. How about another debate this time between a socialist and a capitalist? It is an intelligent one.

Craig R Charney,  
Johannesburg

## WRONG CONCLUSION

Thank you for your wide ranging and thought provoking article on nuclear power. I believe however that you came finally to the wrong conclusion by joining the reluctant pro-nuclear factor who believes that nuclear energy is a last resort whose time has come.

Every argument that led you to your position has been convincingly refuted by A Lovins and his fellow authors in the Summer 1980 edition of Foreign Affairs magazine.

After demolishing such assertions as that we need nuclear power to replace oil, that solar energy offers no real alternative, that nuclear power is cheaper than other forms of energy and that nuclear power does not foster bomb proliferation he asks: "What is in fact the future of the nuclear industry. And replies: "The collapse of nuclear markets has already sealed the fate of an industry tooled up to meet the inflated expectations of the early 1970's. While rhetorically the nuclear enterprise is pressing forward in reality it is grinding to a halt and slipping backwards. The greatest collapse of any enterprise in industrial history is now under way."

Lunatic fringe? Published in a magazine which is the forum for debate on formation of American foreign policy?

There are however, further cogent arguments why nuclear power needs reconsideration if not outright rejection in our own country. Firstly South Africa lies in a belt of high average solar irradiation.

If as Lovins points out cold and cloudy countries such as England can rely on solar energy for much of their needs, how much more can we? Secondly we have plenty of coal to see us through the period of transition (which will be shorter than you envisage) to the "solar age". Thirdly a move towards a solar based energy programme implies a massive increase in the rate of creation of jobs particularly in the rural areas where they are most needed. A programme for using molasses for producing fuel and a wide range of valuable by products formulated by Sentrachem could provide jobs for 800 000 people. Contrast this with the few highly specialized jobs available at Koeberg. Anyone who is aware of the serious and deteriorating unemployment problem in South Africa and hopes for a viable future here cannot ignore this aspect.

Dr M H Moys,  
Dept of Chemical Engineering,  
University of the Witwatersrand

## WORKERS' LOYALTY

We were rather surprised to read in the article on the MWASA strike in your last edition some inaccurate references to the Allied Publishing strike and the attitude of CCAWUSA to it.

Firstly the strikers had three main demands: (1) The renegotiation of the grievance procedure (2) The removal of an area manager who had assaulted and otherwise mistreated Black workers, (3) The reinstatement of three workers who had been unfairly dismissed by the area manager.

At the same time since the Allied Publishing workers are involved in the same industry as MWASA it was felt only right by the Allied strikers that they should express support for the striking journalists.

As far as the ending of the strike is concerned while it is correct that management had threatened to dismiss the approximately 1700 striking workers it is most unlikely that they would have returned to work had management not made certain undertakings. Management had already agreed to the renegotiation of the grievance procedure and on the last day of the strike agreed that Union officials and shop stewards should take part in investigations into the unfair dismissals and the conduct of the area manager.

The grievance procedure is to be discussed over the next few months and the investigations into the unfair dismissals are continuing. The investigation into the area manager's conduct will not take place since he left the company soon after the strike to take up a position in Durban.

We also do not understand your comment that "The Union's leadership had not wanted it and it seems to have been arranged by a group of shop stewards". The writer of the article does not seem to understand the way that trade unions operate. It is not for Union Officials to dictate to their Members what to do. Their job is to carry out the wishes of the Members.

The decision to strike was taken by the 80 or so Allied shop stewards after consultation with their colleagues. The Union leadership then gave whatever support and assistance was needed. There was no question of the leadership either wanting or not wanting the strike.

In conclusion, may we quote part of the press statement issued by the Union after the strike summing up what had been achieved:

"The strike has shown that the days when Black workers could be abused, assaulted and fired without reacting are long gone. The strike has shown that an assault on one worker is regarded as an assault on all. It also demonstrated the loyalty of the workers to the Union and to each other."

Ms E Mashinini,  
General Secretary,  
Commercial, Catering and Allied  
Workers Union of South Africa,

# Joburg municipal 'strike': after the acquittal, the questions...

THE judgment handed down in the Johannesburg Regional Court by J J Luther last week in the case of Mr Joseph Mavi, Mr Philip Dlamini and Mr Gatsby Mazwi for their involvement in last year's Johannesburg Municipality strike has bolstered faith in the courts.

They were acquitted on all charges brought against them under Sec 18 of the Black Labour Relations Act of unlawfully participating in or instigating a strike, inciting others to strike or committing a breach of contract of employment by refusing to work in order to compel their employers to comply with demands by them.

Their acquittal is even more significant when we remember that they were first charged under the sabotage clause of the General Law Amendment Act which carries a maximum penalty of the death sentence, and also that the Black Municipality Workers Union's (BMWU) first attempt to seek the protection of the courts met in failure.

On that occasion, on the night of July 31 last year, Mr Mavi, president of the BMWU, was seized by Security Police in the corridors of the Rand Supreme Court as he was making an urgent application for an interdict seeking to restrain or prevent the Johannesburg City Council (JCC) and the Minister of Police from wrongfully and unlawfully detaining, restraining and assaulting members of the union, and from wrongfully and unlawfully depriving them of their possessions and personal effects contained in their lockers and in the dormitories of the hostels in which they were residing.

It was an action which, in the opinion of Mr Johan Krieger, SC, "appears to

have been interference with the fundamental right of a litigant to free access to a court of law."

But if Mr Luther's judgment helped reaffirm our faith in the courts, the trial itself was particularly disturbing on two counts.

Firstly, the evidence led against the accused has once again provided a salutory reminder of the lengths to which the State will go to press charges against black labour leaders. A key State witness, a member of the BMWU's executive committee, admitted that he had been detained and assaulted in John Vorster Square and had consequently produced three different statements — the third of which was to the police's liking.

Under cross-examination by Mr E Wentzel, SC, he admitted that the first statement, which completely exonerated the accused, was true. As Mr Luther commented, "for obvious reasons his evidence is not worthy of belief."

Secondly, the trial raised a number of questions about the management of the JCC which are not all answered in court and which must now be allowed to sink into obscurity. Some of the more important questions are:

● Why did the council persistently deny that it was pushing an "in-house" union, the Union of Johannesburg Municipality Workers (UJM/W), and inhibiting the formation of what was clearly a far more representative union, namely the BMWU?

In court, Mr Petley, the general manager of the JCC's transport department, admitted what was common knowledge — that the council had been backing and favouring the UJM/W.

The support went as far as giving the union organisers

(members of the monthly paid staff's liaison committee) paid leave to organise the union, open access to all the municipality's compounds, a tour of the compounds conducted by a member of the council's Staff Board, and personal introductions by the Staff Board to the compound managers.

When it came to the inaugural meeting of the UJM/W on January 23, 1980, the JCC placed the Selbourne Hall at the union's disposal free of charge. It also arranged the afternoon off to attend the meeting, and provided the council's own transport to take workers to and from the meeting. It is also alleged that the UJM/W even used the city council's stationery!

In contradistinction to the JCC, the formation of the BMWU was not hindered. On February 20, 1980, the members of the transport department's works committee, who were the initial organisers of the BMWU, met with the council's Staff Board to ask permission to organise a union. The report of this meeting was conveyed to a meeting of the JCC's management committee on March 18 at which the management committee refused to allow them to organise a union anywhere other than in their own transport department.

At the BMWU's inaugural meeting on June 23, the JCC did not give the union the free use of the Selbourne Hall, nor did it give workers time off, nor did it provide transport facilities.

Why did the Chairman of the JCC's management committee, Mr Francois Oberholzer, state that it would be a contravention of the law to negotiate with an unregistered union when there is nothing whatsoever in the law that prohibits negotiation with or recognition of an un-

registered union?

Key members of the Black Municipality Workers' Union were acquitted last week on charges that they had instigated last year's city-wide strike in Johannesburg. But a number of questions arising from the work stoppage remain unanswered. JEREMY KEENAN, of the Department of Social Anthropology at the University of the Witwatersrand, examines the outstanding issues. A copy of his report was submitted to the chairman of the Johannesburg Management Committee, Mr Francois Oberholzer, for his comments. But Mr Oberholzer indicated through his secretary yesterday that he could not comment at this stage because he first wanted to read the judgment in the court case.



BMWU officials acquitted last week from left, Mr Joseph Mavi, Mr Philip Dlamini and Mr Gatsby Mazwi

registered union?

● Why did Mr Oberholzer steadfastly state throughout and after the strike that the JCC could not and would not negotiate with an unregistered union? This question is most puzzling as a management committee document (ref SB 18/80, (Vole 100/0900) dated 11 2 80, 10 4 80 Special reads

Sec 10 "The Staff Board is working towards consolidating the conditions for blacks and in this regard is now able to consult and negotiate with the newly formed Union of Johannesburg Municipality Workers before reporting to Council."

And in the document's recommendations we read "that the Staff Board will report in due course, after consultation and negotiation with the Union of Johannesburg Municipality Workers

Mr Oberholzer needs little reminding that the UJM/W was an unregistered union until July 29th, 1980 (at which time it had 40 paid up members.)

What has happened to the possessions that had been kept by workers in their lockers in the Orlando compound? The "strike" began at Orlando whether we are in fact talking about a strike or a lock-out is debatable. Mr Luther, in his judgment, noted that "the evidence on Orlando

is very, very scant" and certainly "insufficient to prove that the Orlando strike was and negotiation with the Union of Johannesburg Municipality Workers

Nevertheless, the JCC dismissed the 600 or so "striking" workers and would not even allow them to collect their personal belongings from the compound (it must be the first compound in the history of South Africa to be classified as a "strategic area")

Mr Mavi immediately voiced the concern of the dismissed workers "What," he asked, "if the money and belongings of these workers gets lost?"

Unlike most compounds, Orlando has lockers which

lock. They were therefore used by workers as secure places in which to keep money, not only for themselves but also for friends who did not have access to such security.

The anxiety of Mr Mavi and the workers was more than justified. The lockers were opened, and at the time of writing this article, more than seven months later, not one cent of cash held in the lockers has been returned to its owners. Fifty-three of these workers have been interviewed and 41 of them claim to have had cash taken from their lockers (in addition to other possessions).

The total sum of cash the 41 workers claimed to have

lost is R10 757,65

There is no question about who removed the money. Mr Oberholzer confirmed to the Sunday Express that "we went there to their lockers which are numbered and put their clothes in municipal bags which were numbered."

Some of these bags were found scattered around the Orlando and other municipal compounds several days later, but none contained any money and few contained all the other belongings removed. Six weeks later some in the disused City Deep compound — property of Rand Mines Properties.

Why did the JCC repeatedly assert that the pay gap had been closed when it had not? And what was Mr Petley trying to convey when he spoke of a multiracial pay scale for the bus drivers when the bus drivers are in fact divided by a so-called proficiency barrier?

The fact that no white driver, even with a month's experience, is below the barrier and not one black driver, even with 10 years experience, is above the barrier makes a mockery of such claims.

Why did Mr Oberholzer deny reports that those who refused to go back to work would be deported immediately to their homelands, when that is precisely the "offer" that most workers claim that the council's officials put to them and precisely what the JCC did to them?

In the early hours of Friday, August 1, an agreement was reached out of court (following the seizure of Mr Mavi) and without liability, between the JCC and the BMWU's attorneys.

A spokesman for the BMWU's attorneys confirmed

that the JCC's lawyers had undertaken not to unlawfully detain union members. This meant that no workers would be forced to board buses taking them to a homeland against their will.

Why, when Mr R Kruger, counsel for the JCC, confirmed that an agreement had been made, did the JCC immediately break the agreement and deport workers to homelands against their will?

Mr Oberholzer repeatedly stated that the strike was caused by agitators and that workers were being intimidated. This is in direct contradiction to the very substantial amount of research data now compiled on the strike, as well as the findings of the court.

According to Mr Oberholzer, "there was an enormous amount of intimidation. Police have told us this and they have arrested some of the agitators."

The JCC's September newsletter even went so far as to state that two workers were murdered at the Orlando Power Station. These are serious happenings. It would therefore be interesting to know why these agitators were not charged in court.

The JCC could also help our own research by naming the two people murdered at Orlando. We have still found no trace of any such murders.

Why did the JCC state in the above-mentioned newsletter that the council's black bus drivers "had no grievances of any sort" when the general manager of the transport department confirmed in court that they did indeed have legitimate grievances which had in fact been brought to the attention of the Staff Board itself?

One of their many grievances was that the council, at the time of the "strike", had gone three pay days without having paid the drivers allowances due to them. As argued in court, it was the JCC and not the drivers who had broken their contracts.

The reason why the BMWU received such overwhelming support from virtually all sections of the JCC's black workforce is quite simply because there were very few black workers in the JCC's employ who did not have legitimate grievances relating to such issues as wage rates, differentials, non-payment of overtime, unilateral modification of shift agreements, non-payment of allowances due, alleged assault and victimisation, lack of worker representation, living conditions, and so on.

If proof is needed of this it is to be found in the ultimate indictment of the JCC and in the ultimate irony of the strike: one of the first groups of workers to give their support to the BMWU and assist it in the organisation of the migrant workers in the compounds was the council's own compound police — the trusted "blackjacks".

They were not intimidated or whipped up by "agitators". They assisted the BMWU quite simply because they, too, had had enough of the exploitative conditions under which the JCC expected them to work.

Meanwhile, the Attorney-General of the Transvaal has refused to prosecute the JCC on a charge of contempt of court laid against it by the president of the BMWU for the publication of a story under the heading "A strike can paralyse a city", which appeared in the council's September newsletter when charges against the BMWU were pending.

This article is based on a full analysis of the strike, to be published in the SA Labour Bulletin Vol 6 No 7



# Not all are rehired at Berkshire

(152)  
184  
187

Most of the workers dismissed after last week's stoppage at the Berkshire International clothing factory in East London have been re-employed without loss of service benefits, management has said

STMS  
11/3/81

But according to a spokesman for the South African Allied Workers Union (SAAWU), close to 100 workers have not been taken back

## BONUS SCHEME

About 300 black and coloured women stopped work last Thursday, demanding the withdrawal of an unpopular production bonus scheme. They were later ordered to vacate the premises by police

The entire workforce then stopped work in sympathy, the union spokesman said, and all workers were told to report for re-engagement after the weekend.

The bonus scheme had worked smoothly until the company's production manager was replaced, the spokesman said, and unrealistically high production goals were instituted

# Former DD 12/3/81 sweet worker in court

EAST LONDON — A former Wilson-Rowntree employee appeared in the regional court here yesterday charged under the Riotous Assemblies Act with threatening violence or force to prevent people going to work

Mr Mandlankosi Bono, 23, of Ntshona Street, Duncan Village applied for bail when the case was postponed to April 9

The application was refused after the magistrate, Mr S van Zyl, heard evidence from Captain P P Olivier that Mr Bono was appearing in connection with strikes at the Wilson-Rowntree factory from February 19

Captain Olivier said during the strike three houses were burnt, three people seriously assaulted, and a motor car destroyed. He said those who didn't want to take part in the strike were the ones who were intimidated

Mr Bono said he left Wilson-Rowntree on December 18, when he was chased away from the factory, and he was not employed there at the time of the strike. He denied intimidating workers

Captain Olivier replied he had sworn statements that Mr Bono had threatened people, and Mr Bono could not be let out on bail because the case was still being investigated — DDR

Seventy-eight workers (60%) had no animals grazing on the farmers' land. Most farmers, where they do not forbid workers to keep grazing animals, tend to discourage them. Donkeys and horses, which workers use for transport to and from the towns, seem to be more acceptable to farmers than sheep, goats or cattle, which, the farmers said, could not be kept separate to inter farmers' own animals. The far cattle, the far where the w spread of disease workers. The table be animals among th

are reasonably accurate.  
(v) Grazing rights.

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Some of the black workers who went on strike at Dominion Dairies, Turffontein, in Johannesburg yesterday. A police vehicle is parked under a tree on the pavement on the right.

Picture ABSALOM

RDM 13/3/81  
 152

## Dairy hit as 200 strike

By MIKE LOUW

ABOUT 200 black drivers and deliverymen at Dominion Dairies went on strike yesterday after their demand to have a white official sacked was ignored by the company's management.

Some of the strikers outside the premises complained that the official, who worked in the accounts section, failed to pay them a bonus which they were promised every month. Instead he made deductions from their earnings without any explanation, they said.

One driver said he earned R275 a month, but was not paid for the past two months. He said he received a cheque for R78 at the end of February. He did not know why he was not paid. An official had earlier told him it was because of shortages noticed when checking his sales.

The driver stressed that he was not shown documents proving the alleged shortage.

The strikers dispersed peacefully and went home while police looked on. There were no incidents.

A spokesman for the company confirmed the workers had demanded that the official should be dismissed. He said he was aware his workers had grievances, but they had not yet been mentioned to him.

The spokesman said the strike had caused affected deliveries. It was not known whether those on strike would report for work today, he added.

Meanwhile, white men were said to have loaded milk containers on lorries and taken out deliveries. A white woman was seen pushing a trolley, and customers arrived to fetch crates of milk.

Workers at the dairy went on a one-day strike in May last year after a pay dispute.

The managing director, Mr Piet Henning, said at the time that the workers had "genuine grievances" and added that they had "acted like gentlemen" during that strike.

DD 25/2/81

# Firm: workers broke job terms

**EAST LONDON** — The management of Wilson Rowntree, where 200 workers downed tools on Monday, said yesterday the workers had broken their terms of employment by refusing to return to work and so had dismissed themselves.

More than 350 workers are reported to have lost their jobs since February 9 following a protracted dispute which workers said was caused by conflicting instructions in the toffee department.

In a statement, the company said:

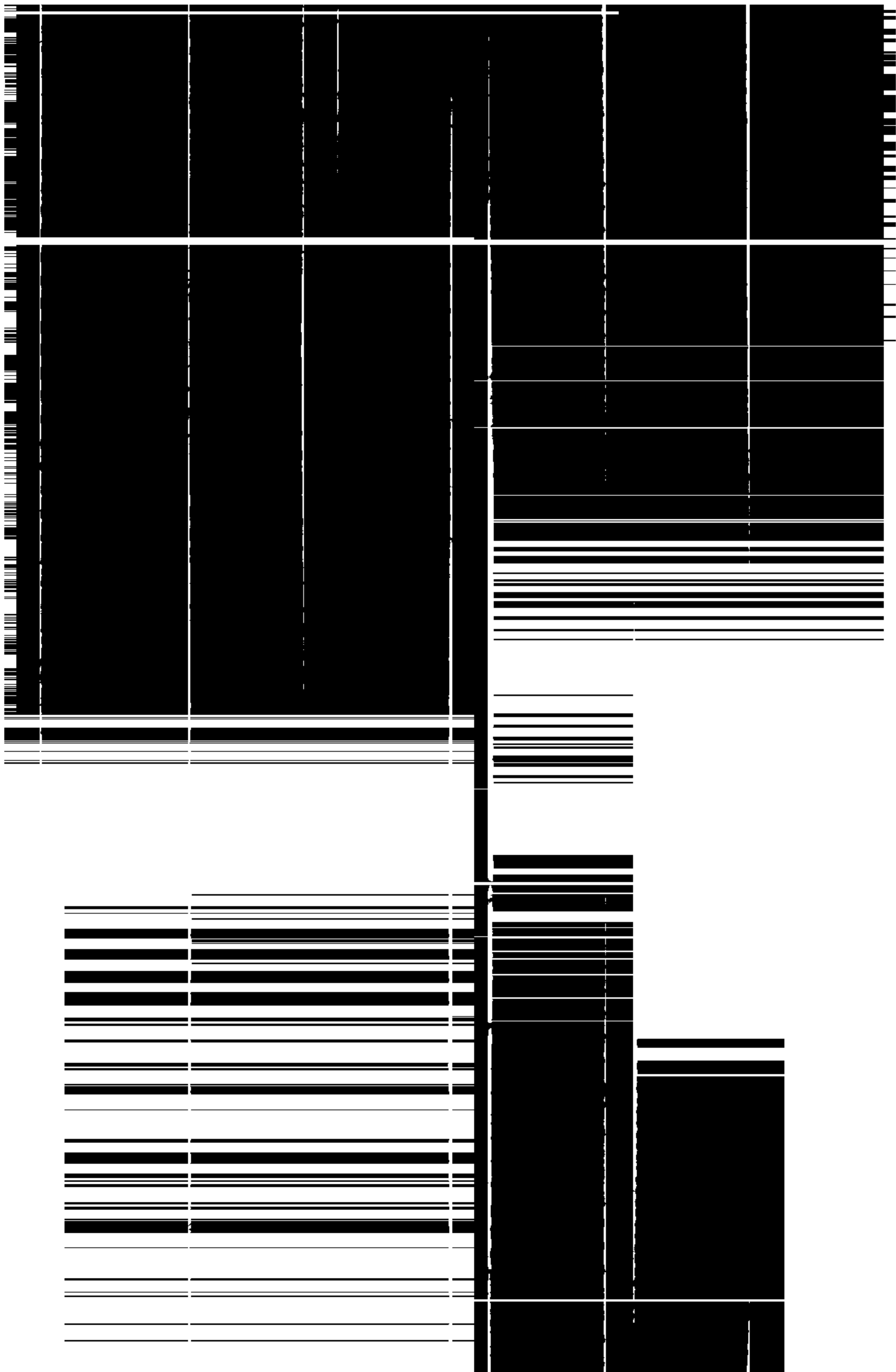
“Management has adopted an understanding attitude towards union activities within the factory, as it was obvious that with the new changes in labour legislation, some teething period of disruption and muscle flexing could be expected.

“On Monday, the company was presented with an ultimatum by certain workers who downed tools and demanded that the company re-instate those workers who have staged “wild cat” strikes during the past few weeks.

“Management will not be influenced by threats of this nature and, therefore, categorically rejected the demand. The workers refused to go back to work, effectively breaking their terms of employment and have thus dismissed themselves.

“Those involved were, in the main, the instigators of the irresponsible November 1980 strike and subsequent numerous work stoppages, breaches of discipline, pension demands and unauthorised meetings.

“Their blatant disregard for correct channels of communication on all these occasions and the inability of their workers’ central executive to exercise control, culminating in Monday’s strike, is completely unacceptable, particularly as at a meeting of the Industrial Council for the Sweetmaking Industry, the company’s actions were completely accepted and could not be faulted, while the allegations of the three machine operators in the toffee department were disproved” — DDR



# Proposed Pension Laws Causing Strikes

J.P. Star  
132

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BD 27/2/81

# Sweet Union tells of intimidation

(152) ~~151~~

**EAST LONDON — Allegations of violent intimidation of their members at a sweet factory here were made by the Sweet Workers Union (SWU) yesterday.**

The union said one of their members was in intensive care in hospital, petrol bombs were thrown at some members' homes while others received intimidating phone calls.

In a statement issued yesterday by the general secretary of SWU, Mrs H Wierzbowski, and Mr L C Scheepers, Johannesburg branch secretary and acting president of SWU, who were in East London yesterday the union blamed the recent labour unrest in the city on SAAWU, saying the industry had been plagued by unrest since SAAWU's formation

Condemning the "wild cat" strikes by SAAWU members, the union said these revealed the inability of SAAWU's executive to control their shops stewards and members.

The full statement said

"The Sweet Workers Union deplors the violent attacks made by strikers on loyal Wilson-Rowntree employees, many of whom are members of our union. These attacks have resulted in three employees being so seriously injured that they have been admitted to hospital, one in intensive care.

"Of particular concern are the threats to wives and families which occur at all hours of the day and night. Two employees had petrol bombs thrown into their houses. Another employee, on returning home from night shift, found his car burnt out.

"We are particularly concerned at the fact that some of our members were intimidated into joining the strike. The extent of this intimidation is particularly worrying because of the geography of Mdantsane where it is almost impossible for the police to give protection.

"The strikers responsible for these acts are members of SAAWU who had opted for temporary employee status resulting from a strike demanding the repayment of their pension monies in November last year — an issue which we, as a trade union of long standing, found to be totally irresponsible, particularly to the older members who were forced into leaving the pension scheme

"The fact that SAAWU's workers central executive committee ultimately refused to negotiate or talk to the employees who downed tools bringing about their own dismissal

is unprecedented in trade union circles

"Trade unionism has been built up on democratic principles using the tools of negotiation, conciliation and arbitration. The weapon of labour withdrawal, the strike, is a tool of last resort which should always be used judiciously as there are never winners, only losers in the aftermath

"The industrial council system, which is a proven one, is the only machinery which should be employed because it is equally enforceable by both parties

"The 'wild cat' strikes by SAAWU members is an indictment against the executive of SAAWU which either supports and is behind such actions or clearly shows its inability to control its executives, shop stewards and members

"East London industry has been plagued by unrest since the inception of SAAWU and has been labelled 'Labour's Siege City'." The ability of certain of the media outside of East London to either

ignore or manipulate the facts in our opinion has contributed to the seriousness of the situation which can only affect investment in a city which requires, above all else, entrepreneurial confidence for investment to bring about job opportunities for thousands of unemployed

"It is our opinion that no entrepreneur in his right mind would consider investment in an area where employees are being totally misled into irresponsible acts

"The Sweet Workers Union has been associated with Wilson-Rowntree since 1942. We entered into an industrial council agreement with the company more than 30 years ago and have the proud record of never having had a stoppage or strike in that company

"Our agreement, when compared with industry at large, leaves little to be desired and improvements are negotiated annually

"Since the advent of the Workers Central Executive Committee

operating under the auspices of SAAWU in October last year, there have been 17 stoppages/strikes and 45 serious breaches of discipline. Many of these we have first-hand knowledge of, and would not discredit our credibility by condoning the acts concerned

"The company has had to lay on special transport to get their employees safely to and from their homes. It has been necessary to make application to the South African and Ciskeian Police to give protection to Wilson-Rowntree employees from the atrocities previously referred to

"The matter is so serious and our concern for our members and those other employees who have been loyal to the company and do not want to be party to this irresponsibility, that we publicly call upon the authorities to restore peace and order and to control the militant acts of SAAWU members, who, in our discussions, have shown a total disregard for law and order" —  
DDR

(13)

Percentages of Private and Public Consumption  
Expenditure Allocated to Health Services  
1959/60-1974/75

	Private Health as % of Private Consumption	Public Health as % of Public Consumption	Public Consumption as % of GNP
1959/60	2,8	18,7	11,3
1960/61	3,3	17,6	12,0
1974/75	2,8	16,8	14,4

For Expenditure and GNP data see Table 4, Consumption expenditure data - South African Statistics 1976, Table 21, 15 and 1970, Table W-5. The consumption data is adjusted to the fiscal year ending in March.

(14)



DD 28/2/81  
**Violence charge**  
 MDANTSANE — Five former Wilson-Rowntree workers appeared briefly in the magistrate's court here yesterday on charges of public violence. Mr Zola Kali, Mr Makoko Mbal, Mr Nelson Myoli, Mr Christopher Mahlanyana and Mr Molsin Sindapi were not asked to plead. No evidence was led and all were allowed out on bail and warned to appear in court on March 13. Their appearance was in connection with alleged assault on employees of Wilson-Rowntree — DDR

health pyramid concept. This health pyramid is analogous to Stigler's interpretation of 'the division of labour being limited by the extent of the market.' (2) In the growing firm, vertical disintegration is favoured as the benefits of specialisation increase. Firms contract out their high cost operations to other firms specialising in these activities who are able to carry them out at a lower cost. Similarly in the health pyramid, the larger the area covered and the number of activities carried out, the more efficient it is for each level to treat those which it can treat at

because it is correctly for activity. A hospital for illness in outpatients, a health centre. It is a 'contract out' treatment which specialises in to perform those to which it is best the same size. It may be is more efficient than

any other size, with the optimal size depending on various factors - for example, density of population, socio-economic status of the residents of the surrounding area. Since the survey sample was not large enough to allow inter-Day Hospital comparisons of waiting time and transport cost, no attempt was made to determine the optimal sized Day Hospital. ~~The more important consideration is what the optimal degree of specialisation is - what level of treatment should the Day Hospitals provide and what should the outpatient departments provide?~~

As noted in section (I.2), ideally, the Day Hospitals should provide only general care, and outpatient departments only specialist care. This does not happen at the moment. It is estimated at Groote Schuur outpatient department that approximately fifty per cent of the patients treated there could be adequately treated at a Day Hospital. The figure at

... / ...

other outpatient departments is not known - it is probably less than at Groote Schuur because of Groote Schuur's 'halo' attraction - 'they do heart transplants there so they must be better at treating my hypertension' (3). Doctors refer a large number of patients to their nearest Day Hospital for follow up treatment, but many patients continue to return to Groote Schuur, despite the fact that the range for total time spent at the hospital is 1 hour 50 minutes to 6 hours 10 minutes. (This is due to congestion at the pharmacy - which the hospital administrators are aware of and have been so since 1967 when the problem first arose (4)). At the moment, no patient is turned away from any outpatient department even if it is recognised that the patient could be treated at a Day Hospital. If the outpatient departments were to do so, then such congestion as currently exists would be removed, but pressure on the Day Hospitals would be increased. The Day Hospitals are currently operating at full capacity and could not treat the increased number of patients without substantial expansion, both of buildings and employment of doctors.

This gives rise to two questions - why is there such a great demand for medical care, and how can the capacity of the Day Hospitals be increased without building a large number of new centres, in other words, would the employment of nurse physicians to diagnose and prescribe for patients allow the capacity of existing Day Hospitals to be increased by reducing the workload of doctors. An extension of this is the issue of whether Day Hospitals should have their existing form, whether they should have X-ray equipment and employ paramedical staff. These are complex issues, answers for which can only come from in-depth investigation, and here only the direction of argument can be presented.

In South Africa, medical auxiliaries of ~~paramedical staff~~ ~~are not acceptable to the Medical and Dental Council, but nurse physicians - nurses who receive additional training in the diagnosis and prescription of drugs - are. Nurse physicians are only able to cope with the more common diseases~~

... / ...

DD. 28/2/81 (139) (186) (152)

# Saawu's rise outlined

EAST LONDON — Most workers at Wilson-Rowntree had never known there was a trade union until they were approached by organisers for the South African Allied Workers Union (Saawu), the chairman of the central executive committee at Wilson-Rowntree, Mr Eric Mntonga, said yesterday

Mr Mntonga was giving an account of developments at the factory, culminating in the termination of services of workers this week

"It all started last year when workers saw the need for a representative body to handle their affairs and they learnt of Saawu," Mr Mntonga said

"When management at Wilson-Rowntree found out that workers had joined Saawu, they went out and canvassed the Sweet

Workers' Union (SWU)

"At the same time they told workers that SWU could also represent black workers, something that was completely new to most workers

"Management also stated that every employee had a right to join a union of their choice

"The workers joined Saawu and in a short time had about 900 members"

He said workers learnt about trade unionism from Saawu and clearly saw the difference between Saawu and SWU

"The SWU was not interested in workers' interests but in seeing to it that they kept management happy" Mr Mntonga said the attitude of management changed when they realised that SWU was losing members to Saawu

"They started victimising Saawu members and workers were being dismissed with no reasons given"

He said from then on workers began to stand together to protect their interests and stop unfair dismissals

Mr Mntonga referred to instances last October when workers in one department were dismissed for having complained about treatment meted out by a foreman, Mr Strunk

He said during all the time that Saawu operated at Wilson-Rowntree there had been no open recognition

"What happened was that in theory we were not recognised but when there was serious trouble we were called in as the central executive com-

mittee for workers to be asked for our view.

"But this was never done before people were fired. It was only after trouble stemming from victimisation that it was considered necessary for us to be called in to talk out matters and usually by that time things had got out of hand and management did not want us to refer them to their own actions which had led to the problems."

He said shop stewards were not recognised but every time there was representation to be sent from the various departments management inadvertently dealt with some of them

He said the latest impasse had come two weeks after workers had tried to negotiate on behalf of workers fired in two departments — DDR

(53)

Graph 5 shows over 1967-1977. Over the period at Red Cross of stay of 6 days. Consequence in the length of patients in the average would mean and require In conclusion appears that to the decline number of also place the need for nutrition, infants, totals are no (4.3.3.) Maternity with a high representation specialize ideally tr The import nity onset Grootes Sch clinics ar

(52)

## (4.3.2.) Gastro-enteritis

With the Day Hospitals providing medical treatment nearer to the patients' homes, a visit to the doctor involves less travelling time and cost. The hypothesis is that people would tend to take their children to see a doctor at an earlier stage of their illness, which would result in dehydration if left untreated. If children suffering from diarrhoea are receiving earlier medical treatment, a decrease in the number of children admitted to Red Cross Hospital with severe dehydration would be expected as would a decrease in the number of deaths due to this illness. Statistics from the Red Cross Memorial Children's Hospital were used to examine this hypothesis.

Recognition must be made of the fact that any change in the number of children admitted to the drip room over the period 1967-1977, might not be solely due to earlier consultation owing to the existence of the Day Hospitals. On the one hand, job opportunities and wages have increased and the birth rate has declined meaning smaller families among the Blacks and 'Coloureds' and as a result, nutrition is likely to have improved along with better child care in general, leading to a decline in gastro-enteritis. On the other hand, since 1974, South Africa has been in a recession whilst experiencing a high rate of inflation so that the rise in wages in many cases has not kept pace with the rate of inflation, and unemployment among Blacks and 'Coloureds' has increased sharply. This may be responsible for increased malnutrition and an increase in the number of babies suffering from gastro-enteritis.

Furthermore, Red Cross Hospital treats patients from throughout the Peninsula so not all children in the drip room would be from areas where there are Day Hospitals. Any decrease in the number of and the severity of dehydration of patients from the Cape flats may be offset by increases in other areas.

# Gqweta: we won't sling mud

DD 28/2/81

EAST LONDON — The South African Allied Workers' Union (Saawu) would stick to its task of organising and conscientising workers and would not be drawn into a mud-slinging war with the Sweet Workers' Union (SWU), the national organiser of Saawu, Mr Thozamile Gqweta, said in a statement yesterday.

Mr Gqweta was reacting to an attack on Saawu claiming the union had either supported and was behind disturbances at Wilson Rowntree or was unable to control workers' executives, shop stewards and members

"The SWU should be hanging its head in shame for having suppressed the feelings of workers at Wilson-Rowntree for the past 39 years," Mr Gqweta said

SWU had claimed the union had been involved with organising workers at the factory since 1942 and for all that time had had no strike

Mr Gqweta said the SWU was never concerned about the protection of black workers and their security at Wilson-Rowntree

"It only functioned as a funeral scheme for black workers, something in

which workers were not interested because they have their own burial associations"

He said the SWU only extended full membership rights to black workers after being advised of the strength of Saawu at Wilson-Rowntree last October protect individual workers' rights in the factory

He accused SWU of being a puppet of the company's management

Mr Gqweta yesterday disclosed there was a meeting between Saawu officials and the personnel manager at Wilson-Rowntree, Mr A.

Lightbody, at an hotel here on Wednesday.

The meeting was interrupted when Mr Lightbody had to leave to investigate a report that some workers were attacking others at the main bus terminal, Mdantsane

Mr Gqweta said the meeting had been arranged to iron out differences between the workers who had been fired and management

Saawu invited members of the central executive committee of the workers to be present to give them an opportunity to answer criticisms by management — DDR

In 1970, ... some form of family planning. The Day Hospitals themselves also provide a family planning service. Since 1972, there

to reduce the perinatal mortality rate - that is the rate since the establishment of the system. Ante-natal departments and the mortality rate since 1973 advanced to the stage and are not usually with hospital deliveries - hospital specialist care high risk cases, particularly incidence of cephalo-ant to note with respect to low risk pregnancies - death of the child - more home deliveries are a percentage of deliveries includes cases of born before to an institution after hospitals and MOUs.)

omely atmosphere to childbirth. The and midwives at the fat-care. The system personal. Ante-natal departments and the

has been a marked decrease in the number of births to Cape Town municipal residents, particularly the 'Coloureds'. The operational efficiency of neonatal paediatric care has also been improved by MOUs. Neonatal examinations are provided in 3 places. Babies born at MOUs are seen by the MOU staff midwives and paediatric nurses. Babies born in hospital are seen by the professional hospital teams. Babies born in the home are seen by private midwives. Well babies are discharged from hospital and MOUs whilst problem cases are either kept in hospital or transferred to hospital from the MOUs. There is thus a concentration of specialists treating those babies requiring the attention of professional teams. Each notified birth is followed up by local authority health visitors, and well baby clinics are provided by local authorities.

The impact of MOUs on the cost and efficiency of obstetric care can be seen from the above discussion. While the DHO is responsible for only 2 of the MOUs, it was responsible for the initial introduction of the concept. It has played an important role in improving obstetric care in the Cape peninsula, particularly in reducing the perinatal mortality rate, a mortality rate which is accepted as being sensitive to the quality of obstetric care.

S. Inbume 13/81

**NEW  
UNION  
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FORMED**

UNION activity in East London, the scene of 10 strikes in the past 14 months, will take on a new dimension on March 15 when an entirely new concept in labour relations, a union for the unemployed, is formed.

(139) The union, aimed at preventing industry hiring "scab" labour during strikes and at bringing the plight of fired striking labourers home to those who may be taking their jobs, could become a major force in industrial relations in the city.

(152) With unemployment running at 25 percent of the economically active black population in the area, industry has had little difficulty in recruiting new labour following factory unrest and has been able to take a tough line in firing strikers.

In reply the national organiser for the South African Allied Workers Union, Mr Thosamile Gqweta, and his branch chairman, Mr Sisa Njikelana plan to launch a union for the unemployed which could attain a membership of 30 to 40 000 if the concept is favourably received.

Representatives of the new union would approach management together with the union involved in any factory dispute "The determining factor of success will be the co operation they receive from management"

While there are no plans at this stage to establish unions for the unemployed elsewhere, this is on the cards for the future

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# Factory dispute: union plea to headquarters

EAST LONDON — The South African Allied Workers Union (Saawu) has sent a telex message to the head office of Wilson-Rowntree in London calling for the reinstatement of workers who have lost their jobs at the South African subsidiary here over the past few weeks.

According to Mr Thozamile Gqweta, the regional organiser of Saawu, over 500 workers have now lost their jobs through the dispute.

In the telex Saawu calls on the Wilson Rowntree head office management to use your powers and influence on the Wilson Rowntree management to review its decision and reinstate all dismissed worker."

The circumstances which Saawu claims led to the dispute are recorded in detail and the telex says "The foreman and senior Wilson-Rowntree managerial staff never even used the company's grievance procedure in

effecting the dismissals of the three workers on February 9 and as such all other workers were dismissed on the same basis.

Violence has erupted between newly employed workers and the 500 dismissed workers and three Wilson-Rowntree workers are in hospital as a result thereof.

The telex conclude that only the unconditional reinstatement of all dismissed workers can prevent the disruption of industrial peace in East London.

Meanwhile a gathering of dismissed workers was held in the Victory Cinema yesterday and it was resolved to approach workers in other centres for support.

One of the resolutions passed was that workers should approach their managements and request that they write to the management of Wilson-Rowntree calling on them to settle the matter equitably.

The personnel manager of Wilson-Rowntree, Mr A Lighthbody, was not available for comment yesterday but it has been management's repeated stand that by going on a 'wildcat strike' all the workers had discharged themselves — DDR

Additional wor	0
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	6 - 7
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at current wages:

Distribution of farmers

TABLE 42.

It has often been said that farmers always complain of a labour shortage. The farmers interviewed in this survey are a notable exception:

of 31 farmers, 15 said outright either that there was no shortage at current wages or that they personally did not suffer from a shortage; one said simply that there were fewer people asking for work than there had been 10 years ago; 7 said there were plenty of surplus workers around but either they were not prepared to work or they were not 'suitable' (wider, reliable, responsible and hard-working); 4 were not prepared to commit themselves and only 4 said they noticed a shortage, of both skilled and general workers. Asked how long it would take to double their labour forces (at current wage rates), 3 farmers said it would be impossible, 8 did not know and 19 gave replies ranging from a few days (to find 5 workers) to 3-4 months (to find 17 workers). However, several farmers added the rider that it would take considerably longer to find 'good' or 'trustworthy' workers. One farmer said it would take him 6 months to find any workers at all. When the question was asked in a slightly different form - 'How many additional workers could you find at current wages?' 11 farmers were:

3/3/81 (152) (157) (158)

# Saawu blamed for factory unrest

EAST LONDON — The South African Allied Workers' Union (Saawu) was accused yesterday, in a telegram from the British parent company, of condoning violence by its members at the Wilson-Rowntree sweet factory here.

The telegram, from Sir Donald Barron, chairman of Rowntree Mackintosh Ltd, was addressed to Mr Thozamile Gqweta, the national organiser of the union.

Sir Donald's message read:

"We have been kept fully informed of the situation in East London and Mdantsane by our management at Wilson-Rowntree who have our complete support.

"The unrest in the factory is caused by the escalation tactics of your union and its officials. Prior to your aggressive intervention, community relations were excellent with a long history of improving standards of living, amenities, security and prosperity.

"The violence is a direct result of your union's activities. The workers attacked by your members

were not new employees but long service Wilson-Rowntree people.

"This was a flagrant attempt, like the three petrol bomb attacks on February 25, to intimidate loyal Wilson-Rowntree employees and their families.

"We have very good relations with trade unions around the world but it is not possible to have a relationship with a trade union which condones intimidation and violence by its members and has so little regard for truth."

The telegram added that a letter would follow.

The message follows a statement last week by the Sweet Workers' Union (SWU), which is recognised by the company, accusing Saawu members of violent attacks on its members.

The SWU blamed unrest in the area on Saawu and said acts of violence by the union were aimed at intimidating loyal workers to join striking Saawu members.

It also called on the authorities to restore order and control the

"militant acts" of Saawu members.

In turn, Mr Gqweta accused the SWU of being a "reactionary" union used as a "puppet" by the company management.

Mr Gqweta could not be reached for comment last night. — DDR

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DD 3/3/81 (139)  
**Union helps settle dispute** (157)  
(18)

**EAST LONDON** — The firing of a worker for allegedly forging a work-time card resulted in 350 workers going out on strike and a top level meeting on Friday between Langeberg Co-op management and the African Food and Canning Workers Union (Afcwu)

The General Secretary of Afcwu, Mr Jan Theron, flew in from Cape Town to meet the fruit canning factory's management to settle the labour dispute that closed the factory on Friday

The manager of the factory, Mr J R Burg, said the meeting was successful and yesterday the workforce was back in the factory

The dispute started on Thursday morning when a man was dismissed for allegedly forging the card to credit himself with

more time at work

At tea-time on Thursday morning, 350 other workers in the factory walked out, but returned at lunchtime.

On Friday, the workers again walked out after morning tea, but did not return and the factory was closed for the rest of the day.

Mr Burg said he explained the reasons for the worker's dismissal to Mr Theron and the strike was called off — DDR

**20 000 strike**

**TEL AVIV** — Israel's 20 000 engineers went on a one-day strike yesterday, causing a variety of disruptions.

The strikers threatened a prolonged strike unless the government agreed to a revision of their wages — SAPA AP

# Two charged

ROM 3/3/81

# with inciting

331 152 192 143

# Toyota strike

By STEVEN FRIEDMAN  
Labour Reporter

IN A MOVE which has evoked trade union protest, the authorities have decided to prosecute two former workers for allegedly inciting a strike at the Toyota car company earlier this year.

The charges carry a maximum penalty of five years' jail. Lawyers said yesterday that prosecutions of alleged strike leaders appeared to be a growing trend at present. The authorities had generally used anti-strike provisions in the law rarely. But recently several prosecutions flowing out of work stoppages have been launched.

The Metal and Allied Workers Union, of which both men are members, yesterday expressed its "disappointment" that the State has once again seen fit to involve itself in industrial relations.

A union spokesman added: "Using the law against strikers will not help the State. Nor will it help industrial relations at Toyota."

The two men, Mr Charles Ngobese and Mr Johannes Ngwenya, appeared in the Randburg Magistrates' Court yesterday after being arrested by Security Police last Thursday. They were granted bail of R250 each and the hearing was postponed to March 16, though

the trial is not, however, expected to begin on that date.

A charge sheet handed to their lawyer says they are being prosecuted under Sections 10 and 12 of the Riotous Assemblies Act, which make it an offence to incite a strike. These sections carry a maximum sentence of five years' jail, or a fine of R1 000 or both.

Mr Ngobese was a shop steward and Mr Ngwenya a union member at Toyota.

The charges against them flow out of a strike at the company earlier this year in which workers alleged they were being made to work compulsory overtime. The company denied this.

It was the third strike at Toyota in little over a year. All those who took part in the strike were sacked and very few have been taken back by the company.

Before the arrest of the two men, police had detained seven ex-Toyota workers.

A Motor Industry spokesman said yesterday the union had taken up the case with the motor industry's industrial council. It alleged that Toyota was guilty of an "unfair labour practice" and the council was investigating the matter.

It is even more disturbing that workers should be prosecuted when the matter is being dealt with by the industrial council, the spokesman added.



# Saawu blamed for plant unrest

## Labour Reporter

The parent company of the Wilson Sweet Factory in East London has accused the South African Allied Workers' Union (Saawu) of causing unrest at the plant.

The chairman of Rowntree-MacIntosh, Mr Donald Barroon, sent a telegram yesterday to Saawu's national organiser in East London, Mr Thozamile Gqweta

Unrest at the factory which included a worker walk-out and worker assaults was "a direct result of your union activities," the telegram stated.

It accused Saawu of condoning intimidation.

The general secretary of Saawu, Mr Sam Kikine, today denied the allegations and described them as a "smear"

He criticised management for its unwillingness to meet with Saawu.

The other major union at the East London factory is the Sweet Workers Union which is affiliated to the Trade Union Council of South Africa.

The Sweet Union has accused Saawu of violent attacks on its members, some of whom were assaulted in nearby Mdantsane township

DD 4/3/81 (129) (154) (152) (151)

# Gqweta: no comment

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EAST LONDON — The national organiser of the South African Allied Workers' Union (Saawu), Mr Thozamile Gqweta, yesterday refused to comment on a statement implicating the union in the intimidation of workers who did not down tools at Wilson Rowntree

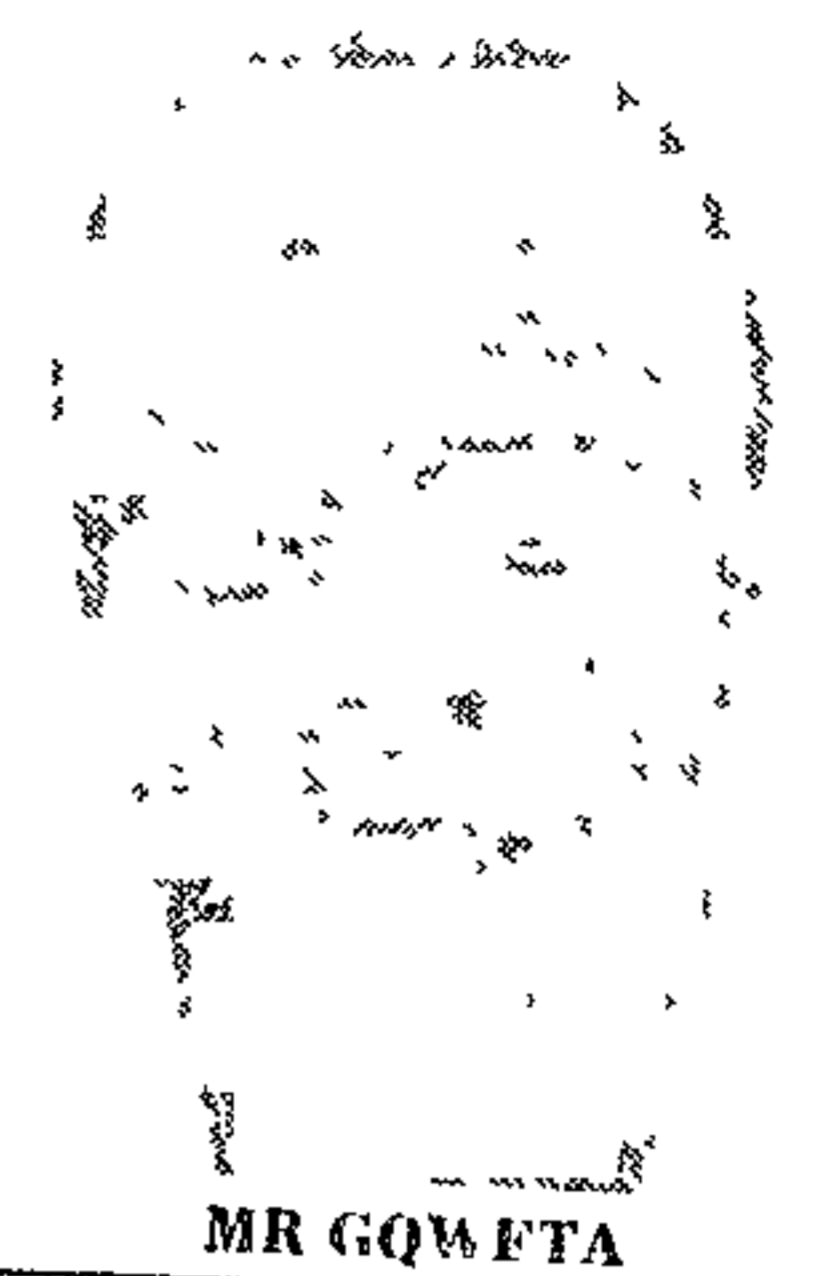
The statement was made in a telegram from the chairman of Rowntree Mackintosh Ltd, Sir Donald Barron, to Mr Gqweta

Mr Gqweta said they had referred the statement to their attorneys and would not comment on it

Sir Donald Barron had alleged that the unrest in the factory had been caused by the escalation tactics of Mr Gqweta's union and its officials

He said before the advent of Saawu community relations had been excellent with a long history of improving standards of living, amenities, security and prosperity

He accused Saawu of activities that had brought about violence, the attack of workers and petrol bomb attacks on loyal Wilson Rowntree employees and their families — DDR



MR GQWETA

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A full discussion of the advantages and disadvantages of such measures would require more space and more expert knowledge than are at the disposal of this paper, but a few remarks seem necessary. The fixing of wages by farmers certainly does seem arbitrary, as the 1951 Commission implies; some farmers may be paying acceptable wages but there is no pressure on them to do so, and it seems a little unjust that workers should have to rely on the farmer's goodwill. Wide differences between farms, regions, districts, provinces, etc. seem to argue more for the need for minimum wage fixing than against it. Wages should clearly not be set without regard to working hours, seasons, etc. which probably do differ widely, but it should not be impossible to lay down maximum hours, and minimum leave periods for various districts and types of farming. A set of uniform values could be established for payment in kind and minimum levels of payment in both kind and cash could be discussed (alternatively, a minimum total payment could be laid down, of which a stipulated proportion, at least, would have to be in cash). The fact that farm and domestic workers have generally low level of education would again seem to be an argument in favour of granting them some statutory protection.

This looks remarkably like a copy-out; and the reasons given for the 1951 Commission's disapproval of statutory minimum wage fixing — quoted by the Theion Commission without comment — seem weak. It does not lend itself to such protection'. (20)

percent of all farmers interviewed by the Unisa researchers were against statutory protection for farm workers because 'the agricultural sector of their work, obvious differences in productivity and the danger than any minimum wage fixing could lead to maximum wages. Not surprisingly, 81

## Electricity men working to rule

DURBAN — Between 250 and 300 Durban Corporation electrical department vehicles will stand idle until they are roadworthy — and a similar number of artisans who are working to rule until wage demands are satisfied will not leave their depots until they are "licensed as management requires"

One electrician said today the entire department was carrying out a week-old "go-slow" threat until salaries were increased by R200 across-the-board

"According to corporation rules, each worker

must be relicensed each year."

The secretary of the Durban Municipal Employees' Society, Mr J J Maree, said the work-to-rule threat had not been discussed at last night's DMES committee meeting called to discuss the workers' demands

The city electrical engineer Mr Denis Fraser said the matter of the lapsed driving permits was being seen to, but he could not comment on the implications of the unroadworthiness of the vehicles until he received a full report

the demand for the services which it covers, and in South Africa, medical aid benefits apply to 73 per cent of the White population (25)

A racial allocation of the distribution of public sector expenditure cannot be made accurately, and even hospital costs and subsidies are the biggest items of expenditure) cannot be divided by race. Indication of the distribution of these services can, however, be gained from indexes of the physical quantity supplied, and an indication of the quality of the services can be gained from the analysis of expenditure patterns in racially segregated hospitals.

General hospitals account for 77 per cent of all beds provided in public sector, and Table 10 shows the racial distribution of the services of these hospitals and the racial distribution of services in sub-hospitals. In 1959 and 1974, beds for Blacks accounted for 68 per cent of total beds. The proportion of hospital services received by Blacks was, however, larger than this as Blacks accounted for 82 per cent of patient days, and 81 and 82 per cent of outpatient attendances in 1959 and 1974. The percentage of White beds occupied was low in both years and indicates substantial excess capacity in supply of White services, while Black beds in both years were intensively used. The results of Table 10 indicate a change in the emphasis of treatment particularly for Whites, with the ratio of inpatient day/ outpatient attendances falling from 2,5 to 1,4.

(25) See Klaarman, *ibid.*, pp 31-36, Data on medical aid membership is from the Report of the Secretary for Health, op cit., Annexure 17 Medical Aid Schemes covered only 14 per cent of the whole population

# 400 women strike at clothing factory

By Z B MOLEFE  
AN estimated 400 women at a clothing factory in Nancefield near Kliptown are on strike, following a wage dispute on Monday.

Sources in the factory told the SOWETAN that they had gone on strike because of their low wages and poor working conditions. At the time of going to Press it was claimed that more than 400 employees were on strike.

The sources also alleged that beginners at the factory earned R13 a week while machinists earned R23 a week. They also said, for the hours they worked their wages were low; 7 am-5 pm on weekdays and 7 am-4.30 pm on Saturdays overtime.

Claimed Miss Y: "Working conditions in that factory are terrible. The money we earned was peanuts and it could not meet our basic living costs. Anyway, we work-

ed there because it was the next best thing to idling in Soweto. We couldn't take it any longer."

Another young woman who talked to reporters in Kliptown confirmed what Miss Y had said. When reporters tried to photograph her, she warned: "You people want me to be assaulted in the factory?"

This later was understood to mean that the woman was alleging that one of their bosses usually assaulted them when they had committed a mistake in their jobs.

Mr H Fineberg, financial director of the factory, would not talk to the SOWETAN and instead referred us to Mr Terence Kennier of the Transvaal Clothing Manufacturers' Association.

Yesterday, the Garment Workers Union and the National Union of Clothing Workers, which represents more than 25 000 workers, demanded a ten per cent increa-

se in wages in addition to another ten per cent promised by management in July.

"With the cost of living having run ahead of increases over many years, the workers are far worse off now than they were in 1960. This cannot be tolerated. Food prices are going up so fast that in future we shall have to negotiate annually," said Dr Anna Scheepers, president of the Garment Workers Union.

Said Mr Kennier: "As far as we are concerned the workers at the Kliptown factory have gone on strike illegally. We don't believe it has anything to do with us."

A well-placed source in the Union of Clothing Workers also told the SOWETAN that the workers in the Kliptown factory had demanded an increase of R3 in their weekly pay but "their management is adamant that they will stick to the association's agreements."

152 - Sowetan 4/3/74

(34) (152) ~~(152)~~  
Acquitted Mavi wants

strikers reinstated <sup>SIBR 4/3/51</sup>

Mr Joseph Mavi, leader of the Black Municipal Workers Union, who was acquitted today of inciting a strike, said that his first priority would be to try to negotiate with the Johannesburg City Council for the reinstatement of workers who were sacked for striking.

Mr Mavi said he could not regard his acquittal as a victory for his union over

the council "as long as some of my brothers are still in the streets."

Another issue he faced was to try to get the council to recognise his union. He was planning a meeting with the council "very soon," he said.

He did not want to anticipate the council's decision about whether to see him or not.

DD 513181 (152) (54) (58)

**Ex-sweet worker charged**

EAST LONDON — A former Wilson-Rowntree worker, Mr Danile Tokwe, appeared briefly in the regional court here yesterday charged under Section 10 of the Riotous Assemblies Act. Mr Tokwe, 41, is charged with using force to threaten people not to go to work. He was not asked to plead and no evidence was led. The case was postponed to April 7, and Mr Tokwe is to be detained in custody — DDR

The table shows that 93 workers (72%) earned R10 a week or less, and 113 (87%) earned R12,50 a week or less. The average of R8,69 a week in cash is startlingly different from averages derived from agricultural census statistics. The census breaks regular employees into white, coloured and African, and average cash wages for coloured and African workers in each district (total cash wage bill divided by number employed) are shown below. Comparable figures for this survey by race are: African cash wages, average R8,36 a week; Coloured cash wages, average R8,77 a week.

Distribution of workers according to cash wages (R per week)

Wages (weekly, R)	Number of workers	Cumulative %
0 - 2,50	4	3,08
2,51 - 5,00	22	20,00
5,01 - 7,50	34	46,15
7,51 - 10,00	33	71,54
10,01 - 12,50	20	86,92
12,51 - 15,00	6	91,54
15,01 - 17,50	0	91,54
17,51 - 20,00	7	96,92
> 20,00	4	100,00
<b>total</b>	<b>130</b>	
<b>Mean:</b>	<b>R8,69</b>	
<b>Range:</b>	<b>0 to R28,62</b>	

TABLE 7

# Strike: Mavi cleared

JOHANNESBURG. — Mr Joseph Mavi and two of his executive committee members were yesterday cleared on a charge of instigating an illegal strike among the workers of the Johannesburg City Council last year.

A Johannesburg regional court magistrate, Mr I. J. Luther, found that the work stoppage on July 29 could not be construed as a strike. The state had failed to prove its case under the Black Labour Relations Amendment Act which alleged that they had instigated an illegal strike, took part in a strike and incited other workers to strike.

Mr Mavi, 42, president of the Black Municipality Workers Union, Mr Philip Dlamini, 29, secretary, and Mr Gatsby Mazwi, 29, an executive member, had pleaded not guilty to the charge.

Mr Luther said the state had not proved its allegations that the work stopped because of the failure of the city council to recognise the union.

Evidence led by the state pointed out that the municipal workers had stopped work because of a failure of the city council to recognise the union.

The state had limited its case by not including the recognition of the union in their charges.

Mr Luther said the city council could not have recognised the union as it was less than three months old — SAPA.

10 categories are  
some in kind, often in  
the worker, to which  
even to some payments  
person per week, and

111 families (85 percent) get R  
in kind, 70 families (54 percent)  
It is remarkable that even when  
no value has been  
the form of me  
2) that 30 families  
single men,  
1) that 13 of the  
Note:

Mean: R6,18 a week.  
Range: R1,80 to R20,47.

100,00
85,38
81,54
77,69
74,62
66,15
53,85
34,62
16,15
3,85
Cumulative %

16
25
24
16
5
0
Number of workers

0 - 1,00
1,01 - 2,00
2,01 - 3,00
3,01 - 4,00
4,01 - 5,00
5,01 - 6,00
6,01 - 7,00
7,01 - 8,00
8,01 - 9,00
9,01 - 10,00
TOTAL
> 10,00
Family income per head

TABLE 22 (a)  
Distribution of workers according to family income per head  
( R per week )

Mean: R19,70 a week.  
Range: R 6,41 to R34,40.

Thou shalt not kill;  
But needst not strive  
Officiously to keep alive.

A.H. Clough: the Latest Decalogue

Introduction

The purpose of this paper is to examine policy issues associated with the provision of health services. Implicit in the decision to hold a health conference would seem to be the view that health and the provision of health services are in some sense unique - that they fall into a category of their own and as such merit special attention. The proposition is a reasonable one and deserves consideration. To place the discussion in perspective, however, it should be noted that the provision of health services is by no means a new area of public concern. In particular, the area of health economics is a well established field of research, especially in those affluent nations where such luxuries can be afforded. It is recorded that "in the Chou dynasty in China during the eleventh century no doctor was paid until the end of the year and thus only after his record had been studied to see what type of care he had rendered. The Incas rewarded their 'remedy keepers' with clothing and ornaments but if they were unsuccessful they might be buried in a common grave with recently deceased patients".<sup>1</sup>

These ancient practices have a remarkably modern tone about them. Current discussion centers on issues such as the appropriate rewards for medical practitioners and the assignment of liability. In the United States doctors are often criticised for an excessive use of 'defensive medicine'. Inca society must have been little different in this respect.

At the basis of any discussion of health services are questions of a technical nature as well as issues of morality. Medical practitioners can claim a particular competence in the first of these areas, philosophers in the second. Fundamental to the entire discussion, however, is the problem of decision making - of allocating scarce resources in

an optimum way to meet the "needs" of an expanding population. It

is here one feels that economists may take a slightly broader perspective on the economic frontier where the most recent years has been in the area of public goods. The rapid growth over the last three decades has, been of economists to that area of the obvious - the growth of the public developments which provide the backbone

The developing and broadening in economists finding themselves in close association with doctors and with the quality of the environment example, has opened up areas where coincide. The scope for co-operation for inter-disciplinary imperialism is frequently to be welcomed. Property rights must tendancy to muscle in on other things. A simple example may be

Those of us who are members University of Cape Town are aware from our paychecks for medical a Generally speaking this scheme is this precise scheme given freedom many people it is a satisfactory is compulsory and are forced to

# Ford labour audit is favourable

**Labour Reporter**  
The Ford Motor Company had made remarkable progress in implementing the American "Sullivan Principles" on labour relations but still required reform in several areas. This was the finding of the second independent audit into labour practices at Ford conducted by the South African Institute of Race Relations. The Sullivan Code consists of six principles of labour conduct which American companies operating in South Africa are

expected to implement to improve working conditions and labour relations for black workers. Ford had implemented a 'progressive labour policy' since the first audit and the investigating group was "surprised" at the progress the company had made since the first audit in 1979. Principles which had been fully implemented were the non segregation of races in eating and work facilities and there was no racial discrimination in benefit plans.

- Recommendations affecting other principles included:
- Annual elections for shop stewards by all workers.
  - Company protection and support for labour leaders, including those from unregistered unions who are threatened by the State.
  - Investigation of the predominance of whites in certain salaried jobs.
  - Housing provision for senior black staff.

An important recommendation of audit report concerned on recruitment and training of workers. The present graduate trainee and commercial training programmes were still not providing an adequate number of competent black staff. Ford should continue to offer alternative tutorial schemes for school leavers to undertake apprenticeships and other training the report stated. The shortage of skilled black workers was ascribed to unsuccessful selection procedures.



care such as family planning, antenatal care, child clinic etc.

7. The extent to which people used health services seemed very much dependent on whether they had easy access or transport available, the cost of transport seemed to be the major deterrent to visiting doctors or clinics; the cost of the service itself seemed only secondarily important as subsidized medicine was available in both areas. The more distant people were from health services, the more often they changed their mode of treatment, and used home remedies and indigenous practitioners, or simply

Summary Tables

Table 9 Proportion of cases in which a subsequent choice of treatment source was made

Area	Proportion of cases
(1. order of remoteness)	
Tiersdorp location	16%
(2. area from doctor)	
Ando and Kirkwood	
(10 - 9 km from facility)	
Tiersdorp rural	
(3 - 30 km)	
Bersheba and Enor	
(12 - 32 km)	
Tiersdorp whole sample	
Suncoys River Valley whole	

**Mavi to pursue talks with city council**

By Langa Skosana

The president of the Black Municipality Workers' Union, Mr Joseph Mavi, who was cleared yesterday of inciting a strike, wants to meet the Johannesburg City Council to sort out problems that led to a work stoppage by about 10 000 municipal workers last year.

He said, at no stage had he ever been in doubt about the outcome of the case because "what we said is that they should improve the working conditions of the workers"

His top priority, he said, was to try to negotiate with the Johannesburg City Council for the reinstatement of workers who were dismissed for taking part in a work stoppage.

Mr Mavi (42), president of the Black Municipality Workers' Union, Mr Philip Dlamini (29) secretary and Mr Gatsby Mazwi (29) an executive member faced charges under the Black Labour Relations Regulation Amendment Act which alleged that they instigated an illegal strike and incited other workers to strike.

The magistrate, Mr I J J Luther, found that the work stoppage on July 29 could not be construed as a strike and that the State had not proved its allegations that the work stoppage was to compel the city council to pay higher wages

Table 10 Patients' report of Treatment Outcome

Relief was	Permanent	Temporary	None
Tiersdorp	27%	47%	27%
Valley	42%	34%	24%

\* All treatments given are included.

b) they had to be called by telephone (more in the locations) and usually authorized by a doctor, so that the patient often had to get to a doctor first. In Tiersdorp the magistrate could also authorize the sending of a taxi after a phone call. Labourers and others would obviously not disturb the owners of telephones unless a case was an emergency.

It seems there is no substitute for cheap public transport. Port Elizabeth Divisional Council makes such transport available (free) to clinic users. This is an important contribution to health care, but the relative advantages of this solution and of public transport should be examined.

d. Contrary to the view of many health personnel that



# Johannesburg Municipality strike case

THE three officials of the Black Municipal Workers Union, Mr Joseph Mavi (42), Phillip Dlamini (29) and Gatsby Mazwi (32), were yesterday freed on charges of inciting a strike.

And this acquittal spelt victory for black workers who demand a fair deal in the country's labour regulations, Mr Mazwi said in an interview after the court case.

Spectators — mostly former employees of the Johannesburg City Council — roared with excitement in the packed public gallery, soon after the verdict was pronounced.

Spilling into the court corridors, they clapped their hands, hugged the three executives as someone alone voice shouted "Amandla!"

Jubilant Mr Mazwi told SOWETAN that, "the acquittal is an indication of victory for the black workers who demand a fair deal in the country's labour regulations."

He added: "Our main concern now is what to do for the approximately

## BY MANDLA NLAZI

1 200 workers who were sacked as a result of the work stoppage. This is now the union's biggest problem"

President of the union, Mr Mavi said the case had caused him "nightmares and sleepless nights." He was frustrated by the bail condition that required him to report daily at Jabulani Police Station Mr Mavi said as a result he

missed a number of invitations to address worker's conferences

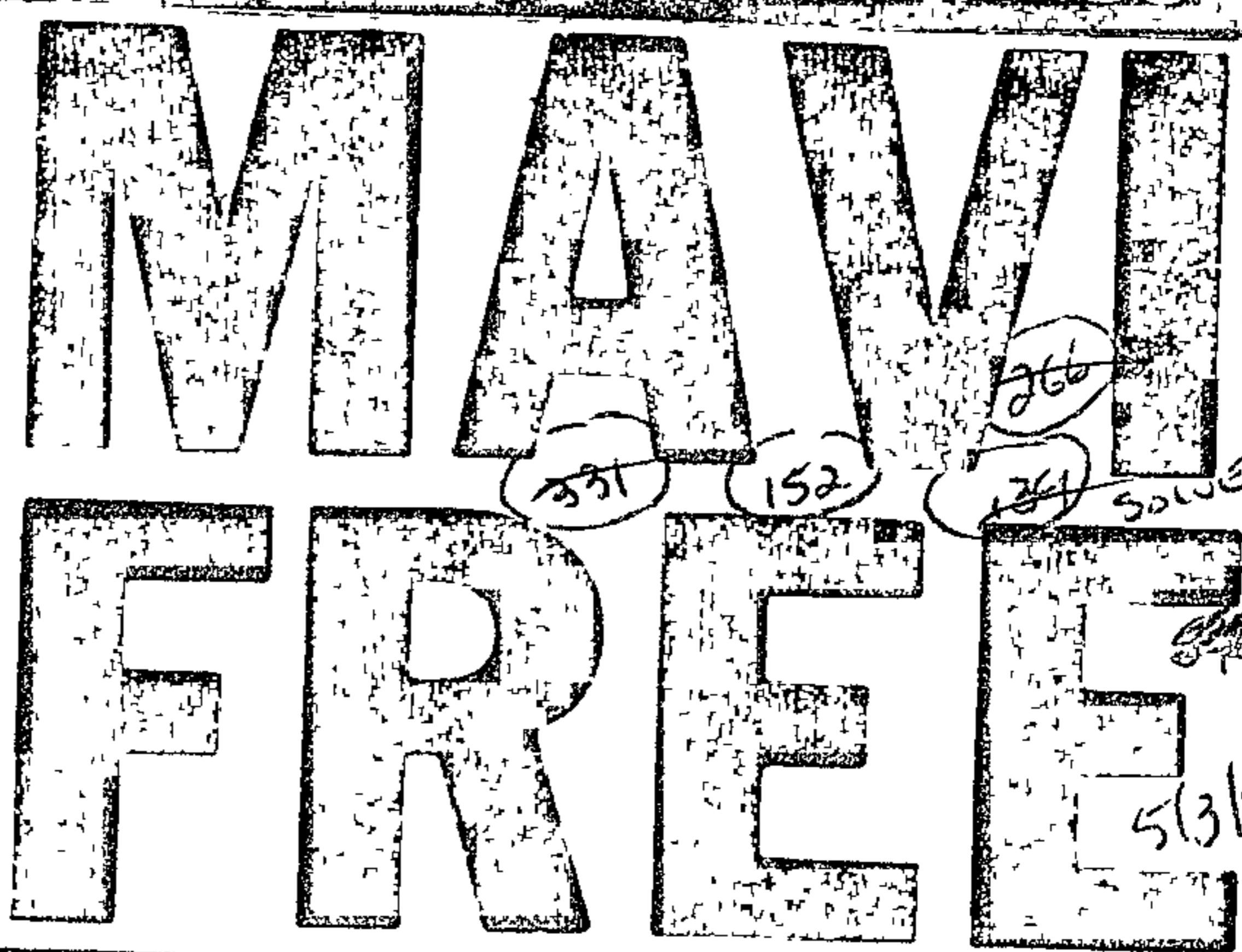
He said his union repeatedly, before the work stoppage, called on the Johannesburg City Council staff board to discuss the workers' grievances. The union wished to get a fair deal on working conditions and equal pay for equal work

● The three had appear-

ed before Mr J J Luther on charges of having incited municipal workers to go on strike and taking part in the illegal strike between July 25 and 28 last year in Johannesburg

Acquitting them, Mr Luther found them not guilty as charged. He said this was not an illegal strike within the ambit of Section 18 of the Black Labour Regulations Act of 1953. He said there was "scant" evidence that they incited the Orlando Power station workers to go on an illegal strike.

Mr Mavi and Mr Mazwi were both represented by Advocate E Wentzel, instructed by Priscilla Jana and Associates. Mr Dlamini was represented by Mr Ritha Mokgoatheng.



● Mavi wielding a stick, Dlamini in Afro-shirt and Mazwi raising a fist as they walk out of court.

# Strikers go back as demand is met

## Labour Reporter

About 300 striking workers at a clothing factory at Nancefield, Johannesburg, returned to work today.

The entire work force of Cutrite Apparel, returned today after a walk-out on Monday over a wage dispute.

Workers called for a R3 a week increase — a rise given to staff at another nearby clothing firm last month.

Special meetings of the Transvaal Industrial Council for the Clothing Industry were held yesterday and again today to resolve the dispute.

Dr Anna Scheepers, president of the Gaiement Workers' Union which represents the workers, said that wages had to be increased because of considerable cost of living increases.

The managing director of the Cutrite Apparel company, Mr Sydney Cope, told The Star workers had returned while talks continued. He

had agreed to increases, which would be back-dated to February 18 — the date on which new wages were instituted at a nearby factory.

He said that about 55 percent of the workers at Cutrite already received above the minimum weekly wage set down in the industrial council agreement.

# Workers strike

RDM 6/3/81

(152) (146) (139) (138)

## OVER SACKINGS

By RIAAN DE VILLIERS  
Labour Correspondent

BLACK workers at the Irvin and Johnson plant in Benrose went on strike yesterday after their union chairman and a committee member were dismissed.

The workers and their union, the African Food and Canning Workers' Union, claimed the men were victimised.

Later, workers returned to work after the firm agreed to reinstate the union committee member, Mr Lucas Ngwenya.

Management also agreed to the formation of a committee consisting of union and works committee members, pending recognition of the union.

However, the firm refused to withdraw the sacking of the union committee chairman, Mr Anderson Sithole.

Mr Sithole was dismissed

again after a hearing on Wednesday this week. A short work stoppage followed and union members decided at a meeting on Wednesday night to strike in support of a demand that he be reinstated.

Mr Ngwenya was dismissed yesterday for allegedly inciting workers to strike.

A spokesman denied that Mr Sithole had been victimised.

Mr Ngwenya was reinstated as the management felt he had acted at a time when emotions were running high.

He also said union members appeared to be more aggrieved about the fact that they could not negotiate with management than about Mr Sithole's dismissal.

"Accordingly, we proposed the joint committee as an interim measure before formally recognising the union," he said.

# Clothing strike continues

By Z B MOLEFE

THE MANAGING director of the strike-hit clothing factory in Nancefield, near Kiptown, yesterday appealed to trade unions to tackle the problem on a business-like basis.

Mr Syd Cope was reacting to a story published in SOWETAN which said an estimated 400 women employees went on strike on Monday at his factory after alleging low wages and poor working conditions. In fact, 370 men and women are on strike.

By yesterday the workers had not yet returned to work, according to a company spokesman.

"The factory is empty," he said. "We are waiting for them to come tomorrow (Friday)."

Yesterday the Garment Workers Union appealed to workers to go back. The president of the union, Dr A Scheepers said if the workers were back at work the task of negotiating with the employers would be made easier. Dr Scheepers said negotiations were continuing today.

Some workers on strike claim that beginners earn R13 a week while machinists earned R23 a week. They also claimed they worked 7 am-5 pm on weekdays and 7 am-4,30 pm on Saturdays as overtime.

According to Mr Cope, who met SOWETAN in a meeting with a few of the factory's executives, the women earned far more than the wages laid down by their union and Industrial Council agreement.

"We are paying the minimum wages laid down by these two bodies. In fact, over 50 per cent of our workforce are receiving more than that," said Mr Cope.

The union rate for a qualified machinist is R29,60c a week, but there were machinists earning R42, R33, R39 and R40 a week at the Nancefield factory, he said. Pressers earned R40-R44 weekly while the minimum union rate is R32,60.

On what general workers were earning, Mr Cope said R13 a week was a union minimum. Explaining this further he said his factory still paid more than this as was the case with another worker who after two weeks was earning R24,50: "We look at how our workers are progressing individually."

SOWETAN wanted to know what could be the cause of the strike if the workers were earning these attractive wages? Mr Cope said it must be understood that he was not against his workers receiving increases, "but we have to abide with negotiations between us and the unions," he added.

He then declared that he is not going to jeopardise his position while small factories offered their workers "fantastic" wages "I hope when my workers report here on Friday for their wages we will sort this out. I feel that the unions should tackle this on a business-like basis," continued Mr Cope.

Asked about the hours the workers worked, he said they worked the stipulated 40 hours for a five-day week as laid down by the unions and the Industrial Council. On working overtime, they are paid one-and-a-half time for that particular day. This means they are paid for eight hours plus another half of their wage — "everything is worked relatively on their weekly rate."

Reporters were taken on a conducted tour of the factory premises. According to Mr Cope other benefits the workers enjoyed were medical attention from a doctor assisted by a nursing sister, a group life insurance scheme for employees with more than 20 years service and Putco buses to transport them to and from work each morning and afternoon.



Mr Syd Cope, managing director of the clothing factory whose workforce is on strike.

12/11/51  
194 (152) 12/11/51  
Clothing  
wage talks  
adjourned

**Labour Correspondent**

SPECIAL wage talks between unions and employers in the Transvaal clothing industry were adjourned yesterday and will be continued today

The unions involved — the National Union of Clothing Workers and the Garment Workers Union of SA — are demanding a 10% wage increase in addition to a 10% increase due in July

Mr Jimmy Thomas, secretary of the Industrial Council for the Clothing Industry in the Transvaal, would not comment on the progress of the talks yesterday

Meanwhile, almost 400 coloured and black clothing workers are still on strike at Cut-Rite Apparel Manufacturers in Nancefield, near Kiptown. They went on strike on Monday after demands for an immediate R3 a week increase were turned down



Some of the workers who downed tools and were ordered to leave the premises, outside the Berkshire International factory yesterday.

# Police disperse striking clothing factory women

EAST LONDON — Police were called in to disperse more than 300 women workers who downed tools in a section of the Berkshire factory here yesterday morning

The police public relations officer, Major W. W. Brown, said police had been asked to assist after 325 black and coloured women had downed tools

He said the officer in charge of the unit that went to the factory told the workers they were committing an offence by being involved in an illegal strike and they should leave the premises

Major Brown said the workers obeyed the order and there were no incidents and no arrests

A worker, Mrs T Kanana, who said she and Miss Caroline Thomas had been accused by manage-

ment of having incited workers to strike, said trouble started when the factory's production manager, a Mr Fletcher, resigned

"He was replaced by Mr Mitchley and since the change many workers had problems with their production bonuses," she said

She said that after they had downed tools on Thursday afternoon two officials from the Department of Manpower Utilisation, Mr Hoyana and a Mr Swartz, had addressed them and told them management had said they were refusing to accept R43 a week

"We told them we were earning R28 a week and that even with the production bonus we did not get R43 a week"

Mrs Kanana said workers in the LeeJeans department downed tools

on Thursday afternoon after several abortive attempts to get management to work out an acceptable solution to the grievance

She said they were told by management they would have to start work or be out of the factory by 6 30 am yesterday

At 8 30 they were told they were being given until 7 am to leave the premises

She said police with quirts and batons arrived after 7 am. Coloured workers had been told to leave before police arrived

In a statement yesterday the managing director of Berkshire International, Mr Mike Strong, said

"A work stoppage over a request for the withdrawal of an existing basic wage plus incentive bonus scheme and its

replacement by an enhanced basic weekly wage has taken place in one section of the factory

"At a meeting of members of the liaison committee attended by representatives of the Department of Manpower Utilisation no other grievances were expressed

"Several efforts were made to persuade personnel to resume work but to no avail, and the stage was reached where the failure to re-start had to be taken as a breach of contract in which the workers effectively discharged themselves

"The company will be engaging labour as from Monday, March 9, and the personnel involved who wish to return to work have been advised that they may re-apply for employment at that time"

— DDR

Omissions from these estimates

meat, milk, clothing, rations, grazing rights, Christmas presents, and medical payments, translated into weekly terms. In making these calculations, 'unlimited' and 'erratic' milk rations have been entered as average - 15, 1 litres of skim milk a week, valued at about 30c. No figures have been imputed where values are unknown.



120M 7/3/81  
152

# Workers end strike at Cut-Rite

Labour Correspondent

THE week-long strike by all black and coloured workers at Cut-Rite Apparel Manufacturers in Nancefield ended yesterday

The 400 workers agreed to return to work and to await the outcome of pay negotiations between unions and employers in the Transvaal clothing

industry. The factory had been at a standstill since Monday when the workers went on strike in support of a R3 a week pay increase

Mr Jimmy Thomas, secretary of the Transvaal Industrial Council for the Clothing Industry, said no final agreement had been reached in pay negoti-

ations although a "lot of progress" had been made

The Transvaal Clothing Manufacturers' Association will hold an executive meeting on Tuesday, and the industrial council would meet again on Thursday when an agreement was likely to be reached

He would not comment further on the talks

which he can use professionally He will practise in co-operation with other colleagues, medical and non-medical He will know how and when to intervene through treatment, prevention and education to promote the health of his patients and their families He will recognise that he also has a professional responsibility to the community

Confusion exists between the disciplines of community medicine and general practice Community medicine is concerned with the determina-

**Strike charges dropped**  
KDM 7/3/8

**Labour Correspondent**

THE State has withdrawn charges of inciting an illegal strike against three black workers of the Everite Construction Company

The three men — one of whom has been dismissed by the company — were to have appeared in the Klip River Magistrate's Court this week in connection with a strike at the company last month

A spokesman for the public prosecutor's office confirmed yesterday that they had been charged under the Riotous Assemblies Act — which carries a maximum five years' jail sentence for inciting an illegal strike — but that these had been withdrawn because of "insufficient evidence"

when, in the incinerator, a person who is ill or believes himself to be ill, seeks the advice of a doctor whom he trusts This is the consultation and all else in the practice of medicine derives from it "

Arising out of the definition is the concept of patient care in which is illustrated the attitudes of general practice We speak of four types of care which are related and interdependent — personal, continuing, primary and holistic.

Personal care.

This implies the recognition of each patient as a unique individual with his own genetic inheritance, his own response to disease process and his own attitudes. "The mark of a general practitioner is his overriding interest in people. Hand in hand with this interest in people goes a unique attitude to their diseases. Whatever troubles the patient is important whether its origins be emotional or physical." (McWhinney) It is important to the doctor because it is important to the patient, not because it is an interesting disease. Herein lies the difference between patient-oriented medicine and disease or doctor-oriented medicine.

Personal care also implies the concept of responsibility. There must be a doctor to guide the patient through the maze of modern medicine and to take the responsibility for his welfare. Divided responsibility threatens this fundamental role of the doctor. This can occur in a large hospital, in the health team approach or when the patient has direct access to the specialist and becomes his own referral agent. Responsibility also requires that the doctor should be available and accessible to his patient in illness and distress.

Under personal care one must also consider the important but misunderstood subject of the doctor-patient relationship. To the patient this often means the easy charm of the bedside manner To our specialist and academic colleagues it is equated with kindness — a commendable quality in any doctor. However, the doctor-patient relationship refers to the honesty, concern, acceptance, empathy and equality which should exist in our relationship with our patients. This in turn leads to the rapport,

# Walkout hits PE <sup>STAR</sup> firm's production

## Labour Reporter

Production at the Firestone Tyre plant in Port Elizabeth has been seriously affected following this week's walkout of about 1 200 workers

Managing director Mr Peter Morum, said the workers had effectively "dismissed themselves" by not turning up for yesterday's two shifts and today's early morning shift

He described the reason for the walkouts as "totally illogical"

Management had met with worker representatives over the last two days and told them their major grievance — pension pay-outs — had been resolved

Workers had expressed fears over proposed legislation which would freeze pensions until the age of 65

But Mr Morum said they had an exemption from the proposed ruling and Firestone employees had been informed of this, but they had still walked out

S A Read

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

D H Pryce Lewis

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

Miss C Tredgold

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

P A Rappoport

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

P F Dunkley

Sixth Year

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

ARCHITECTURE

FINE ART & ARCHITECTURE

# Employees back at work after dispute over breaks

Nm (152)  
2/11/81

Mercury Reporter  
TWENTY six employees at a New Germany concrete manufacturing firm downed tools yesterday morning because of a dispute with the management over lunch and tea break hours

By early afternoon all the black employees at I D Lintels in Schwegman Road had returned to work

A spokesman for the company said the company's labour department was 'sorting out' the dispute

The workers, he said, were offered tea breaks at 10 a m and lunch breaks at 1 p m but they wanted their breaks an hour earlier in each case.

Mr du Plessis also said the workers were offered their lunch and tea breaks all in one

Yesterday morning the employees stopped work about 10 a m but returned to their posts after lunch

Mr du Plessis said he was not aware of the workers demanding an increase in wages

D H Pryce Lewis

year.

For the best work in fourth  
Osborn Prize

S A Read

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

D H Pryce Lewis

For the best student of  
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Architecture (or Quantity  
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ARCHITECTURE

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Argus 29/1/81  
**Firestone sacks**  
 152 1976 300  
**1500 strikers**

Argus Bureau

PORT ELIZABETH — About 1500 striking Firestone workers — almost the factory's entire black labour force — has effectively been fired for not reporting for work on their various shifts today and yesterday.

they reported back on their various following shifts — the first one being at 2 pm.

But a meeting of black workers rejected the call and said they would pick up their tools only when they got the money. The meeting ended with shouts for the managing director, Mr Peter Morum, to address the workers personally.

No workers reported for the 2 pm shift, the 10 pm shift or the 6 am shift to day.

Two days of negotiations between the management and workers' representatives could not bring an agreement on the demand by workers to be paid out their pension contributions immediately.

Workers' representatives were to attempt continuing negotiations with the workers massed outside the premises and with management again today.

In an ultimatum before noon yesterday, the company offered to pay workers their pension money on February 11 if

in fourth

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David Haddon Prize

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ARCHITECTURE

FINE ART & ARCHITECTURE

DD 29/1/81  
 Offer to strikers in PE ignored

PORT ELIZABETH — About 1 000 striking Firestone workers were effectively fired when they failed to report for the 2 p.m. and 10 p.m. shifts yesterday.

It was expected that the 500 men on the third shift, starting at 6 a.m. today, would not report for work.

In an ultimatum delivered before noon yesterday, the company offered to pay workers their pension money on February 11 if they reported for the 2 p.m. shift, and said that those who did not report would be considered to have resigned.

But at a meeting which ended three hours after the deadline, workers said they would pick up their tools only when they got the money.

They said they would keep a watch on the factory until February 11 to prevent Firestone from recruiting scab labour.

Firestone's managing director, Mr Peter Morum, said last night that the business had to keep going if shifts did not pitch up for work, "we must find other people".

The three day-old strike was sparked off by opposition to the proposed pension legislation which provides that employees may not withdraw their pension contributions until they turn 65.

The government yesterday gave Firestone exemption from the proposed legislation, but when workers learnt of this in a circular from Mr Morum, they said they "could not trust a white man. The thing he's talking about today, he wasn't talking about yesterday. We want our money, that's all".

They said that Firestone could "turn around any time on the thing they've written on this piece of paper" and that the company had "killed us and now it wants to bury us".

They handed the circulars back to their negotiating committee, saying they should be returned to management.

Members of the strikers' negotiating committee told workers that Mr Morum entered negotiations directly for the first time yesterday.

R A van Rosenfeld.  
 third year.  
 For the best work in  
 John Perry Prize

D H Pryce Lewis  
 year.  
 For the best work in fourth  
 Osbourn Prize

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

D H Pryce Lewis  
 They told them of one employee who was due to retire this Sunday. Normally, he would be able to take R1 638 of his pension in cash and still be assured of R45,90 a month for the rest of his life. But if he resigned from the pension fund before Sunday and was paid out as the strikers demanded, he would get only R700 — his contribution plus interest, and not the company's contribution. But the strikers rejected what they saw as a "management ruse" to get some people to stay in the pension scheme while others opted out. They urged one another to "stick together and act together". Mr Morum said last night that the man would be paid out in the normal way, but there were others in a similar position who would be "penalised to an unbelievable degree". "This situation is morally wrong," he said. A member of the strikers' negotiating committee, Mr Welcome Vimbibi, said the situation was being compounded by ignorance and distrust. He was worried about elderly workers who stood to lose a great deal if they withdrew from the scheme. — DDC

& ARCHITECTURE

ARCI

## THE Firestone strike need never have happened.

When, at the beginning, the company's managing director, Mr Peter Morum, blamed it on a communications problem, he was right.

For if there had been better communication between workers and management, their grievances might have been dealt with before they escalated into strike action.

And had there been better communication, it would almost certainly not have ended with 1500 strikers out of work and bitterly angry.

The strike was sparked by dissatisfaction over proposed Government legislation that would not allow employees to withdraw pension contributions until they were 65.

It began on Sunday night and climaxed on Wednesday when workers ignored a management deadline to return to work — and lost their jobs.

At the start of the strike, formal communications between management and the strikers were non-existent.

They had no spokesmen, and it was only on Tuesday that, at management's request, they chose a negotiating committee.

But even when the committee had been chosen, the problems continued.

When management officials retired to their offices after a round of talks, the negotiating committee held its report-back meetings in the open air, with up to 600 workers straining against a blustery wind and the constant interruption of passing vehicles and trains to hear what was being said.

On Tuesday afternoon, management suggested to the workers that they stay in the pension scheme and that Firestone apply for exemption from the proposed law — a proposal which one member of the committee said appeared to be the logical step for the strikers to take.

But another committee member was under the impression that Firestone had suggested that workers simply remain in the scheme and that the company would not apply for exemption.

When Mr Morum told the workers in black and white that the Government had, in fact, granted exemption, they rejected his guarantee.

Firestone relies on the Government-initiated liaison committee system as a device for solving labour disputes.

Firestone's committee consists of eight workers and four management representatives.

Mr Morum says the committee has worked "reasonably well in resolving issues on the shop floor before they escalate".

Workers, however, believe people are scared to speak out at the committee and say it is ridiculed.

The committee, they claim, does not help them at all. "They just help Firestone. When the company fires you, it fires you," said one worker.

They say they told committee members many times last year about their dissatisfaction over the pension issue, but that nothing was done.

"The committee members don't report back," one said. "You have to go and ask them what happened."

Mr Morum says the eight workers are nominated and elected by their

fellows and that the "80 per cent poll in the election indicates that there is some support for the committee system".

But many workers don't believe they have free choice.

"Firestone puts up a list of names (which Mr Morum says is the list of nominees) and says we must choose from them. They're all sellouts," said one worker.

Another said that at election time anyone who wanted, could go to the personnel office to have his name put on the list.

**Voting**

Asked about the 80 per cent poll, he said workers were forced to vote. "When you come in for your shift, there's a voting table at the gate. If you don't vote, they don't let you in to work."

Said Mr Morum: "If the liaison committee is as bad as they make out, why was it that in 1978, when so many other factories were having labour problems, were we unaffected?"

A well-represented union might have provided an alternative mouthpiece for the Firestone workers.

But the union with most support among Firestone's black production workers, the National Union of Motor and Rubber Workers of South Africa (Numarwosa), has only about 250 members — far short of the more than 750 required before it will be recognised by the company.

Workers' attitudes to Numarwosa vary.

Said one: "We don't want anything to do with any union. We've been paying dues (to Numarwosa) since 1973 and it has done nothing for us. Now it wants to come in on the strike. They had better stay away."

When Numarwosa supplied buses to take workers to a mass meeting at the end of the first day of the strike, workers ignored them.

On the second day Numarwosa's general secretary, Mr Freddie Sauls, received an anonymous death threat telling him to "stop interfering with Firestone." And later angry

## LACK OF COMMUNICATION WAS

## AT THE ROOT OF THE TROUBLE

# The facts of the strike at Firestone

SPECIAL REPORT BY BENJAMIN ACHENINZAN

Firestone's committee consists of eight workers and four management representatives.

Mr Morum says the committee has worked "reasonably well in resolving issues on the shop floor before they escalate".

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On the second day Numarwosa's general secretary, Mr Freddie Sauls, received an anonymous death threat telling him to "stop interfering with Firestone." And later angry

strikers chased away a man who they believed was a union official.

Some workers said that although they were keen to join the union if it could improve things for them, they feared victimisation by the company.

One worker said that when membership forms for Numarwosa were circulating in the factory, "the bosses said the forms were not allowed in there because we don't need a union".

Said Mr Morum: "We don't like people wandering around with all kinds of forms in there."

One of the members of the strikers' negotiating committee, Mr Welcome Vimbi, said he did not like to discredit the liaison committee system completely, because it had done a lot for the workers, even though they might not realise it.

Before the committee came into operation, there was no recognised avenue of communication between management and the workers.

He said that management had possibly never taken the committee seriously enough over the pension issue.

**Ignorance**

"Firestone should sound out workers and see if there is any means of either improving the liaison committee system or setting up a better means of communicating with workers," he said.

Mr Vimbi also said that workers' ignorance of the issues at stake had aggravated the situation during the strike, and he suggested that some sort of educational programme — perhaps in the form of illustrated booklets "rather than the rulebooks with their subsections 1.2(b) as amended" — would have helped a great deal.

Said Mr Morum: "We did everything possible to clarify the pension scheme by talking to workers repeatedly, getting experts in to explain it to them. What else could we do? Ultimately, this issue was over a grievance not of our making."

EP Herald 27/1/78  
152 196  
300  
101 139

# Strikers will not go back till payout

Evening Post 30.1.81.

139  
140  
152  
196  
200

By BILL GARDINER

A MEETING of about 500 Firestone workers today decided not to return to work until February 11 — the date management has promised to pay out workers' pension contributions.

The decision came after about 1500 workers — the entire production work force — lost their jobs yesterday for failing to respond to a management ultimatum for a return to work.

The strikers downed tools on Monday over the proposed new pensions legislation which will stop employees withdrawing their contributions before they retire.

Firestone has, however, received a Government assurance that it will be exempted from the new regulations and has promised to pay out workers' contributions on February 11.

As the pensions dispute at the Port Elizabeth tyre company entered its fifth day today, a member of the strikers' negotiating

committee, Mr Lawrence Vimbi, urged workers to return to work until February 11.

He said that if management failed to honour its promise to pay out all pension contributions on that date, workers could elect to take further action against the company.

A number of workers at the meeting today supported Mr Vimbi's call for a return.

But the majority of workers elected to stay out until February 11 and return to the factory gates every morning to ensure that no workseekers applied for their jobs.

Strikers yesterday damaged the cars of four men who went back to work.

Firestone's managing director, Mr Peter Morrin, confirmed today that a number of Firestone workers had returned to work today, but refused to disclose figures. He said the information could encourage intimidation.



# Strikers Damage Cars of Workers Who Resigned

By BEN MACLENNAN

ANGRY Firestone strikers yesterday damaged the cars of four men who went back to work and threatened violence to others who had returned.

The Eastern Cape police liaison officer, Major Gerrie van Rooyen, said police were monitoring the situation and would step in if necessary.

The threats to returning workers came after about 1 500 strikers lost their jobs for not returning to work since Wednesday.

Firestone management had said that if

the men did not report for their shifts, it would be regarded that they had resigned.

At a mass meeting on a soccer field near the factory yesterday morning, some men refused to accept this.

"If we have resigned, what are we doing here?" asked one.

Strikers said about 30 men had broken the strike and were working.

They decided to keep a watch on the factory gates to ensure that no work-seekers applied for what they regarded as their jobs.

sumed their jobs would "have a hard time when they come out".

The tyres of four cars belonging to men who had gone back were slashed and their exteriors damaged.

Firestone's managing director, Mr Peter Morum, said that instances of intimidation had been reported at the factory's main gate, where earlier in the day, a notice was put up advertising vacancies.

Mr Morum told the strikers' negotiating committee that the company would give preference to

people who had resigned from the company, but that no commitments could be made on the re-instatement of strikers.

The strikers, representing all Firestone's production staff, met on Monday over the proposed pension Act, which will make it impossible for an employee to withdraw his pension contributions until the age of 65.

They rejected a guarantee from Mr Morum that the company would be exempt from the new law and that the reason for the strike no longer existed.

See also Pages 3 and 5.

Did not  
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EP Hall 24 1 81

pension

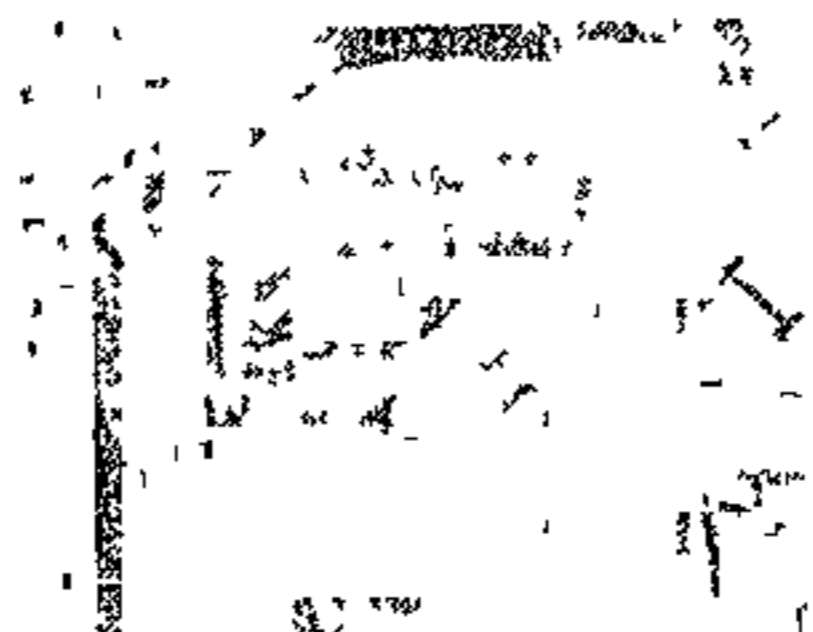
By BEN MACLENNAN

A 65-YEAR-OLD Firestone worker who was to retire on Sunday after 23 years' service, claims he did not know that he was due to leave the company. He says that he will refuse to accept his pension until his fellow-strikers' demands are met.

His case was described to the strikers' spokesmen on Wednesday, by Firestone's Managing Director, Mr Peter Morum, to illustrate how much money long-standing employees stood to lose, if they were allowed to withdraw their contributions from the company's pension scheme, as demanded by the strikers.

Mr Morum said that if Mr Edward Ntengu withdrew from the scheme, he would get about R700 — his contribution plus interest — but not the company's contribution. If he retired normally on Sunday, he could get a third of his pension in

pension  
But Mr Ntengu told the Herald yesterday that even if Mr Morum came out to him with his full pension, he would not take it.  
"It wouldn't be good if I got my pension while the other strikers are still suffering," he said.  
Mr Ntengu said the first time he heard that he was due to retire was at a strikers' meeting on Wednesday. "I just worked," he said. "I didn't know when I was going to retire."  
He said he had worked in the same job at Firestone for 23 years and earned about R40 a week.



Mr Edward Ntengu, cash — which would amount to R1 638 — and still be paid R45.90 a month for the rest of his life.

He said that despite his participation in the strike, Mr Ntengu would be paid out his normal pension.

But Mr Ntengu told the Herald yesterday that even if Mr Morum came out to him with his full pension, he would not take it.

"It wouldn't be good if I got my pension while the other strikers are still

# Firestone strikers split over return to work

Argus 30/1/81

152

Argus Bureau

PORT ELIZABETH.—A rift is developing between the black and coloured workers dismissed by Firestone in Port Elizabeth because of their strike action. Some coloured workers today returned to work and there were reports of intimidation outside the factory gates.

Some of the coloured workers, particularly the older ones, said they feared for their lives if they returned. They are outnumbered at least two to one by blacks at the factory.

This morning hundreds of black workers again gathered outside the plant's gates, but unlike the previous occasions they did not congregate in a large mixed group.

The coloured people were mostly at the main gate, the blacks round a nearby corner.

### Payout

From interviews with coloured workers it became apparent that most wanted to seek re-employment at the company and return to work on Monday. Blacks were emphatic that they should stay away until their pension money is paid out.

The date set by the company for this payout is February 11.

Factory spokesmen said threats had been made.

The police liaison officer for the Eastern Cape, Major Gerrie van Rooyen, discounted allegations that

John Perry Prize  
For the best work in  
third year.  
R A van Rosenveld.

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D H RYCE LEWIS

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damaged the cars of four  
men who went back to  
work

He said police had received reports of cars being damaged in the vicinity of Firestone, but on investigation found only slight damage, such as broken mirrors.

### Resigned

These incidents did not have any connection with the strike, however.

Close on 1500 workers are regarded as having resigned after not returning to their shifts by the deadlines set by the company on Wednesday.

The strike started on Sunday night over dissatisfaction over proposed legislation intended to prevent workers from receiving their pension money on leaving a company before retirement age.

Molly Gohl Memorial Prize  
For the best woman student

P A Rappoport

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

Helen Gardner Travel Prize

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Sixth Year

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

frozen," says Fred Sauls, secretary of the National Union of Motor Assembly and Rubber Workers

Thozamile Gqweta, South African Allied Workers Union (Saawu) organiser, points out that many workers particularly those at the bottom end of the wage scale consider pension contributions as a form of savings. They rely on cashing in their contributions when they leave a job. Sometimes people are unemployed for some months and this lump sum provides them with some security during this period.

the Federation of SA Trade Unions (Fosatu) "The problem can be tackled on various levels, obviously there need not be a strike"

But, he says, no further steps should be taken by government without consultations with worker organisations

Louw says he has granted certain companies exemptions "In the draft Bill we have specifically provided for cases where companies are faced with industrial unrest or where there are migrant workers who demand their pension benefits. These exemptions will be for good and it will be up to the individual pension houses to decide whether they will accept contributors who wish to be exempted," he says

Unionists fear this may cause mayhem, with some workers seeking exemption while others opt for the new system. Says Louw "We don't think there will be too much of a problem. There are other categories, such as immigrants and married women, who are already exempted"

Low wages

Black union objections to the frozen pension funds proposal are that black wages are too low for a scheme of this nature to be progressive. Says Erwin "Because of the low wages paid, contributions are low and the final pensions are not nearly enough to live on. Workers would therefore prefer lump sum payments"

Unionists point out that workers fear that they will not be able to keep track of how much they have paid in if they change jobs often. Similarly they feel they may lose track of previous payments if they change jobs and join a company which does not have a pension scheme. And there are fears that dependants will have trouble claiming benefits "They have had experiences with the workman's compensation payouts where government has lost track of many of the claimants. There is strong feeling that this may be repeated" if their pensions are

FM 30/1/81  
WORKERS AND PENSIONS  
Doubts over deferral

Proposals to freeze pensions have come in for their share of flak — not least from black workers, 1 000 of whom downed tools at Firestone PE this week, and demanded instant payment of their contributions

By the time the FM went to press the dispute had not been settled. On Tuesday workers rejected management proposals that they resign from the company to obtain their pension money, and then re-apply for jobs. The company has also offered to apply for exemption from the Registrar of Financial Institutions, or alternately to allow workers to resign from the pension scheme

Firestone workers are not the first to strike in objection to the proposals. In October last year workers at Wilson Rowntree (East London) called a work stoppage over the same issue. They returned to work after the assurance that they could withdraw from their pension scheme — then re-apply once legislation had been introduced and they had had time to assess its merits and demerits

In certain instances, companies have pre-empted the problem by allowing workers to resign from pension schemes with the understanding that they can re-apply once the law has been passed and assessed. Others have applied for exemption from Registrar of Financial Institutions, Wynand Louw.

Says Alec Erwin, general secretary of

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ing enough (or the boon of catching more than enough) fish to pay for the day's rent and have at least four fish. If the boat owner hires the fishermen, he (the employer) bears the risk for the day on which he has guaranteed the fishermen at least four fish. Why do we emphasize "day"? To see, look again at the rental case: The rent set the following day for use of the boat will be adjusted to match the expected net catch. If

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properly scenario permits those conditions. Pri-  
to the boat, and (e) keep the receipts. A private-  
and (b) he is allowed to charge a price for access  
is used, that is, how many are allowed on board.

within his legal rights not to do so.

Although the case was settled out of court, the Industrial Court broke new ground by ruling that an unregistered union had locus standi to sue a company member before the court. A section of the South African Labour Relations Act gave the court jurisdiction to deal with such matters.

The respondent said the applicants could have sought a civil remedy — through a magistrate or Supreme Court.

A dispute of this nature, the respondent said, ought to be settled through the Industrial Council and, until the applicants explored this avenue fully, the court was not in a position to act.

The applicants argued that the Industrial Court could deal with the matter as it had the same jurisdiction as a court of law. They conceded that the court did not have the power to decide on criminal cases, but argued that this did not exclude any case in which an alleged offence arose. The court, they argued, had not been asked to judge on an offence — it had been asked for relief as in a civil case.

The applicants said the case had been referred to the Industrial Council, but that that body did not have the powers to issue what was being asked for — an interim interdict.

The court ruled neither on its jurisdiction nor on the application for an interdict.

#### Cumbersome

As yet the powers of the Industrial Court have not been defined. Outlining its function last year Wiehahn said: "The court will have countrywide jurisdiction with a wide range of judicial functions, the hearing of alleged cases of undesirable or irregular labour practices and other issues of a legal nature in the labour field. The new court should develop a body of case law, should have no criminal jurisdiction at this point in time, should have a less formal procedure, should be open to all persons, groups and organisations, should be inexpensive and its decisions should be subject to appeal to the Supreme Court of SA."

Some labour observers argue that seeking redress through the court is proving expensive and cumbersome.

A further criticism is that key issues such as wage claims, reinstatements or compensation for victimisation could be excluded from the court's jurisdiction. Also, that discrimination on the basis of race, sex or religion is neither defined nor specifically prohibited in the legislation.

Then there is the problem that, according to the Industrial Conciliation Act, allegations of unfair labour practice must first be referred to the relevant industrial councils, which can either refer cases to the court or attempt to resolve them.

In industries with no industrial councils, cases can only be referred to the court if both parties agree. If there is no agreement, a conciliation board has to be called which can then refer the case to the court.

The court has only heard one major case (Richard Maponya vs Precision Tools) in which it heard allegations that an employer, who had refused to renew a migrant worker's contract, was guilty of an unfair labour practice although he was

FM 30/1/81  
INDUSTRIAL COURT

### Workers waiting

The Industrial Court established on Professor Nic Wiehahn's recommendation as a body to settle worker grievances — sat to hear its second case last week (Moses Nkadimeng and others vs Raleigh Cycles) and reserved judgment indefinitely without ruling on the urgent application for an interim interdict the applicant had called for.

The case arose as a result of a strike at Raleigh Cycles in November 1980 when 700 workers lost their jobs. Of these, 206 workers asked for an interim interdict compelling the company to re-employ or reinstate those who had been fired — an action the applicants argued was an unfair labour practice and/or lockout.

Neither did the court rule on the applicants' application for interim protection which would have prevented the respondent employing new workers until the court had ruled on the first application.

The respondent argued that the court was not entitled to adjudicate on the matter of an interim interdict because this concerned an alleged offence, and because the court did not have criminal jurisdiction, it was not entitled to adjudicate.



# PTE strikers

split on <sup>AD 3/1/81</sup>  
~~152~~ <sup>152</sup>  
 return to work

PORT ELIZABETH  
 Firestone strikers began  
 returning to work yesterday  
 and a substantial  
 number are expected to  
 be back on Monday.

said, and blamed their  
 suspicion on newspaper  
 reports.

Despite a guarantee  
 that Firestone would be  
 exempted from the Act,  
 they demanded their con-  
 tributions be paid out.

A number of the  
 strikers negotiating com-  
 mittee, Mr Welcome Vimbi,  
 suggested at a mass  
 meeting yesterday that  
 the men go back.

He was concerned they  
 would not return to jobs with  
 Firestone and about  
 money lost by not  
 working.

"We've all seen the  
 guarantee that the money  
 will be paid", he said,  
 holding up a letter signed  
 by Mr Morum.

Some workers agreed  
 with Mr Vimbi, while  
 others were sceptical.

Mr Vimbi suggested  
 they take a vote, but this  
 was rejected.

"There won't be any  
 more negotiations. It  
 seems we'll have to apply  
 for re-employment on  
 February 11," he said.

Strikers who applied to  
 be re-employed were be-  
 ing treated as new  
 employees. "I feel sick  
 when I think of the  
 benefits some have lost,"  
 Mr Morum said. DDC

Managing director of  
 the Fire factory, Mr Peter  
 Morum said yesterday  
 that workers had come by  
 the hundreds.

One coloured worker  
 said 95 per cent of the  
 strikers wanted to return.

"The coloured workers  
 are all going to work on  
 Monday," he said.

They intended to resign  
 if the company did not  
 meet the February 11  
 deadline for repayment of  
 pension contributions.

Others, however, have  
 threatened violence  
 against "impudic" -  
 strike breakers.

One black worker - the  
 majority of the strikers  
 are blacks - said the  
 coloureds would be able to  
 do little if they returned.  
 "The production process  
 starts with us."

The 7500 strikers downed  
 tools on Monday over  
 the proposed Pension  
 Act, which will prevent  
 withdrawal of pension  
 contributions until the  
 end of 1981.

They did not clearly un-  
 derstand what a pension  
 scheme was, Mr Morum

van Rosenfeld.  
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 the best final year student.  
 eral J B M Hertzog Prize  
 Pryce Lewis  
 Professional Practice.  
 (veying) in the subject  
 hitecture (or Quantity  
 the best student of  
 id Haddon Prize  
 s C Tredgold

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

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

P F Dunckley  
 Sixth Year

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

ARCHITECTURE

## Mistrust

is the *S. Tribune*  
1/2/81

## stumbling

(152) ~~196~~  
block . . .

By CASSIE du PLESSIS

MISTRUST of management by the 1500 workers sacked this week by the giant Firestone tyre plant in Port Elizabeth is the biggest stumbling block in the way of a settlement.

Workers just don't believe statements made by management negotiators in the pension dispute.

And gnawing mistrust over their future is now also causing an ominous rift between black and coloured workers which could lead to clashes tomorrow if more coloureds step through the factory gates.

Some coloureds — particularly the older ones — say they are being steamrolled by intimidating blacks, who outnumber them. They fear for their lives. There is talk of a faction fight looming tomorrow if more coloureds step through the factory gates.

### Tyres cut

Four of the more than 300 coloureds who had slipped back to work had reportedly already had their car tyres slashed by angry workers.

Unlike previous days, coloureds grouped together at the main gate on Friday, while the Africans eyed them from around the corner where they congregated. Both groups spent the previous four days enjoying free-for-all football on an adjacent field while their representatives fought around the negotiation tables.

The uniting factors

had been visions of a lot of cash in the pocket and common mistrust and lack of understanding of white thinking — right from the factory floor to the Government.

The 10 coloured and 10 African representatives obviously did not all agree with the workers' relentless stand for a pension payout before they would take up tools. But they had to convey the workers' views.

After one of many rowdy report-back meetings to the mass of workers one representative threw up his arms in despair saying "how can you reason with such people?"

The leader of the black representative, Welcome Vimbi, said in an interview he actually felt the company's promise to pay the workers their pension money by February 11 was "good enough".

Mr Vimbi and his coloured counterpart, Gilbert Peterson, stood side by side translating Afrikaans and Xhosa for each other as they addressed workers at mass meetings.

Observers — including the managing director Peter Morum — have blamed the deadlock on lack of communication. And it appeared that this started long ago. By the time workers' representatives were chosen this week at management's insistence, the damage had been done.

Every time management offered a new op-

tion, workers saw it as "another answer."

When Mr Morum gave a guarantee that the company would be exempt from proposed pension laws, workers said it was "another answer — tomorrow they will have a new one."

The strikers downed tools on Sunday night, claiming they feared the Government would take their money through the new Pensions Act. This legislation will make it impossible for an employee to withdraw his pension contributions on leaving a company before retirement age.

When being told of benefits they will lose on being sacked, workers shouted. "We don't want their money. Give us our money now."

Among them was 65-year-old Mr Edward Ntengu, who was to retire on Sunday after 23 years service at Firestone.

### Suffering

Management said that if he withdrew from the pension scheme now he would get about R700 — his contribution plus interest — but not the company's contribution.

But if he retired normally he could get R1 638 plus R45,90 a month for the rest of his life.

Mr Ntengu says however, even if Mr Morum came to him with his full pension, he would not take it.

"What good would it be if I get my pension while the other strikers are still suffering," he said.

An African worker of 57, who would not be named, said he had been with the company 26 years. He wanted his money now to put in the bank. He would use "only a little bit"... he did not trust the white people with his money.

### Not safe

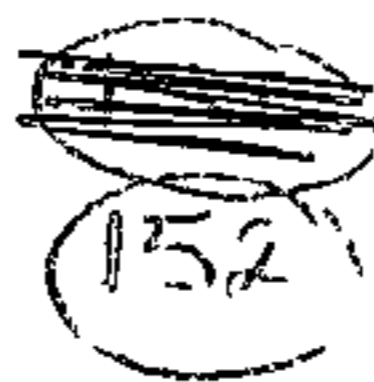
A coloured man of 49 said his wife and eight children were "very sad" about him losing his job. But he did not go back to work because he feared the blacks. "I do not trust this nation. My life is not safe."

A young coloured worker had the opposite view. "I want my money now. Never mind what I lose later. If I have it in my own hands I know I have got it. I can do a lot with it now. We are standing united."

Mr Morum said he was "bitterly disappointed" that the workers would not "see reason". "Their irresponsibility is criminal... dreadful."



# The labour hot-line



Loet Douwes-Dekker is a labour academic with the Wits Business School

The union-company recognition agreement was introduced into SA's industrial relations system by the independent black union movement which emerged during the Seventies. Rights and responsibilities for management and workers were established with the objective of industrial peace in the workplace.

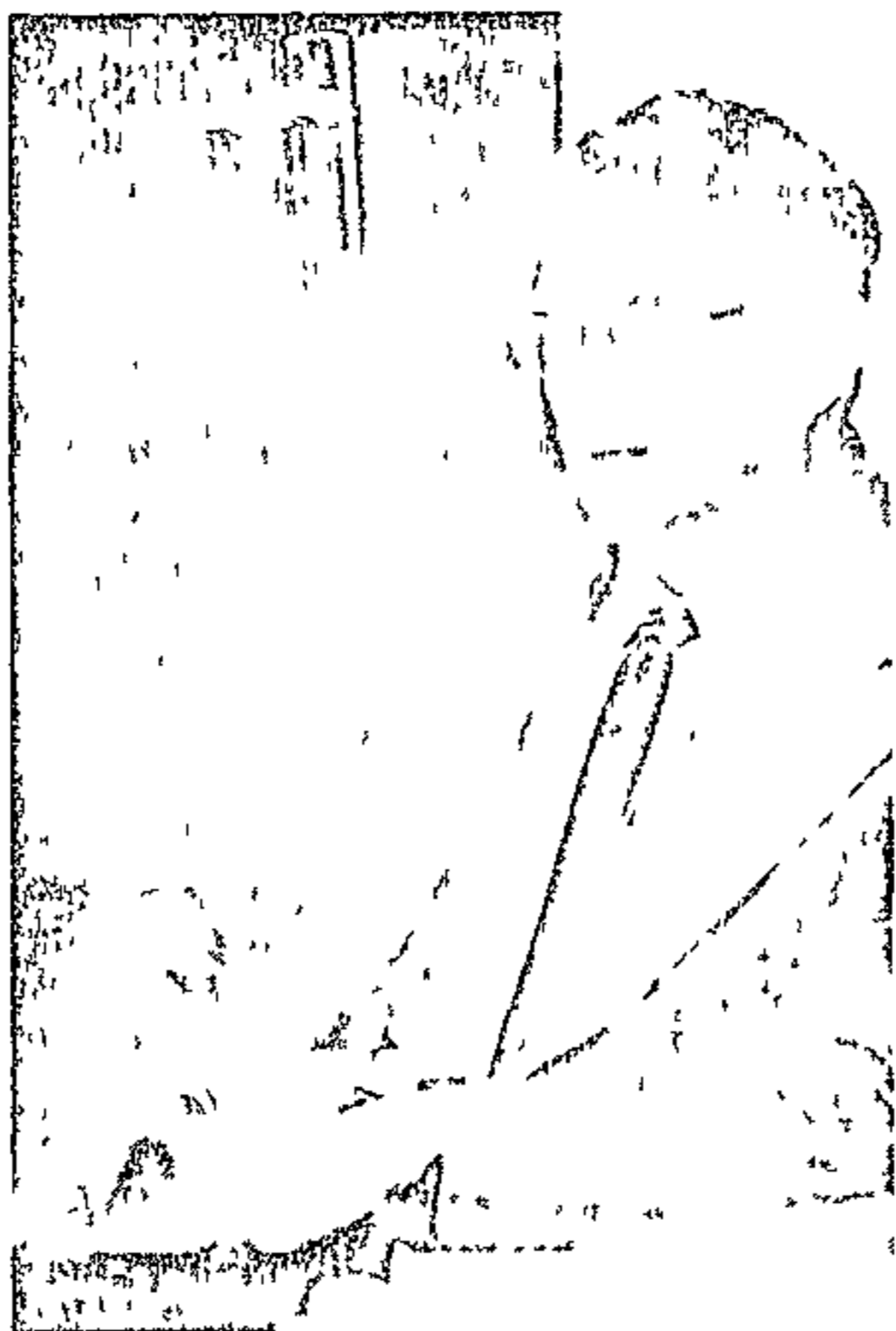
It is important to note that, as far as the rule-making process guiding their relationship is concerned, the two parties want to get on with the task of self-government. Therefore a distinction has to be drawn between the process of registration as required by State legislation, and the recognition of a union by a company once it has attained majority membership.

Employers have not readily accepted the idea of entering recognition agreements with unions. The number signed in 1980 was insignificant in terms of the magnitude of the task facing SA if order and justice are to be achieved on the factory floor.

This hesitancy is not surprising. The union recognition agreement is an innovation. The old established white unions, not being representative of all the workers, did not become involved in workplace issues. White workers' grievances and disciplinary procedures were handled on an individual basis or at the industrial council level.

But the *status quo* changed. The number of strikes by black workers in 1980 was no higher than in 1973, but the issues were more specific. It appears that though employers are becoming more receptive to worker rights, rising worker expectations are either not understood or insufficiently recognised. So black frustration is overtaking the pace of employer reform. How to respond is the question for employers.

The recognition agreement is a crucial instrument in meeting the demands of the new situation, representing a willingness on the part of black unions to channel hostility and conflict through agreed procedures. Few recog-



Douwes-Dekker - the status quo has changed

nition agreements contain details of the collective bargaining process as the emphasis has been on facilities for unions and procedural methods of handling conflict of interests problems (see box for main headings which should be covered in agreements).

Some agreements contain a clause, favoured by management, that the union undertakes to use its best endeavours to settle a work stoppage. However, without facilities and a procedural mechanism this is unrealistic.

A serious omission of current recognition agreements is the establishment of a mutually agreed dispute procedure through which disagreements can be caught in time and spontaneous stoppages speedily resolved. The essence of such a procedure is the establishment of a hot line between top management and the union leadership.

The aim is thus to channel outbursts of hostility, initiated by either workers or management, which are inevitable in the present transition period towards new norms and values. Middle management, in particular, feels threatened.

Those employers resisting the move towards recognition agreements will be forced to rely on guidelines for strike handling which inevitably imply coercion. In this respect concern must be expressed about the 'get back or be sacked' tactic which some employers have recently adopted. The naive assumption is that by selectively re-employing workers a more satisfactory industrial relationship is assured in future.

Selective re-employment gets rid of present leaders but does not guarantee 'same' future leaders. It will lead to that polarisation found in other countries about which employers are always expressing concern.

SA is moving towards recognising the right to organise and to bargain collectively. But the right to withhold labour is not acknowledged. As recent cases have shown, strikes are still perceived as illegal.

The dispute procedure acknowledges this right but provides for its speedy resolution.

## POINTS OF AGREEMENT

- Statement of intent by both parties and clarification of roles
- Statement on collective bargaining structure and process
- Agreement in principle or in detail on grievance procedure
- Recognition facilities and functions of shop steward
- Stop-order facilities
- Agreement on access of union officials to place of work
- Agreement in principle or in detail on disciplinary procedure
- Role of safety and occupational health joint committee
- Paid educational leave for shop stewards
- Time off for union office bearers
- Facilities for union meetings
- Agreement in principle or in detail on redundancy procedure
- Dispute procedures

# 18 Post journalists are retrenched

A total of 18 editorial employees of the now-defunct Post and Sunday Post newspapers have been retrenched.

Mr John Gittins, manager of the Sowetan, said the retrenchments were made necessary because of the closure of Post, and the way the Sowetan Post's replacement, would be run.

Retrenchments started last Monday and 18 editorial staff members were affected, he said.

The retrenched members included reporters, subeditors, and photographers. Mr Gittins said no members of the editorial

staff were transferred to other Aegis newspapers.

A report read at the annual congress of the Media Workers' Association of South Africa (Mwasa) said the Government was trying to cripple the union by banning its elected leadership.

However, the union would continue to show the Government that it might ban the people, ban organisations, but they could not ban their ideas.

Five members of Mwasa, the black journalists' union, have been banned.

Page 7

CHEMICAL

L Menegaldo

Drawing.

Sammy Sacks Memorial Prize  
Awarded to the student with the best classwork in Engineering.

J H Rens

Professor George Menzies Prize  
Awarded on results of final examinations to the best male student in Land Surveying or Civil Engineering.

B F McClelland

J H Rens

D P Weeks

T J Cumming

P M Salmon

Fourth Year (Gold Medal)

Miss N C Davidson

Third Year (Silver Medal)

Miss G C Littlewort

Second Year (Bronze Medal)

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(52) (140A) (139) (196) (300) 1/2 1045 2 2 41

# Strike at Firestone called off

By BILL GARDINER

THE eight-day strike at Firestone, Port Elizabeth, ended at the weekend as strikers decided to return to work — amid fears that they would not get their jobs back

Firestone's managing director, Mr Peter Morum, said today the company had signed up about 400 workers, but the company was not obliged to re-employ former employees

About 1 500 workers downed tools last week over the proposed amend-

ment to the Pension Act which will stop employees withdrawing their pension contributions before they retire

Firestone, however, received Government assurance that the pension fund would be exempt from the new regulations and promised to pay out pension contributions on February 11

Workers lost their jobs on Thursday when they rejected a management ultimatum for a return to work because they were

not convinced management would honour its promise

Mr Morum said late on Friday afternoon workers had been returning "in their hundreds" and it was reported that coloured workers were the first to opt for a return to work

Today, however, he said only 400 had been signed up by the company to date because of the paper work involved

He stressed that Firestone had made no obligation to re-employ workers "There is no re-employ-

ment They elected to resign and the company has chosen to employ anybody"

He could not stipulate how long the employment process would take to complete, but predicted it would be over "in the near future" and the factory would be back to full production "during the course of the week"

About 400 people gathered outside the factory gates today waiting to be signed up again

FACULTY OF ENGINEERING

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For the best student in each  
of the 2nd, 3rd and final years.

Second Year (Bronze Medal)

Miss G C Littlewort

Third Year (Silver Medal)

Miss N C Davidson

Fourth Year (Gold Medal)

P M Salmon

T J Cumming

D P Weeks

J H Rens

B F McClelland

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best classwork in Engineering  
Drawing.

L Menegaldo

A E & C I Prize

For the first year student  
obtaining the highest average  
mark.

G L Cragg

5 MAR 2/2/81  
Firestone  
queue to  
sign on  
Own Correspondent  
PORT ELIZABETH  
The week-long strike at  
the Firestone tyre plant  
in Port Elizabeth has been  
broken.  
Managing director Mr  
Peter Mounum said more  
than 300 workers reported  
for work on today and  
many more workers who  
had 'resigned' were  
crowding outside the  
plant gate, waiting to be  
signed on.  
I expect the full com-  
plement of workers, both  
blacks and coloureds, to  
be signed on by the end  
of today. Mr Mounum said  
the 1500 workers had  
new tools last Monday  
over provisions which  
would make it impossible  
for an employee to draw  
his pension contributions  
until he is 67.  
Despite a guarantee  
from Mr Mounum that  
Firestone would be  
exempted from the pro-  
posed legislation, they de-  
clared that their con-  
tributions had not been  
collected for some time  
and they did not  
meet a management de-  
adline to return to work,  
they lost their jobs.

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L Menegaldo

A E & C I Prize

For the first year student obtaining the highest average mark.

G L Cragg

# Strikers

## slow down industry

STAR 3/2/81

152

South African industry was hit by a total of 207 strikes and work-stoppages last year — twice as many as in 1979

This was revealed by Dr Hennie Reynders, chairman of the National Manpower Commission, at a Press conference held in Pretoria last night.

No less than 175 000 man-days had been lost through strike-action.

Despite the increase, the situation "was not abnormal," Dr Reynders said

A larger number of black trade unions were now active, and the industrial relations scene was in a "transitional phase," with both management and unions lacking experience.

The high rate of inflation in 1980 had also fuelled industrial unrest, he said

Ending on a warning note, Dr Reynders said the State viewed with concern the growing number of strikes which involved unions not registered under industrial law.

CHE

THE Firestone strike need never have happened

At the beginning, the company's managing director, Mr. Peter Morum, blamed it on a communications problem.

And he was right: If there had been better communications between workers and management their grievances might have been dealt with before they escalated into strike action.

And had there been better communication, it would almost certainly not have ended with 1,500 strikers out of work and bitterly angry.

The strike was sparked by dissatisfaction over proposed Government legislation that would prevent workers from withdrawing pension contributions until they are 65.

It began on Sunday night and climaxed on Wednesday when workers ignored a management deadline to return to work and lost their jobs.

At the start of the strike, formal communications between management and the strikers were non-existent.

They had no spokesmen, and it was only on Tuesday that, at management's request, they chose a negotiating committee.

But even when the committee had been chosen, the problems continued.

When management officials retired to their offices after a round of talks, the negotiating committee held its report-back meetings in the open air, with up to 600 workers straining against a blustery wind and the constant interruptions of passing vehicles and trains to hear what was being said.

On Tuesday afternoon management suggested to the workers that they stay in the pension scheme and that Firestone apply for exemption from the proposed law — a proposal which one member of the committee said appeared to be the logical step for the strikers to take.

But another committee member was under the impression that Firestone had suggested that workers simply remain in the scheme and that the company would not apply for exemption.

When Mr. Morum told the workers in black and white that the Government had in fact granted exemption, they rejected his guarantee.

Firestone relies on the Government-initiated liaison committee system as a device for solving labour disputes.

Firestone's committee consists of eight workers and four management representatives.

# The Strike EDW that need 15% never have 2 1/2 / 18 happened

Last week, about 1,500 workers at Firestone in Fort Elizabeth lost their jobs when they ignored a management ultimatum to return to work after a four-day strike. BEN MACLENNAN examines the underlying issues.

at the committee and say it is not needed.

The committee, they claim, does not help Firestone.

They say they told committee members many times last year about their dissatisfaction over the pension issue, but that nothing was done.

Mr. Morum says the eight workers are nominated and elected by their fellows and that the "80% poll" in the election indicates that there is some support for the committee system.

But many workers don't believe they have free choice.

Firestone puts up a list of names (which Mr. Morum says is the list of nominees) and says we must choose from them. They're all sell-outs.

Another said that at election time anyone who wanted could go to the personnel office to have their name put on the list.

Asked about the 80% he said workers were forced to vote.

"When you come in for your shift there's a voting table at the gate. If you don't vote, they don't let you in to work."

Some workers said that although they were keen to join the union if it could improve things for them, they feared victimisation by the company.

One worker said that when membership forms for Numarwosa were circulating in the factory, "the bosses said the forms were not allowed in there because we don't need a union."

Said Mr. Morum: "We don't like people wandering around with all kinds of forms in there."

One of the members of the strikers' negotiating committee, Mr. Welcome Vimbli, said he did not like to discredit the liaison committee system completely because it had done a lot for the workers, even though they might not realise it.

Before the committee came into operation, there was no recognised avenue of communication at all between management and the workers.

He said management had possibly never taken the committee seriously enough over the pension issue.

Firestone should sound out workers and see if there is any means of either improving the liaison committee system, or setting up a better means of communicating with workers," he said.

Mr. Vimbli also said that workers' ignorance of the issues at stake had aggravated the situation during the strike and suggested that some sort of educational programme — perhaps in the form of illustrated booklets — rather than the rule books with their subsections 1.2(b) as amended would have helped a great deal.

Said Mr. Morum: "We did everything possible to clarify the pension scheme by talking to workers repeatedly, getting experts in to explain it to them. What else could we do? Ultimately, this issue was over a grievance not of our making."

When Numarwosa supplied buses to take workers to a mass meeting at the end of the first day of the strike, workers ignored them.

On the second day, Numarwosa's general secretary, Mr. Freddie Sauls, received an anonymous death threat telling him to "stop interfering with Firestone." And later angry strikers chased away a man they believed was a union official.

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On the second day, Numarwosa's general secretary, Mr. Freddie Sauls, received an anonymous death threat telling him to "stop interfering with Firestone." And later angry strikers chased away a man they believed was a union official.

When Numarwosa supplied buses to take workers to a mass meeting at the end of the first day of the strike, workers ignored them.

On the second day, Numarwosa's general secretary, Mr. Freddie Sauls, received an anonymous death threat telling him to "stop interfering with Firestone." And later angry strikers chased away a man they believed was a union official.

Although the law does not specifically deny teachers, nurses and police the right to join trade unions, it has been the custom in the past for them to belong to associations. Labour observers say that the difference between the two is one of semantics — no more.

Paulus refuses to comment, however, on whether he has started recruiting members from these areas.

White unionists are also speculating that Paulus may de-register the MWU and form a breakaway union outside the government's official industrial relations structure. This would allow him greater movement as he would then not be limited to one area of recruitment.

But Paulus vehemently denies this. On his own home front he has launched

jobs.

He goes on to invite 'those unhappy members to approach us. We want to help you to break away without endangering your present jobs.'

One of only two remaining job reservation clauses on the statute books bars anybody but a white from doing work connected with sampling, surveying and ventilation. But, says Doc Coertze, general secretary of the UOA, companies may apply to the Minister of Manpower Utilisation for exemption from these job reservations. "If employers are certain that there are no whites to carry out the jobs, they may apply for exemption. Any union or association can object to these exemptions if they feel there are whites to fill the posts."

There is clearly a broader ideological battle being fought between the UOA and the MWU. Paulus accuses the association of failing to protect the jobs of the white workers because it is a "mixed union". He says he has had a good response from dissatisfied UOA members, and adds "We don't see why blacks should be brought into jobs for whites. There are enough whites and why when we have used blacks as labourers all along do we have to use them as anything else now?"

Coertze, however, says "Any sensible man accepts that change must come and that the mining industry cannot survive on white labour alone." He says the members of his association, with a few exceptions, accept this reality.

seen

WHITE WORKERS

Solidarity? [M 6/2/81]

Ancie Paulus, general secretary of the militant white Mine Workers Union (MWU), has called on "all whites to join one union". Paulus tells the FM that this is the only way "we can protect our jobs" and he says he intends organising teachers, police and nurses.

Paulus's call was issued in the same week as the MWU's threat to government that white miners will strike if all discriminatory legislation is removed from the laws affecting the mining industry, and the week in which he directly attacked the Underground Officials Association (UOA) for failing to protect its white workers.

Paulus faces certain constitutional problems should he try to break new ground in union organisation. According to the registration procedure, he may only sign up members in different areas of interest, other than the industry he is registered for — in this case the mining industry — if he applies for an extension of scope.

This, he says, he will do. "Once we have 75% representation in any of the areas we will apply to the registrar for extension of scope. If no objections are placed and if no other union proves that it has greater representation, the registrar will have to accept the MWU is the representative of these people."

Paulus says he will approach white teachers, nurses and police because the law discriminates against them. "There are whites in this country who cannot join a union but government is going to extend trade union rights to migrant workers — black workers who come from communist states. If this isn't discrimination, we don't know what is," thunders Paulus.



Paulus . . . white workers of SA unite

a full-scale membership war for white mineworkers. Although it has been an ongoing battle in the industry, Paulus issued a direct threat to the UOA — one of three associations organising mineworkers — in the MWU's mouthpiece, *The Mineworker*, this week.

He was once more objecting to the threat black workers pose to whites on the mines. In the lead article he referred to a recent notice issued at Western Deep Levels Ltd which states that "It has been decided by management in collaboration with the UOA to introduce Black Ventilation Recorders to work underground. It is anticipated to use these trained recorders with effect from January 8, 1981."

He says "The time has come for the white members of the UOA to wake up. It must have dawned on them by now that their association will not protect their

Argus 6/2/81  
Factory  
(152) ~~151~~  
workers

## on strike

Argus Correspondent  
JOHANNESBURG. — Between 800 and 900 black factory workers at the Everite factory at Klipriviersdorp near Vereeniging have been on strike since yesterday.

A spokesman for the factory said the workers are demanding that their wages be increased to R3 an hour.

He declined to disclose their current wages.

Police are on standby but no incidents have been reported.

Only some departments have been affected by the strike and production in other sections is normal.

The factory employs about 1 300 workers.



ST 1972  
Huletts meets strikers

152  
139  
186

7/2/81 By Drew Forrest  
Top Huletts management has met representatives of the South African Allied Workers' Union in an effort to resolve the strike at one of their Durban subsidiaries — Warehousing and Shipping Services (Pty) Ltd

After "promising" discussions, management had agreed to examine the strikers' demands, said SAAWU general secretary, Mr Sam Kikine

About 20 workers walked off the job on Wednesday, apparently after the new owners of the warehouse, the Huletts group, had failed to re-register members of the SAAWU workers' committee

The warehouse management had refused to deal with the union, Mr Kikine said, and had stated a preference for an "in-company" organisation, the National Union of Sugar Manufacturing and Refining Employees

The strikers were demanding the re-instatement of the committee members and the full recognition of SAAWU as their representative

Mr Kikine warned that a failure to reach a satisfactory settlement could lead to a consumer boycott of Huletts products. Already stevedores at four other Durban firms had taken sympathy action by "blacking" the company's goods, he said

# Workers down tools over pension Bill

Blue stamp  
152  
2/23/61

EAST LONDON—About 1 400 workers at Federale Electronics' SATV factory in Wilsonia walked off the production lines yesterday.

The workers stopped work in protest against the proposed Pensions Bill although SATV assured them on Thursday afternoon the company would be exempt from the planned law

One of the workers, Ms Priscilla Ndlazilwana, said that about 1 400 workers stopped work before being told by the SATV management to take the remainder of the weekend off

She said the workers were told to collect their wages, which are paid every Friday, and return to work on Monday. Anyone who did not return to work would be dismissed

Ms Ndlazilwana said a works committee meeting

at the factory on Thursday informed workers they had nothing to fear from the proposed Bill

She said at about 3pm on Thursday the management informed the workers that they had telephoned Pretoria and had been assured SATV would be exempt from the new pension system

The workers did not believe this assurance, Ms Ndlazilwana said

Yesterday morning workers arrived at the factory and clocked in, but instead of going onto the factory floor they went straight to the canteen

Management officials again told the workers SATV would be exempt from the new proposed pension scheme and that the workers should collect their wages and return to work on Monday

Ms Ndlazilwana said they were warned that anyone who did not return

to work on Monday would be dismissed.

The workers object to the proposed new scheme as they fear they will not get the benefit of their pensions

The new scheme proposes that pension fund contributions paid by workers during their employment with a company will be automatically transferred to another company if an employee leaves and joins the other company

At present if an employee leaves a company the pension fund contributions made during employment are paid back and the worker has to start a new pension scheme on joining another company

However, a number of black workers object to the new system as they want the choice of being paid their pension contributions on leaving a company — DDR

CHEMICAL

Corporation Medals  
 For the best student in each  
 of the 2nd, 3rd and final years.  
Second Year (Bronze Medal)  
 Miss G C Littlewort  
Third Year (Silver Medal)  
 Miss N C Davidson  
Fourth Year (Gold Medal)  
 P M Salmon  
 T J Cumming  
 D P Weeks  
 J H Rens  
 B F McClelland  
 Professor George Menzies Prize  
 Awarded on results of final  
 examinations to the best male  
 student in Land Surveying or  
 Civil Engineering.  
 J H Rens

# 11 fired as strike ends

EAST LONDON — Eleven workers — one of them a man — were yesterday fired at Federale Electronics' SATV factory after all but one of the 1 400 workers who downed tools on Friday returned to work

The managing director of the company, Mr Mike Bosworth, confirmed the workers had been dismissed and said they had either chosen to be paid off or had been found to have been behind the disturbance and confusion which had led to the downing of tools last Friday.

But nine of the workers interviewed yesterday said they had been told on Friday that if they wanted to keep their jobs they should return to work on Monday and obey the company's rules

"We did just that but we were handpicked from the various groups and given no reasons for our dismissal"

One woman, Miss Nomqondiso Sikweyiya, said she had been off sick on Thursday and last Friday

"I knew nothing about the strike but I was concerned about the pension question which led to it," she said

When they were told by Mr Bosworth either to go in and work or stay out and be paid off in order to get their pensions, Miss Sikweyiya stayed out

"I thought I would get a chance to put my case to management but no one seemed interested in that. All that was done was to send me to the canteen with all the others and no one bothered to find out why I had not gone in"

Others told similar stories but some said they were taken from their places of work after the morning teabreak and told to go to the canteen where they were told their services had been terminated

"We asked the works' committee to go and plead our cases but they came back to tell us management would not budge"

They claimed it appeared there was no clear system applied in firing them

Mr Bosworth said production had been suspended in one of the two factories on Friday following a misunderstanding and confusion over proposed pension fund legislation.

"We have applied for and have been given an exemption on this intended legislation," he said

"We have always said our policy is not to act or discuss any workers' grievances under duress"

"We issued a statement on Friday, spoke to the workers explaining our position and the confusion and we told them that if they wanted to work they should return to work on Monday or leave if they did not want to continue working for us"

Mr Bosworth said his company would have benefited by up to R500 000 if it paid off the pension money due to its employees but it did not want to do this because it believed it had a duty to its employees

"I believe that any employee being paid off pension money must resign to get it"

"We have now identified people who were holding meetings. We have a total understanding with the works' committee and at no stage have we had any misunderstanding with the committee"

The eleven workers fired are Miss Sikweyiya, Mrs Phumlos Lutuli, Miss Ndaka, Miss Zanele Kwakweni, Mrs Ntutu Sohaba, Miss Thembisa Nomela, Miss Patricia Mhaga, Miss Cynthia Nginase, Miss Maureen Jubati, Mrs Patience Nodasa and Mr Thami Mzinyati — DDR

10/11/81  
S.M.

**Strikers**  
**back at work**

(142) Labour Reporter  
Workers at the Everite cement factory in Kliprivier who walked out at the weekend have returned to work.  
Several hundred workers walked out on Thursday, demanding a minimum wage of R3 an hour

G L Cragg

mark.  
obtaining the highest average  
For the first year student  
A E & C I Prize

CHEMICAL

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Drawing.  
best classwork in Engineering  
Awarded to the student with the  
Sammy Sacks Memorial Prize

J H Rens

Civil Engineering.  
student in Land Surveying or  
examinations to the best male  
Awarded on results of final  
Professor George Menzies Prize

B F McClelland

J H Rens

D P Weeks

T J Cumming

P M Salmon

Fourth Year (Gold Medal)

Miss N C Davidson

Third Year (Silver Medal)

Miss G C Littlewort

Second Year (Bronze Medal)

For the best student in each  
of the 2nd, 3rd and final years.  
Corporation Medals

FACULTY OF ENGINEERING

Five

sacked  
men

rehired

EAST LONDON — Five Ciskei Transport Corporation workers fired last year for absconding while under detention by the Ciskei Government, are back at work

The five men have been reinstated to their jobs following talks between the Ciskei Government and CTC management

In a statement yesterday, the group manager of CTC, Mr H G Kaiser, sharply rebuffed the intervention of the South African Allied Workers Union in the issue

Mr Kaiser said the Ciskei Government and CTC would deal with any discord between employer and employee

The men, Mr B Soel, Mr S Matsnoba, Mr S Goni, Mr M Ngesiman and Mr N Ngabeni, approached Saawu to take up their case with the CTC after their dismissal

Saawu said in a statement they would fight the issue "right to the end"

Mr Kaiser said "As regards the threat by Saawu, this was not taken into consideration in this matter because Saawu is not the mouthpiece of CTC employees

Any discord between employer and employee will be dealt with by CTC and the Ciskeian Government who have the real interest of the Ciskeian worker at heart

Commenting yesterday, Mr Thozamile Gqweta of Saawu replied, "the simple fact that the workers approached Saawu after they had exhaustively attempted to put their case to the CTC management speaks for itself"

The men were dismissed from their jobs for absconding when in fact they were being held in detention by the Ciskei Government

The men said they had spoken to CTC management claiming their dismissal was unfair and were told to reapply for their jobs

After they had reapplied and been informed their applications had been rejected, they approached Saawu for assistance — DDR

# Strike ends — but 11 get the boot

Eleven of the estimated 900 workers who returned to work yesterday after a strike at the SA Television Manufacturing Company in East London have been sacked

Most of those dismissed are shop stewards of the unregistered South African Allied Workers Union, a union spokesman said yesterday

He said management at Federale Electronics, of which the SATV Manufacturing Company is a subsidiary, seemed intent on rooting out all vestiges of the union at the plant

About 900 workers were paid off and told to return to work yesterday, after a one day stoppage last Friday. They stopped work in protest against the Government's proposed Pensions Bill which will freeze workers' pensions until their retirement

Professor George Menzies Prize  
Awarded on results of final  
examinations to the best male  
student in Land Surveying or

- Corporation Medals  
For the best student in each  
of the 2nd, 3rd and final years.
- Second Year (Bronze Medal)  
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- Fourth Year (Gold Medal)  
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T. J. Cumming  
D. P. Weeks  
J. H. Rens  
B. F. McClelland

## FACULTY OF ENGINEERING

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152

10/2/81  
18/2/91

CHEMICAL

# PFP would back teachers, nurses in strikes if...

By Chris van Gass  
Pretoria Bureau

The Progressive Federal Party would consider supporting strike action by teachers and nurses unless "satisfactory" salary increases were announced by the Government next week, the Provincial Council was told last night.

The leader of the oppo-

## Councillors in clash over Pact

Pretoria Bureau

PFP councillors clashed with each other in the Provincial Council yesterday over what was described as "contemptible" questions about Pact.

In an unprecedented step, Mr Sam Moss (PFP, Parktown) lashed out at questions by party colleague Mr Robin Carlisle (Von Brandis) to the Administrator, Mr Cruywagen.

And in the drama which followed, accusations of a split within the PFP were rejected — and Mr Moss was congratulated by Mr Cruywagen for his courage on speaking out on behalf of Pact.

Mr Carlisle's questions had raised issues about a Pact production failure, "The Archon," the council's financial matters, flat purchases, the appointment of advisory committee members and the salaries of Pact staff.

Mr Moss said the questions and the way in which they had been phrased had "created suspicion of mismanagement and mistrust in Pact."

"They are not worthy of my contempt," he said.

### RIFT

The questions had reflected adversely on the board of Pact, of which he was a member, and had originated from a private citizen who "had an axe to grind" with Pact.

When it was suggested by the lone NRP member, Mr J F Oberholzer, that Mr Moss's outburst signified a deep rift within the PFP, both Mr Moss and National Party members accused Mr Oberholzer of trying to make political capital out of a non-political subject.

Mr Cruywagen, who is also chairman of Pact, said "I am pleased Mr Moss put culture above politics in defending a matter he felt had merit"

sition in the council, Mr Douglas Gibson, sounded this warning during an attack on the National Party-controlled administration which, he said, had let the teaching and nursing situation slip into crisis.

Mr Gibson said PFP policy remained against the idea of professional people striking. But when it came to large-scale resignations of teachers over pay, it appeared that strikes by teachers might hasten matters.

### SHOCKED

"If strikes and demonstrations are the only way of finding a solution for the crisis, then the National Party may find the parents in the Transvaal and the official opposition saying, 'Even if you don't care, we do.'"

He was shocked to learn that about 5 000 teachers resigned last year.

But, unlike teachers who were speaking out, nurses were quietly leaving the profession.

"Members of the nursing profession are so dedicated to their jobs that they allow themselves to be exploited by the provincial administration and Government," said Mr Gibson.

They were paid a pittance. Sisters at the intensive care units in the Johannesburg Hospital and other large hospitals were paid starting salaries of R366 a month.

"Because the Government does not care about the nurses, we are faced with a terrible nursing crisis and an imminent breakdown in health services," he said.

### INFLATION

Earlier, an answer to a question by the PFP showed that only about half the posts at the Johannesburg Hospital for fulltime nursing staff were filled.

Of 1 167 beds available at the hospital, 128 were out of commission during the six months ending January 1981 — apparently because of staff shortages.

Another aspect which, Mr Gibson said, was so important "that it could be above politics," was to design an anti-inflation package in the interests of all.

With food prices rising 30 percent in one year, something had to be done to curb the "gathering and unstoppable momentum of inflation."

CHEMICAL

FAC





13/1/51

# Strike over pension in EL

EAST LONDON — A working shift of about 85 workers at Totem Design furniture manufacturers at Greenfields here staged a one day strike on Tuesday in protest against proposed legislation on pensions.

By Wednesday morning all but six of the workers were back at work. The six workers not back at work were suspended and are expected to return to work next week.

Dissatisfaction among the workers at Totem over the pension issue started about two weeks ago when the workers approached the management and asked that their pension money be released to them.

The Managing director of the factory, Mr Nick Terblanche, told the workers he would put their request to the Industrial Council which controls the provident fund.

On Tuesday, Mr Terblanche informed the workers that they would not be able to get their money as the request had been turned down by the Industrial Council.

The workers then walked out of the factory after expressing their dissatisfaction. They were told if they were not back at work by 7am on Wednesday they would be considered to have dismissed themselves.

On Wednesday morning the workers returned and had to sign a letter of reinstatement undertaking to abide by all rules and regulations of the company, especially those governing the provident fund.

In a statement the production manager of the factory, Mr Ian Bruton, emphasised that the company had no control over the pension fund as control was vested in the Industrial Council.

Mr Bruton also emphasised that no workers had been fired —  
DDR

FM 13/2/81  
**WORKERS' PENSIONS**  
**(152)**  
**Wanting them now**

Potential labour unrest continues to simmer over government proposals to freeze pensions. Black workers, in particular, refuse to budge from the position that their contributions are in fact savings.

According to a spokesman for the South African Food and Allied Workers Union (Safawu) "It is an absolutely explosive issue. There is tremendous disquiet about the new legislation at all income levels and there have already been resignations at a number of factories. Addy Sam Kikine, general secretary of the South African Allied Workers Union (Saawu) "This issue could well result in a labour crisis nationwide."

A number of factories have been affected. Last week 1 500 workers downed tools at Firestone's PE factory. Wilson Row-

tree Raelite, Federale Electronics Dunlop and Coates Brothers have all experienced unrest.

The argument that the freezing of pension funds could be in the workers' interests has not been effectively brought across. Says Fiachra O' Hanrahan of African Pension Trustees "Workers don't understand the issues. They are under the impression that government is going to seize their money."

And according to a survey published recently by the Urban Foundation, "the pension fund is not always considered as being part of remuneration for an employee's services, but is used more as a way of enforcing continued loyalty of the employee" -- contradicting the free enterprise ethic of allowing worker mobility.

Although the proposed legislation does away with this form of "golden hand-cuffs," many unionists are sceptical of the advantages. They fear that if workers change jobs they could lose track of their pensions, especially if they are employed by companies without pension funds.

These fears are not unfounded. Many workers have had bad experiences with Workman's Compensation Act and Unemployment Insurance Fund repayments. Ac-

ording to the UF survey "In 1977, 841 occupational pension funds commenced and 477 terminated. Clearly this has implications for the employee regarding the security of funds and the difficulties of transferring pension moneys from one fund to another."

Says Kikine "Workers should be entitled to pension moneys whenever they require them. The worker should decide himself whether he wants to transfer pension moneys to his next employer. He should also have more power over the administration of the pension funds which are often compulsorily deducted from his salary with little consultation. Workers now feel that management is exploiting their funds to their own ends as pensions are tax deductible and a boon to the large pension companies."

Another contentious issue is that of exemption. However, Registrar of Financial Institutions Wynand Louw has attempted to allay fears. According to Louw, cases that will justify exemption are contract workers from a country outside SA (including Transkei, BophuthaTs-wana and Venda) who return there after completion of contracts. Since the majority of migrants -- to whom the long-term

benefits of freezing pensions are least attractive -- come from the homelands and most will eventually be "independent," this could serve to defuse the issue in the medium term. In the longer term, only improved salaries can help migrants provide for themselves.

18/2/81  
152

# Stranded strikers struggle for their rights

RDM

13/2/81

266 (52)  
139 206

Former Johannesburg municipal workers involved in last year's strike, who are now stranded and penniless, may be the first people to challenge the authorities' refusal to grant them rights to live and work 'legally' in the city. ALISON GILLWALD reports.

DOZENS of former Johannesburg municipal workers — forcibly bused to their homelands after their strike last July — have come back to the city after receiving a call to return, but are now stranded in Johannesburg as "illegals"

And attempts to secure a court decision on their plight are being thwarted by sudden about-turns by the authorities

Men from the Umzimkulu district in Transkei have told civil rights groups that they returned to Johannesburg at their own expense after receiving a city council message from the local magistrate, through their chiefs, calling for their return

But when they arrived, about three weeks ago, they were refused re-instatement

Now the workers are stranded and may well be the first people to contest the authorities' refusal to grant them the Section 10 (1) b rights they need in order to work legally in the city

At present, blacks with legal backing are being granted Section 10 rights by the authorities because of the threat of court action

Several concerned organisations, believing that the Act is ambiguous, have been trying to secure a Supreme Court ruling on the issue

But each time, as court actions are about to be instituted, the Chief Commissioner for Co-operation and Development grants the individual his Section 10 rights — which allows blacks permanent residence in urban areas, jobs and eventually housing

The Black Sash Advice Office in Johannesburg has been inundated with appeals by former council workers to get Section 10 (1) b rights, enabling them to find other jobs in Johannesburg

Without Section 10 rights they face arrest at any time and may be fined R100, or be jailed for three months, or both

Section 10 (1) b of the Urban Areas Consolidation Act states that no black person shall remain for more than 72 hours in a prescribed area unless he has worked continuously with one employer for not less than 10 years, or for several employers for not less than 15 years, and has not been sentenced to a fine exceeding R500 or to imprisonment for a period exceeding six months

But former council workers who have been employed on the one-year contract-system since it was introduced in 1968 — even though they had taken out a contract for more than 10 consecutive years — are being denied Section 10 rights on the grounds that they have not worked continuously (on the same contract) for this period

Mr Charles Nupen, of the Legal Resources Centre, said that presently most people who had worked for more than 10 years on yearly contracts were not qualifying for Section 10 endorsements, but those who had been employed for more than 10 years, before the yearly contract system was introduced, were qualifying

"Obviously this is a matter that will need to be clarified

through court proceedings"

Some of the facts regarding the former municipal workers that have come to the Black Sash's attention are

● Graded workers who returned to collect pensions were told they must go back to their "homeland" and only return to Johannesburg through the call-in-card system,

● Employees who have appealed to the chief commissioner for Section 10 (1) b rights have been refused endorsement because of breaks in their 10-year employment period — caused by their return to their families for more than one month a year,

● Some of the workers had managed to avoid the one-year contract system, as they began employment before it was proclaimed in 1968,

● Some had avoided the break in their employment being noted by paying for their hostel beds during the month they returned home,

● Other workers who had Section 10 (1) (b) rights as early as 1974 and 1975 were illegally endorsed out of Johannesburg after the strike, without the option of finding alternative employment,

● Section 10 rights of former council workers who were illegally endorsed out after the strike in July were being cancelled, apparently without reason, and

● Ungraded workers, who operated on the one-year contract system, never progressed above the minimum wage — R33 a week before deductions

Mrs Sheena Duncan, director of the Sash's advice of-

rice, said "The contract system was designed to prevent people obtaining Section 10 rights by forcing them to return yearly with a new contract"

Explaining how the one-year contract system, proclaimed in 1968, operated, Mrs Duncan said the only way in which men who lived in the "homelands" could obtain legal employment was to wait at the labour bureau in their home district until a requisition came through from a labour bureau in a "white" area

When the worker arrived in town he was registered for one year only At the end of the year his employer was compelled to discharge him and send him back to his home area If he returned to his job a new contract would be drawn up in the "homeland"

"In this way the worker never qualifies for Section 10 rights — which require continuous employment — and is therefore never qualified for any other benefits flowing from Section 10 rights, such as owning a house

"All that the strike and its developments have demonstrated is that the migrant labour system and the pass laws have made it almost impossible for workers to organise successfully and to press their demands," said Mrs Duncan

Once striking workers had been dismissed, endorsed out and returned under police escort to the "homelands", unable to maintain contact with their members, lost their effectiveness, she said

Attorneys for the Black

come up here, at their own expense, to find jobs, and in this way they would not violate influx control regulations"

But, as Mrs Duncan pointed out, the men have few employment opportunities in the "homelands" Despite having operated through the labour bureaux for years, they would grasp at any opportunity of employment

Mrs Janet Levine, councillor for Oaklands, said "I am aware of a growing tide of resentment and urge the management committee to take a reasonable approach and talk, even unofficially, to the bona fide elected leaders of the black workers in the council"

She said as far as she could establish about 650 of the 1 500 who were dismissed had been re-instated

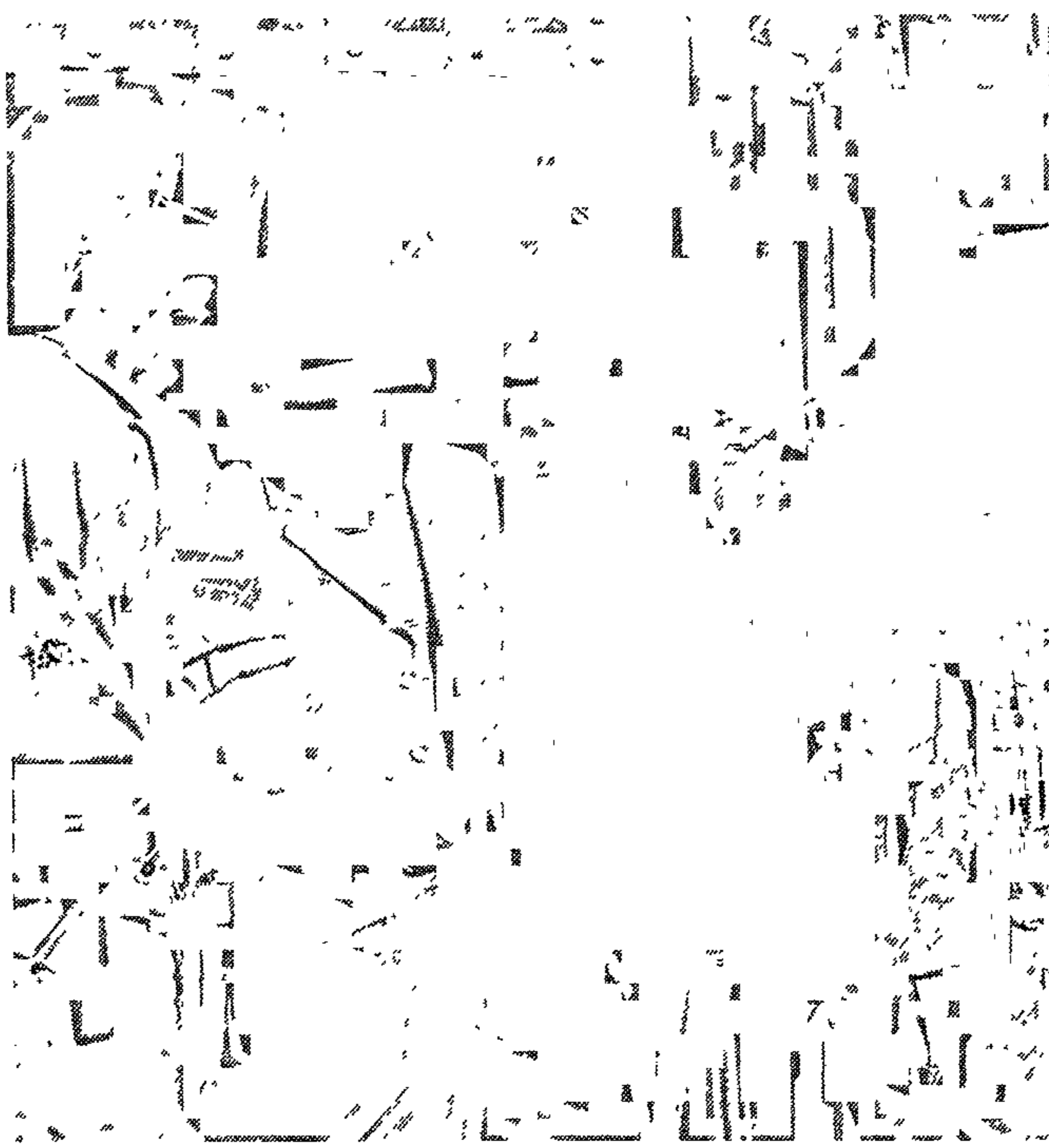
The numbers of those who applied for re-instatement are not available, but dozens of workers who returned have been refused their former jobs

"Obviously the more skilled workers, who are difficult to replace, have been re-employed," Mrs Levine said

"It is obvious that there is confusion on the part of officials on the re-instatement issue and anger on the part of the black workers — both those who are in the council's service and those who are seeking re-instatement

"The management committee has done nothing to redress the grievances which were the source of the strike in July, and this is both ominous and cynical"

She added that the council



Flashback to the municipal workers' strike Many of the workers are now battling for their rights to stay and work in the city

152

13/2/81

Municipal Workers' Union — which called the strike — say the city council has not assisted former and present workers in obtaining Section 10 rights

The acting-chief of the Municipal Staff Board would not comment on the matter, and referred the Rand Daily Mail to the chairman of the city council's management committee, Mr Francois Oberholzer

Mr Oberholzer, too, would not comment on the allegation

He said, however "As I read it, these people should be recruited in the homelands and they have no reason to

had not applied for Section 10 rights for several of the workers who qualified for these rights while in its employment, which meant the workers were forced to use the call-in-card system, subjecting them to influx control regulations

"They have to attest a new contract every year, and in this way remain permanently on the bottom rung of the scale, with no pensions or other increments," Mrs Levine said

Mrs Duncan said a major problem facing the former council workers now was finding accommodation. They had expected to be re-employed and housed in compounds — but were instead stranded and penniless.

They are living "illegally" in compounds or in the townships

"What we need now is a Supreme Court declaration of rights," Mrs Duncan said. "But ever time a test case is formulated, the commissioner gives in, which mean the person concerned is granted Section 10 rights, but thousands of other cases do still not have a precedent.

"It is vital to get as many people Section 10 rights before the 'new deal Bills' are passed, because with their introduction Section 10 vanishes and so a stop is put to any further urbanisation," she said

"The management committee has done nothing to redress the grievances which were the source of the strike in July, and this is both ominous and cynical"

# 90 fired at sweet factory says workers' chairman

EAST LONDON — About 90 workers at the Wilson-Rowntree factory here have been laid off, according to the chairman of the workers committee, Mr Eric Mntonga

Mr Mntonga said the 90 workers had been fired for downing tools in sympathy with three operators in the toffee department who they felt had been unfairly dismissed

He said the three operators had been sacked

last Sunday night for refusing to repair machinery which they had not been trained to fix.

"Last October when these men did the same job, they were reprimanded by management," Mr Mntonga said

"Now they are fired for refusing to do that very work"

Mr Mntonga said about 50 workers in the toffee department and another 40 in the moulding department had downed tools on

Monday until such time as the three workers were reinstated. Management had reacted by laying them off as well

"We spoke to management about the situation on Tuesday, demanding that all the workers be reinstated," he said, and we gave them until Friday to reply

"On Friday they said we must wait until Monday, when they would give us a proper reply to our demands"

Mr Mntonga said if the matter was not resolved today the workers would have to consider other means of expressing their grievances

A spokesman for the management of Wilson-Rowntree was approached for comment last night but said he would not issue a statement until today.

DDR



# Striking crayfish men are paid off

The Star's Africa  
News Service

WINDHOEK — About 350 lobster fishermen were today paid off and transported out of Luderitz after a pay strike which has so far cost South West Africa's crayfishing industry more than R300 000.

The fishermen half of the fishing force at Luderitz, were being sent back to the Cape and other areas today after unsuccessful negotiations in an effort to break the strike which started last Thursday.

A spokesman for one of

the three crayfishing concession-holders at Luderitz. Mr Werner Guhring today said the fishermen were demanding more than double their basic wages.

He said they had signed contracts for a basic wage of R120 a month throughout the year, but were now asking for R300 plus their normal commission on catches.

"Those people who wanted no part in the strike were told their houses would be burned and they would be killed."

## POLITICAL

"To my mind, it is a political thing. The fishermen knew what they would be getting before they started," he said.

Mr Guhring said management had decided to stick to the contracts because of a slump in the United States and Japanese crayfish markets, and because of the precedent any major concession might create.

He said the crayfishing companies would start recruiting replacement crews to get the 27 mother ships out to sea as soon as possible.

Greyhound  
trial comes  
under fire

West Rand Bureau

The speedy trial, conviction and sentence of 176 striking West Rand bus company employees has raised a storm of protest

Lawyers and trade unionists have criticised the "rushing" of the trial and the sentences imposed

One hundred and eighty eight employees of Greyhound Bus Lines in Chamdor, near Krugersdorp, went on strike on Monday morning over a wage dispute

Police arrested the strikers who were later tried in the Krugersdorp Regional Court In a hearing that lasted until 8 30 p.m. 176 of the strikers pleaded guilty to striking in contravention of the Black Labour Relation Regulation Act

They were sentenced to 18 month's jail, suspended for five years on condition they were not convicted again of similar charges and that they returned to work yesterday

They were acquitted on charges under the Riotous Assemblies Act

HARSH

Mr P Moshidie, of the Black Lawyers Association, strongly criticised the "harshness of the sentence and the conditions"

He did not believe the court had the power to compel workers to return to work or face an 18-month jail sentence

Mr Alex Erwin, general-secretary of the Federation of South African Trade Unions was "amazed" at the handling of the matter

"I have never heard of a similar case going through the courts so quickly This will serve only to polarise industrial relations and discredit any kind of reform It will solve nothing in the long term"

The sentences, he said, seemed very heavy-handed

Twelve workers who pleaded not guilty were due to appear in court today



Cash earned from home industries and farming (per month)

Amount	Percentage of Total	Percentage of population
1-2	70%	43%
3-10	8%	50%
11-20	13%	22%
21-30	2%	100%
31-40	unkown	2

No. of horses and donkeys (Table Nineteen)

No.	Percentage
1-2	51%
3-4	57%
5+	50%

No. of sheep (Table Twenty)

No.	Percentage
1-10	68%
11-20	16%
21-30	3%
31-40	8%

Cash sent by other relatives monthly (Table Thirteen)

No.	Percentage
1-10	70%
11-20	48%

A further meeting with the works committees was planned for Tuesday this week. On Monday Mr Davies was woken up at his home at 3.20 am and was told that bus drivers were refusing to work. Mr Davies told them the strike was illegal and gave the workers 15 minutes to think about returning to work. Those who wanted to do so would be protected by police, Mr Davies said.

The workers had demanded a R30 per week wage. After it became apparent that the works committees were not conveying the management offers to employees a statement listing concessions was read out to employees on February 13.

CONCESSIONS

"We had another meeting on January 26 when wage requests were made. Management made a counter offer and two days later, I received a letter from the works committee saying they were not prepared to negotiate further and demanding a yes or no answer by the following week."

At an emergency meeting with the chairman and secretary of the five elected Greyhound works committees, Mr Davies warned of the "danger and possible consequences" of a strike and stressed that management was prepared to negotiate at all times.

Giving evidence at the trial of 12 workers who have pleaded not guilty to charges of illegal striking, Mr Davies said he first heard rumours of planned strike action on January 15 this year.

The general manager of Greyhound Buses, Mr Peter Davies, today told the Krugersdorp regional court how a breakdown in wage negotiations led to a strike by 188 company employees on Monday.

Negotiation failure led to strike

By Gus Silber West Rand Bureau

No.	Percentage
1-10	75%
11-20	37%
21-30	50%

Total Cash income monthly (Table Fifteen)

No.	Percentage
1-10	4%
11-20	10%
21-30	2%
31-40	14%
41-50	20%
51-60	10%
61-70	34%

Total per capita monthly income: (Table Sixteen)

No.	Percentage
1-10	8%
11-20	30%
21-30	46%
31-40	14%
41-50	100%

No. of chickens (Table Twenty Three)

No.	Percentage
1-15	18%
16-30	33%
31-45	30%
46+	12%

ownership of other than a few chickens, a few acres of cattle and maize plots there was little evidence that active farming was contributing much to the economic life of the households investigated. The figures for ownership reveal a greater incidence of malnutrition in those households that owned little or nothing in the way of livestock.

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# Luderitz <sup>5:10 PM</sup> fishers 1911/12 go back to work

The Star's Africa  
News Service

WINDHOEK — Luderitz's lobster fishing boats today started returning to sea following a successful effort to break a six-day strike by 600 fishermen

Fifty of the strikers who refused to compromise were yesterday bussed out of Luderitz to the places where they were recruited

About 240 fishermen were already on board buses yesterday, when one concession-owner called them back to make a final offer.

Mr Werner Guhring said he suggested a basic retainer of R11 a day

during the January-May fishing season, instead of the monthly R125 retainer throughout the year

The fishermen immediately accepted the new terms, and the promise of a R100 bonus at the end of the season

"It virtually comes to the same thing, but this is what they wanted. The problem now lies in how they are going to keep their families for the rest of the year," he said

At the start of the strike last Thursday, the fishermen demanded more than double their monthly retainer

Mr Guhring said it was difficult to estimate the losses caused by the strike, but he said the industry had lost a catch of about 200 000 kg of crayfish on Monday and Tuesday.

# Greyhound strike: 11 appear in Rand court

S.A.

19/1/73

## West Rand Bureau

The strike by 188 Greyhound Busline workers began before dawn on Monday as busdrivers were woken up and bused against their will to the company depot at Chamdor. They were threatened with death if they did not join in the strike, the Krugersdorp Regional Court heard yesterday.

23

5

Twelve workers have pleaded not guilty to charges of striking illegally. Eleven appeared yesterday and the other, who has obtained legal representation, was released on bail and will be tried later.

During cross-examination of two State witnesses the court was told:

Off-duty busdrivers were warned to ignore any orders to work.

Drivers on duty at the depot were pulled from vehicles and told they would be "followed" if they did not strike.

The general manager of Greyhound Buses, Mr Peter Davies, said the strike was a result of a breakdown in wage negotiations between management and elected works committees.

### QUIET

Early on Monday Mr Davies was told drivers and other workers were on strike.

Police vehicles were parked inside the depot when Mr Davies arrived and 188 workers were "sitting quietly" in front of the gates.

After contacting an official from the Department of Manpower Utilisation, I spoke to the men.

After warnings and pleas by Mr Davies had been ignored, police reinforcements arrived and the men were given 15 minutes to return to work.

The head of the West Rand Riot Unit Lieutenant-Colonel Gerhard Viljoen, said workers had been arrested after a final five minute warning.

A request for bail was refused by the magistrate. The trial is continuing.

See Page 21 Short-lived bus strike what went wrong

"The allocation of resources to food production and housing may have a far more reaching indirect effect than any specific action against the disease."

"The problem of allocation is basically an economic problem but, even when the solution is known theoretically, prestige and vested interests may prevent an optimum solution (9).

Algeria.

Allocation of funds: 20% on public health.

Of this: Hospitals 67 million DA (1964) (5 DA = 1 dollar. USA)

Clinics 400 thousand DA " (0,6%)

Hospitals. 65 1/2 million DA in 1967

Clinics. 2 1/2 " " (3,8%)

Most interestingly, the breakdown shows:

Salaries 55%, equipment 8%, maintenance 9,5% food 13,5% and drugs 14%.

Both hospitals and clinics spend more than 50% of their funds on salaries.

An appended, clinic figure of 5 1/2 million DA still only uplifts it to a mere 8,4%.

"Cost-accounting is only considered operation is at a reasonably high level, say,

"An 80% treatment success rate can cheaply. When this is achieved, the more exp to be used." (10).

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"Cost-accounting is only considered operation is at a reasonably high level, say,

"An 80% treatment success rate can cheaply. When this is achieved, the more exp to be used." (10).

Possibly, most interestingly of all are the really only comprehensive detailed statistics given by Czechoslovakia (10).

Net of Tb. services in thousands of

Cz, Kr, (D)
Clinics.
Hospital wards.
Tb. sanatoria
Total.

the allocation of clinic hospital

Salaries
Physic
Home V
BCG nursing
Nurses
Lab. t.
Aux. h
Clerks
Total
Expen
Vac/t

# Complaints were known 3 weeks before strike

By Maud Motanyane  
At least three weeks before the strike by the Black Municipality Workers' Union, an official of the city council's Transport Department was aware that there were complaints over wages, a Johannesburg Regional Court magistrate heard yesterday  
Mr Les Petty, general manager, said this when testifying in the trial of three executive members of the union, who are charged under the Black Labour Relations Regulation Act

Appearing before Mr J J Luther are Mr Joseph Mavi (42), president of the union, Mr Phillip Dlamini (29), the secretary, and Mr Gatsbv Mazwi (29), an executive member  
The State alleges that between July 25 and July 28 last year the three had instigated a strike, took part in a strike, and incited other workers to go on strike  
The State also alleges that the accused failed to continue or resume work, did not comply with terms and regulations of work, obstructed the progress of

work and were in breach of contract  
They have pleaded not guilty to all charges  
Mr Petty told the court that on the Friday before the Monday strike he had been informed there would be problems in his department  
He had told the police  
Cross examined by Mr E Wentzel, SC, defence counsel for Mr Mavi and Mr Mazwi, Mr Petty admitted he had not tried to contact the workers committee to discuss the probable strike.  
"It was impossible to get hold of them over the

weekend," he told the court  
On the day of the strike, Mr Petty said, he had arrived at the city council's garage with members of the Security Police and found Mr Mavi addressing the workers. It was at about 4.50 am and the men, who should have started work at 4.30 am, had not done so  
Questioned about the work stoppage, Mr Petty said Mr Mavi had told him and the policemen that it was a result of the council not recognising the Black Municipality Workers' Union  
Mr Petty said he then addressed the workers and told them that striking was illegal  
Cross examined by Mr Wentzel, Mr Petty admitted he had had a negative attitude to Mr Mavi's union

The Union of Johannesburg Municipality Workers, formed last year with council approval, was favoured above that of Mr Mavi, Mr Petty said  
Mr J J Luther is on the bench. Mr H J Coetzer, appeared for the State. Appearing for Mr Mavi and Mr Bazwi is Mr E Wentzel, SC, instructed by Mrs Priscilla Jana. Mr Ratha Mokgoathleng represented Mr Dlamini  
The hearing is continuing

246 152 124 STARK 17/2/61

# Short-Lived Strike: What Went Wrong

West Rand Bureau

The arrest and conviction of 176 Greyhound Busline workers who went on strike over pay demands this week has created a storm in trade union and legal circles.

The men, mostly bus drivers, were sentenced to 18 months' jail suspended for five years after they had pleaded guilty to charges of illegal striking.

The trial of a further 12 workers who pleaded not guilty is continuing. Yesterday the back ground to the short-lived strike action was outlined in evidence by Greyhound's general manager, Mr. Peter Davies.

"All the workers are represented by five elected works committees with whom wages are negotiated annually. Negotiations normally commence in March and wages are reviewed in April.

But on January 15 this year I heard rumours of a strike which was supposed to take place the next week. I called an emergency meeting for January 19 with all the committee chairmen and secretaries," Mr. Davies said.

At the meeting Mr Davies said he had strongly warned against any strike action and said management was prepared to negotiate at all times. On January 26 another meeting was called. The committees passed on a request by workers for an

increase of R30 a week counter-offer of just over half the amount was made by management on February 3.

"On February 5 I received a letter from the works committees in which they said they were no longer prepared to negotiate. They wanted a straight yes or no answer by February 13."

The unsigned letter had also demanded a written refusal of the R30 wage request by management.

A new meeting with the works committees was called for the following day and Mr. Davies said he had again warned of the danger and possible consequences of a strike.

"On February 12 it became apparent that the committees were unwilling or unable to convey management offers to employees. We decided to issue a memorandum every thing."

Two more meetings were held against a background of growing dissatisfaction with the negotiating powers of the works committees.

"On February 12 I said a wage negotiation meeting would be held on February 10. The committee members said the letter should not be regarded as an ultimatum and they would continue negotiations," Mr. Davies said.

On February 13, Greyhound workers were told at briefing sessions that new wage rates would come into effect in March despite an agreement that the existing rates would remain in force until April 6.

Confusion surrounding a wage order issued by the Wage Board in December was also cleared up in the memorandum. The increases referred to in the order applied only to Puteo employees.

"Greyhound already pays more than the determined rates for all grades of employees and management cannot pay new rates until the works committees agree to accept them on behalf of the workers," memorandum concluded.

YEAR	POPULATION	ATTENDANCE	ADMISSIONS	PERCENTAGE OF PATIENTS
1964	19,100	28,657	35,965	22.7%
1966	20,400	28,657	37,133	26.1%
1970	22,400	40,053	42,880	25.5%
1971	23,000	40,053	42,880	25.5%
1975	25,500	40,053	42,880	25.5%
1976	26,100	40,053	42,880	25.5%

YEAR	REGULAR ATTENDINGS	DISCHARGE RATE	ADMISSION RATE
1971	301	61	91
1973	301	61	91
1975	301	61	91
1976	301	61	91

TABLE III  
ADMISSIONS, DISCHARGES AND OUT-PATIENT ATTENDANCE IN THE GROWTHCKEY COLONY 1971 - 1976

YEAR	ADMISSION RATE	DISCHARGE RATE	REGULAR ATTENDINGS
1971	91	61	301
1973	91	61	301
1975	91	61	301
1976	91	61	301

For the best student in each of  
the following years:-



For the best written report  
submitted in C E 214, design  
P C Watt

Three officials of the Black Municipal Workers' Union, Mr Joseph Mavi, president, Mr Phillip Dlamini, general secretary and Mr Gatsby Mazwi, assistant secretary, outside the Johannesburg Regional Court yesterday.

152  
139  
231 266 RDM 19/2/81

## 'City council gave rival union preference'

### Staff Reporter

A STATE witness admitted in the Johannesburg Regional Court yesterday that the Johannesburg City Council gave privileges to a rival union while it denied the same to the Black Municipality Workers' Union (BMWU)

Mr L W Petty, general manager for transport in the Johannesburg City Council, was giving evidence in the trial of Mr Joseph Mavi, president of BMWU, and two executive members, Mr Phillip Dlamini and Mr Gatsby Mazwi

The unionists are facing charges under the Riotous Assemblies Act. They are alleged

to have wrongly instigated or incited other employees to take part in a strike by municipal workers.

All have pleaded not guilty before Mr J J Luther

Their appearance is a sequel to the strike involving about 10 000 black Johannesburg municipal workers in July last year

Mr Petty told the court he went to a meeting of black municipal workers in a hall at the bus depot on July 28. He said he told the meeting that it was not possible for the city council to talk to the workers while there was a work stoppage

Before he left he appealed to them to consider their responsibility to their own people and the inconvenience caused if the buses did not operate

Mr Petty said he returned to the meeting during the afternoon peak hour, accompanied by a council official, a police lieutenant and members of the riot squad. Mr Mavi was addressing the meeting. He said the lieutenant asked Mr Mavi why they were not operating the buses

"Mr Mavi said it was due to the city council not recognising their union

"At that stage Mr Dlamini stood up and said 'What do you

care about our people who are being murdered in the townships?' I stepped forward and said any of the staff present who did not return to work immediately would be dismissed and should return their kit"

Mr Petty said the whole group stood up and left the hall and handed in their kit

Under cross-examination by Mr E Wentzel SC for the defence, Mr Petty said the Johannesburg Municipal Workers' Union was allowed to operate among all black members of the staff, whereas the BMWU was restricted to workers in the transport department only

Mr Petty told the court that when the Johannesburg Municipal Workers' Union was to hold a meeting at the Johannesburg City Hall, employees were granted free transport to the meeting. They were allowed time off from work to attend and the city council offered them the hall free of charge

He also agreed that on the other hand the council refused to grant time off to employees to attend a meeting of the BMWU. The BMWU was expected to pay for the hall. No transport was offered to them

Mr Petty agreed that he "granted permission to the one and refused permission to the other"

RDM 18/2/81

# Storm over busmen's lightning trial

By RIAN DE VILLIERS  
Labour Correspondent

A STORM of protest erupted yesterday over the trial and conviction of 176 black bus drivers and other workers for striking illegally in Krugersdorp on Monday.

Labour lawyers, trade unionists and others reacted with shock to the sentences imposed on the men and also sharply criticised the circumstances surrounding the trial.

A total of 188 employees of the Greyhound Bus Lines Company in Chantdor, near Krugersdorp, refused to go on duty on Monday morning after negotiations with management over

pay grievances had broken down.

Police were called, the men were arrested and taken to the Krugersdorp police station.

They were tried later in the Krugersdorp Regional Court at a hearing which lasted until 8.30pm.

Of the workers, 176 pleaded guilty to charges of striking illegally in terms of the Black Labour Relations Regulation Act.

They were sentenced to prison terms of 18 months, conditionally suspended for five years.

They were acquitted on charges in terms of the Riotous Assemblies Act, which prohibits strikes by workers in essential services, including transport.

In a move described as "unprecedented" by labour lawyer Mr W Aucamp, imposed as one of the conditions for suspending the sentences that the men return to work yesterday.

The remaining 12 workers pleaded not guilty and their trial continued yesterday.

Mr Hulton Cheadle, a labour law expert, said the sentences imposed induced a "sense of shock" and appeared excessive for first offenders.

Mr Cheadle, of the Centre for Applied Legal Studies at the University of the Witwatersrand, described the condition that the men return to work as "completely unprecedented".

He said the sentences imposed were "new in the face of common law".

"The effect of this condition is to force the men to return to work, while the Appellate Division, for example, has held that courts cannot give an order for any such specific performance."

Mr Cheadle said it was significant that the workers were charged in terms of the Black Labour Relations Regulation Act — due to be phased out in terms of the new labour dispensation — rather than the Industrial Conciliation Act.

Mr Alex Erwin, secretary of the Federation of South African Trade Unions, said laws could not stop strikes.

He added: "The only effect of such harsh action will be to polarise industrial relations and discredit any kind of reform."

Thus now also covered blacks and prescribed much smaller penalties for illegal strikes.

"Clearly, the more draconian act was chosen," he said.

Mr Puroshaw Carney, general secretary of the Council of Unions of South Africa, also expressed shock.

While the council would study the events in greater detail, he said, it was likely to take the matter further as it indirectly affected an affiliate union which had had discussions with the company and workers.

Mrs Sheena Duncan, director of the Black Sash advice office, described reports on the proceedings as "among the most appalling things I have read in years".

Another prominent labour lawyer also sharply criticised what he described as "uncommonly heavy sentences" and added that it was a cause for concern that a trial dealing with such complex issues could be dealt with so quickly.

DIAGO SEGOLA reports that the 12 remaining workers again pleaded not guilty yesterday to charges of striking illegally. No evidence was led and the men were remanded until today.

Company spokesman could not be reached for comment yesterday.

He also questioned the disparity between the speed at which offences by employees were brought to court as opposed to actions by employees against employers.

"If it is correct that the men were given these sentences for a first offence and a condition to return to work imposed, then I find it incredible," he said.

DIAGO SEGOLA reports that the 12 remaining workers again pleaded not guilty yesterday to charges of striking illegally. No evidence was led and the men were remanded until today.

Malan Chemical Engineering  
Medals  
For the best student in each of the following years:-

Second Year (Bronze Medal) A H Dabrowski

Third Year (Silver Medal) C L E Swartz

Fourth Year (Gold Medal) L Flach

Malan Prize for the most improved First Year Chemical Engineering Student  
K W Strickland

S A Institution of Chemical Engineer's Silver Medal

For the best performance in project, design and practical courses over the 4-year curriculum.  
P M Salmon

L T A Construction Prize  
For the final year Civil Engineering student submitting the best thesis.  
G P Mitchell

S A Federation of Civil Engineering Contractors' Prize  
For the best final year design showing constitutional merit.  
K N Hvidsten

S A Institution of Civil Engineers Student Chapter Prize

For the best written report submitted in C E 214, design  
P C Watt

Union calls

## for boycott of Hulett's

The South African Allied Workers Union (SAAWU) — South Africa's fastest-growing black worker body — is to launch a consumer boycott of the products of the giant Hulett's group

Mr Sam Kikine, SAAWU general secretary said the decision to launch the boycott was made after negotiations between the union and Hulett's management over the reinstatement of dismissed workers had broken down

The workers, said to be SAAWU shop stewards were sacked after taking part in a strike at Warehousing and Shipping Services, a Hulett's subsidiary in Durban a fortnight ago

Mr Kikine said local and international support would be sought for the boycott. Meanwhile about 40 workers at Ace Harrel International yesterday downed tools in sympathy with the sacked Hulett's workers and over wages



# Workers entitled to stop work

By Maude Motanyane  
Court Reporter

"You cannot expect a man to work and not pay him. If you don't pay he is entitled to stop work," Senior Counsel told a Johannesburg Regional Court magistrate today.

Arguing the case of three Black Municipality Workers' Union executives charged with inciting a strike, Mr E Wentzel SC, said the State had failed to prove that the municipality workers had gone on an unlawful strike.

He said the State had only proved a work stoppage, which the workers were entitled to.

Appearing before Mr J J Luter are Mr Joseph Mavi (42), president of the union, Mr Phillip Dlamini (29), secretary, and Mr Gatsby Mazwi (29), an executive member.

They are charged with instigating an illegal strike, taking part in a strike and inciting other workers to go on strike.

Mr Wentzel said the city council had not kept its side of the bargain by paying promised wage increases to the drivers.

In evidence earlier a council official admitted he had been aware of pay

complaints three weeks before the strike

The court heard that the drivers had been promised pay increases three weeks prior to the strike and these had not been paid

Mr H J Coetzer prosecuting said the dispute between the council and the union involved matters not within the powers of the council

In earlier evidence it was alleged that the black municipality workers had gone on strike because the council had failed to recognise their union.

This, Mr Coetzer argued, did not involve the city council because the union was not registered

The trial was postponed to March 4 for judgment.

EDM  
 129 152 266  
 3 statements on  
 20/2/81  
 strike — witness  
 331

By MONTSHIWA MOROKE

A STATE witness at the trial of three officials of the Black Municipality Workers' Union (BMWU) said in the Johannesburg Regional Court yesterday he had made three separate statements concerning the municipal workers' strike last year because police alleged he was not telling the truth.

Appearing before Mr J J Luther are M. Joseph Maw, 42, president of the union, Mr Philip Dlamini, 29, secretary, and Mr Gatsby Mawwi, 29, assistant secretary.

They are facing charges under the Black Labour Relations Regulation Act.

All have pleaded not guilty. The witness, Mr Hope Mambulo, said he had been detained at John Vorster Square by Security Police as a result of the strike.

He said "I only signed the last statement, in which I said Mr Dlamini had said at a meeting on Friday July 25 that there would be a strike by municipal workers on Monday July 28. I had not included that part in the two previous statements."

"I was told by police I would be detained indefinitely if I did not tell the truth. It was only when I included Mr Dlamini in my third statement that the police were pleased. They released me eight days later without charging me."

Both the State and the defence closed their cases yesterday.

Six witnesses were called to testify for the State. The defence closed its case without calling a single witness.

Mr H J Coetzee is appearing for the State. Mr E Wentzel SC, instructed by Mrs P Jara and associates is representing Mr Maw and Mr Mawwi. Mr F Mokoatlong is representing Mr Dlamini.

CHEMICAL

Awarded to the student with the  
 Sammy Sacks Memorial Prize

J H Rens

Awarded on results of final  
 examinations to the best male  
 student in Land Surveying or  
 Civil Engineering.  
 Professor George Menzies Prize

- P M Salmon
- T J Cumming
- D P Weeks
- J H Rens
- B F McClelland

Fourth Year (Gold Medal)

Miss N G Davidson

Third Year (Silver Medal)

Miss G C Littlewort

Second Year (Bronze Medal)

For the best student in each  
 of the 2nd, 3rd and final years.  
 Corporation Medals

CT 20/2/81

# Work stoppage over pensions

Own Correspondent

PORT ELIZABETH — A work stoppage by the entire black work force at a Port Elizabeth biscuit factory ended yesterday afternoon with the management's assurance that those who resigned to withdraw their pension contributions would be unconditionally reinstated.

Coloured and black workers at the Pyott factory downed tools at the start of the 7 am shift yesterday in protest against proposed government legislation which would prevent employees withdrawing their pension contributions when changing jobs.

A spokesman said the decision to strike was taken at a meeting of about 300 workers at the factory terrace on Tuesday afternoon.

At a second report back meeting at 1.15 pm the spokesman relayed a message from the managing director, Mr. S. Sherris, urging workers to get up their posts.

They were told that if they returned immediately they would receive a full day's pay. Those who went home would get half their daily wage.

The spokesman said workers who wished to resign could do

so on Monday and their pension contributions would be paid in April.

By 1.30 pm most workers had returned to their posts and few left the premises.

In an interview from Johannesburg, Mr. Tony Bloom, chairman of Premier Miling of which the biscuit factory is a subsidiary, said workers had threatened strike action only if their demands were not met.

There was never a strike. They stopped work only to negotiate for the withdrawal of their pension contributions.

FOOTNOTES:

- 1) See GSH annual reports: outpatient returns.
- 2) Director of Hospital Services CPA Annual Reports Schedules 3,4.
- 3) See DHO Annual Reports.
- 4) Social workers and district nurses have reported seeing packets of pills for the same ailment, from more than

20/2/81  
152  
126

## Rehiring ends strike

PORT ELIZABETH — A work stoppage by the entire black work force at a biscuit factory here ended yesterday with the management's assurance that those who resigned to withdraw their pension contributions would be unconditionally reinstated.

Coloured and black workers at the Pyott factory downed tools at the start of the 7 am shift

yesterday in protest against proposed government legislation which would prevent employees withdrawing their pension contributions when changing jobs.

While 15 worker representatives negotiated with management, several hundred workers milled round the factory yard waiting for a report-back.

A spokesman said the decision to strike was taken at a meeting of about 300 workers on Tuesday.

"We want to withdraw our money before the government takes over our pensions," he said.

DDC

Report states that study of patients costing the estimate, but I was

Annual Reports Schedule 2.

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152  
Union calls  
for boycott  
of Hulett's

The South African Allied Workers Union (SAAWU) — South Africa's fastest-growing black worker body — is to launch a consumer boycott of the products of the giant Hulett's group.

Mr Sam Kikine, SAAWU general secretary, said the decision to launch the boycott was made after negotiations between the union and Hulett's management over the reinstatement of dismissed workers had broken down.

The workers, said to be SAAWU shop-stewards, were sacked after taking part in a strike at Warehousing and Shipping Services, a Hulett's subsidiary in Durban a fortnight ago.

Mr Kikine said local and international support would be sought for the boycott. Meanwhile, about 40 workers at Ace Hamel International, yesterday, downed tools in sympathy with the sacked Hulett's workers and over wages.

CT 412/81  
 Busdrivers cleared on illegal striking charges

Own Correspondent

JOHANNESBURG — Eleven black bus drivers were acquitted in the Krugersdorp Regional Court yesterday on charges of striking illegally.

The 11 had pleaded not guilty before Mr W Aucamp to striking illegally in terms of the Black Labour Relations Regulation Act and to charges of breaking the terms of their contracts with their employer.

They are Mr Simon Mogale, Mr Dolfas Jantjie, Mr Silas Kekana, Mr Tatus Mathe, Mr Jacob Mane, Mr Anderson Mohamed, Mr Samuel Malingu, Mr Andries Tanse, Mr Goodwill Dube, Mr Jack Dinebegele and Mr Edward Suzwane (No ages or addresses were given).

188 arrested

They were among 188 bus drivers and other workers all employed by Greyhound Bus Lines of Krugersdorp arrested last Monday morning after refusing to go on duty.

The other 176 pleaded guilty to both charges on Monday during a trial that lasted till 8:30 pm. They were sentenced to 18 months, suspended for five years. The court also ruled that they return to work the next day.

The case against Mr Elias Sebetela, who originally appeared with the 11, was postponed to February 23.

The men said in evidence yesterday that they had gone to the Greyhound bus depot in Chamdoi near Krugersdorp, early that morning because they had been told there would be discussions over their wage increases.

Intimidation

On that day one of them was on leave, two had the day off, two had reported for duty, one was on night shift from the previous day and one was due to start his shift late that afternoon.

The remaining four said they had reported for work but were coerced into not going on duty.

All the men said they had been intimidated and threatened by other drivers and had to go along with the group because they feared for their lives.

Before acquitting the 11, Mr Aucamp said the State had not disproved the men's claim that they had been intimidated and threatened.

The drivers' evidence that they had either been on leave, had the day off or in some cases reported for duty had also been corroborated by the company's general manager, Mr Peter Davies, and by other company officials, he said.

Mr P L Prinsloo appeared for the State. The men were not represented.

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013	0	00	0	00	0
024	0	1	45	07	0
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037	2	25	19	2	37
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1961

ALL	38	67	2	71	1	31	3	43	16	79	71	87	10	08	11	64	2	16	0	91	2	23	10	36	56	85	7	53
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10	0	00	0	00	0	00	0	00	0	00	0	00	0	00	0	00	0	00	0	00	0	00	0	00	0	00	0	06
9	0	59	0	36	0	40	0	75	0	91	1	18	0	01	0	21	0	09	0	14	0	26	1	44	0	25	0	06
8	0	03	0	10	0	23	0	73	0	78	0	16	0	0	0	03	0	06	0	01	0	09	0	07	0	06	0	06
7	0	16	0	07	0	03	0	23	0	97	3	81	0	19	0	04	0	04	0	04	0	17	0	76	7	95	0	40
6	0	06	0	15	0	11	0	32	2	99	11	92	1	38	0	08	0	09	0	09	0	46	2	47	8	28	1	20
5	0	16	0	01	0	15	0	93	7	62	37	20	3	93	0	06	0	00	0	16	0	58	4	92	30	00	3	13
4	4	35	0	49	0	05	0	20	1	10	7	13	0	05	4	99	0	47	0	04	0	10	0	39	4	71	0	59
3	5	44	0	28	0	01	0	01	0	05	4	73	0	16	0	01	0	01	0	01	0	05	0	05	0	55	0	18
2	1	80	0	76	0	13	0	12	0	34	0	62	0	29	1	49	0	63	0	12	0	09	0	15	0	57	0	23
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WITTE

1951

JOHANNESBURG — The State had failed to prove that three black municipal workers had gone on an unlawful strike defence counsel argued in the Johannesburg Regional Court yesterday

Mr E. Wentzel said the State had only proved a work stoppage which the workers were entitled to

Appearing before Mr J I Luter are Mr Joseph Mavi 42, president, Mr Phillip Dlamini, 29 secretary and Mr Gatsby Mazi 29, an executive member of the Black Municipality Workers Union

They are charged with instigating an illegal strike taking part in a strike and inciting other workers to go on strike

Mr Wentzel said the city council had not kept their side of the bargain by not paying promised wage increases to the drivers

In evidence given earlier, a council official admitted that he was aware of pay complaints three weeks before the strike

The court heard that the drivers had been promised pay

CT 21/2/81  
**Unlawful  
strike not  
proved  
defence**

increases three weeks prior to the strike and these had not been paid to them

The council had not kept their side of the bargain and the employees were entitled to a work stoppage, Mr Wentzel said

In his argument the prosecutor Mr H J Coetser said the dispute between the council and the union involved matters not within the powers of the council

'The labour dispute is where the problem involves the employer' Mr Coetser said

In earlier evidence, it was alleged that the black municipal workers had gone on strike because the council had failed to recognise their union



Finally, she concludes, although data on incidence of silicosis on the gold mines is inadequate, 'the problem of silicosis in gold mining has to a very large extent been solved'. (The Chamber of Mines now spends R70 million a year on ventilation). But a different disease - chronic obstructive lung disease - is now 'of growing concern' to the authorities and to doctors.

The provisions of the Workmen's Compensation Act and other factory legislation are analysed by Adler (Vol 2). The prevention of industrial disease and industrial accidents has a low priority in South Africa, he argues,

and disease (outside mining, perhaps) do not  
 -o management, and  
 ctective measures is left to statutory bodies,  
 orkmen's Compensation Commissioner and the  
 e of the Department of Labour.

yesterday the 13 workers had  
 previously worked for a company  
 belonging to a Mr C G  
 Smith

He said Hulett's had bought  
 the company and had agreed to  
 employ the 13 workers but  
 would not take on another six  
 who were committee members  
 of the Sugar and Allied Work-  
 ers Union, and the Stevedore  
 Workers Union

#### Own Correspondent

DURBAN - The South African Allied Workers' Union has called a national boycott of Hulett's products in protest at 13 workers, who they understood were to be reinstated at the refinery on Maydon Wharf yesterday, being fired for striking

The general secretary of SAAWU, Mr Sam Kikine, said

a state of industrial health is the result  
 r time between employers and workers, he  
 South Africa's 'very sorry industrial health  
 free collective bargaining rights for all  
 e right of unions to include working condi-  
 ment thereof in the arena of collective  
 nstrial agreements;  
 rkers and unions to standards and research of  
 s such as the CSIR (Council for Scientific  
 ch) and NRIOD (National Research Institute  
 ases);

(iv) the withdrawal of the secrecy provisions in the various Acts covering industrial health;

(v) the withdrawal of the clause in the Workmen's Compensation Act preventing civil actions for damages by workers against negligent employers. This would allow workers, primarily through their unions, to make employers' negligence a very expensive matter, and the award of punitive damages in a few cases would greatly assist the unions engaged in collective bargaining in obtaining safer conditions.

A different perspective on industrial accidents is provided by Mathysen (\*33), who argues that management cannot afford the waste of productive time, depletion of the labour force and damaged material and equipment which result from industrial accidents.

Every year, he writes, more than 250 000 South Africans are victims of accidents serious enough to keep them from work for at least a day. 110 000 hands, 50 000 feet and 40 000 eyes will be badly injured.

30 000 men and women will be permanently maimed; several hundred will be hurt so badly that they will never return to their jobs. More than 2 000 will be killed'. The costs of these accidents are high. Costs of compensation and rehabilitation - the Workmen's Compensation Commissioner and the Accident Funds approved by him pay out about R43 million a year in compensation, rehabilitation and medical expenses - are only a fraction of total costs. There are further costs related to disruption of production and salary of injured employees not paid by the Accident Fund.

Mathysen points to several factors which, in his opinion, lead to accidents: lack of management control, personal factors (lack of knowledge or skill, 'improper motivation' and 'physical or mental problems'), job factors (such as inadequate work standards, design or purchasing standards, normal wear and tear, abnormal usage). These factors provide the opportunity for unsafe acts (operating without authority, operating at 'improper speed') or unsafe conditions, (such as inadequate guards, defective equipment and congestion) which are the immediate causes of accidents. (On the causes of accidents on the mines, see the notes by Kooij, Vol.2).

Mathysen also describes the work of the National Occupational Safety Association, established in 1951 after an investigation by the Minister of Labour into ways of reducing 'manpower waste'. He concludes that progress is being made in accident prevention; evidence of this is the lowering of insurance premiums which employers have to pay to the Workmen's Compensation Commissioner.

Two papers, by Lévy (\*57) and Cooper (\*41) examine methods of health care for workers.

The focus of Lévy's paper is the use of a 'medical team approach' to the health of workers. He suggests, like Mathysen, that it is in the interests of management to maintain and improve worker health because this leads to increased productivity and efficiency, the reduction of time lost due to ill-health and treatment and the prevention of 'premature wastage of trained manpower'.

# Strike: 11 busmen freed

## Staff Reporter

ELEVEN bus drivers were acquitted by the Krugersdorp Regional Court yesterday on charges of striking illegally and of breaking the terms of their employment contracts.

All had pleaded not guilty before Mr W Aucamp.

They are Mr Simon Mogale, Mr Dolfas Jantjie, Mr Sdas Kekana, Mr Tatus Mathe, Mr Jacob Mine, Mr Anderson, Mohamed, Mr Samuel Malingu, Mr Andries Tanse, Mr Goodwill

Dube, Mr Jack Dinchegele and Mr Edward Suzwane.

The 11 were among 188 bus drivers and other workers employed by Greyhound Bus Lines of Krugersdorp, who were arrested last Monday morning after refusing to go on duty.

The other 176 pleaded guilty to both charges on Monday.

They were each sentenced to 18 months jail suspended for five years.

The 11 said in evidence that

they went to the bus depot that day because they were told there would be discussions about their wage increases.

The court found that on that day one was on leave, two had a day off, two had reported for duty, one was on night shift from the previous day and one was due to start his shift late.

The other four said they were coerced not to work.

All 11 said they were intimidated by other drivers and complied because they feared for their lives.

A E & C I Prize  
For the first year student  
obtaining the highest average

CHEMICAL

L Menegaldo  
Drawing.  
Awarded to the student with the  
best classwork in Engineering.  
Sammy Sacks Memorial Prize

J H Rens  
Civil Engineering.  
Awarded on results of final  
examinations to the best male  
student in Land Surveying or  
Professor George Menzies Prize

P M Salmon  
T J Cumming  
D P Weeks  
J H Rens  
B F McClelland

Fourth Year (Gold Medal)

Miss N C Davidson

Third Year (Silver Medal)

Miss G C Littlewort

Second Year (Bronze Medal)

Corporation Medals  
For the best student in each  
of the 2nd, 3rd and final years.

FACULTY OF ENGINEERING

DD 23/2/81

# Union for unemployed planned for EL.

(139) (152)

EAST LONDON — A trade union for the unemployed — the first in South Africa — is to be formed in East London next month, according to Mr Thozamile Gqweta, the national organiser of the South African Allied Workers Union (Saawu).

Mr Gqweta, who was addressing a large crowd at a mass meeting in the city hall here at the weekend, said the union was being formed in response to "the systematic victimisation of workers by employers in the East London area"

He estimated that between 600 and 700 workers had been dismissed by employers since last July over issues such as demanding union recognition and disputes over pension funds.

"It is important to keep these workers within the trade union movement."

Mr Gqweta said the unemployed were being used by employers as blackmail

against employed workers.

He listed as an example of this the way lists of unemployed people's names were shown to workers at a local industrial plant here during a dispute to force the workers to return to work.

"We know it is part of the short-term strategy of employers to use the unemployed workers against the employed workers to curb the power of the trade union movement.

"Therefore we want to organise the unemployed so that they will not be prepared to take over the jobs of workers who have been unfairly dismissed.

The union, which would come into existence on March 15, would aim to unite all the unemployed workers of East London

It would be a separate union from Saawu with its own constitution. This would be in keeping with Saawu's stated policy of splitting into smaller un-

ions along trade union lines to eliminate bureaucratic control from above

Mr Gqweta also dwelt at length on the contentious issue of pension fund contributions and called on workers not to take arbitrary strike action but to consult the union first if they had problems.

There was much confusion over this issue because the workers were never told if they were members of the funds or what this entailed.

He blamed the employers and the registered unions who had signed pension agreements without consulting or informing the workers concerned.

He urged the workers not to act until they had consulted Saawu, which was making a thorough investigation of the matter

"We are trying to defuse an explosive situation. We don't want workers to lose their jobs for nothing" — DDR

DD 24/2/81 (185)  
200 lose jobs 335  
in EL dispute 152

EAST LONDON — More than 200 workers who downed tools at Wilson-Rowntree here yesterday said they were told to leave the factory premises because they had dismissed themselves

The stoppage followed a protracted dispute which has seen more than 350 workers lose their jobs since February 9

Workers maintained they had been fired but said management contended that by not obeying instructions, they had dismissed themselves

Yesterday's confrontation followed a meeting held at the weekend when workers decided to down tools until 154 other workers dismissed earlier were reinstated

Tracing the trouble that led to yesterday's impasse, workers said that the factory's toffee department used machines for which some belts had not been adjusted or replaced regularly

Some time last year workers were asked by fitters and turners to fit the belts themselves

At one time in October last year, they said, a belt was not fitted properly and when management learnt it had been fitted by an operator, workers were ordered not to fit the belts

"On February 9 there was a problem with a machine in the same department and a Mr Stanley Kumm told three workers to fit the belt but they referred him to the October decision

They asked for written authorisation before fitting the belt

Mr Kumm rejected this and when the workers again refused to fit the belt, he fired them

The workers said 49 others in the department protested and were similarly fired by the night shift superintendent

He said the matter was referred to management the same night and the 49 workers were told they should return to work and that they should elect representatives to put their case to management the following day. They were also told the three who had been fired would not be reinstated

"The workers said they would only return to work when the other three had been given back their jobs"

This had not happened and when time allowed for the workers to return to their jobs or leave had expired, they were told they were trespassing and that by not sending representatives to plead their case, they had dismissed themselves

At about that time 40 other workers in the moulding department downed tools

The workers said more trouble started on Thursday, February 19, when 62 day-shift workers were fired when they downed tools and refused to return to work until their grievances about the others had been met

# Jobless union

RDM 25/2/81

## move gains momentum

By STEVEN FRIEDMAN  
Labour Reporter

ATTEMPTS to form an unemployed workers' union — chiefly as a defence against employers who dismiss striking workers — gained new impetus at a meeting of the South African Allied Workers Union at the weekend, according to the union's general secretary, Mr Samuel Kikine.

Saawu's East London branch has already announced the formation of an organisation for unemployed workers.

However, Mr Kikine said that a union meeting at the weekend had resolved to intensify efforts to form the unemployed workers' union.

Such a union would cater primarily for workers who lost their jobs after taking industrial action. He said it would enable them to remain members of the union movement even if they could not find jobs.

Other jobless workers could also join.

Another aim would be to prevent employers from using unemployed workers to take the place of those who lose their jobs.

Unemployed workers who joined the union would be encouraged not to take the jobs of union members who were fired.

"We hope the time will come

when employers will not be able to break the union by hiring new workers because they will find they that the new workers they want to hire are also union members," he said.

Saawu claims that employers — particularly in the East London area — are using the large pool of unemployed workers to thwart trade unionism by threatening to replace union activists with the unemployed.

Mr Kikine said the union would mobilise unemployed workers to pressure the Government to improve conditions for the jobless.

The meeting had also resolved "unanimously" to boycott the Hulett's sugar company after a labour dispute at one of its subsidiaries.

Organisations from Natal, the Cape and the Transvaal had agreed to support this call, he said.

He added that Saawu would soon begin to focus attention on the Pass laws.

The meeting had also been devoted in part to a memorial service for the "workers and poor people" killed in the SADF raid on ANC centres in Maputo.

"We believe politics and labour are inseparable and that there should be more politics in labour," he said.

25/2/61 (186)  
Rowntree (152)  
57 1/2  
work force  
downs tools

Labour Reporter

Most of the work-force at the Wilson-Rowntree factory in East London have walked out of their jobs

The dispute arose after the dismissal of several workers, according to union officials of the South African Allied Workers' Union

When workers downed tools in support of their dismissed colleagues this week they were told by management that they had dismissed themselves

Yesterday police baton-charged about 400 people holding an unlawful gathering outside the factory gates. Many of the workers involved were those who had been dismissed

SAAWU has fought with Wilson-Rowntree management over the issue of union recognition

FINE ART & ARCHITECTURE

ARCHITECTURE

Cape Provincial Institute  
of Architects' Prize

For the best student in :-

Sixth Year

P F Dunckley

Helen Gardner Travel Prize

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

P A Rappoport

Molly Gohl Memorial

For the best work  
in third year.

Miss C Tredgold

David Haddon P.H.

government accepts the recommendation, we will do everything in our power to persuade the Government by peaceful means to desist.  
'But if we fail, we will immediately go on a full-scale strike.'  
He added the blame for this would rest squarely on the Government's shoulders.  
The restriction of blasting certificates to whites —

**Resign**

Questioned on the union's attitude to unions for blacks, he said he could 'paralyse the Government and the country' by recruiting black miners but they would soon dominate the union.  
'Every night, the Government can say "thank God for the verkramppte Arrie Paulus", he said.

The union had never discussed the possibility of opening its ranks to blacks and he would resign if this happened, he said.

Mr Paulus said he was hopeful that the Government would respond to the union's appeals — but if this failed, miners would fight with everything in their power and the clash could be 'worse than in 1922.'

He added 'I hope it won't be an NP Government this time which will trample the MWU into the mud.'

In terms of another council decision, the union will intensify its efforts to recruit all white workers who shared its ideals.

● The council also expressed its sympathy to the next-of-kin of victims of the Cape Floods and voted for a contribution of R1 000 to Flood relief funds.

S A K... ..

Osbourn Prize

For the best work in fourth  
year.

D H Pryce Lewis

John Perry Prize

For the best work in  
third year.

R A van Rosenveld.

Stand on blasting certificates for blacks

# White miners threaten strike

152  
2/1/81  
2/1/81

Mercury Correspondent

**JOHANNESBURG**—The Mineworkers' Union will go on strike if blasting certificates are granted to blacks in terms of the Government's labour reform programme.

This decision was unanimously taken by the 52-member general council of the Right-wing union during its annual congress held in Johannesburg over the past two days.

It was announced by Mr Arrie Paulus, militant general secretary of the 18 000-strong union, at a Press conference yesterday afternoon.

Mr Paulus told journalists the sixth report of the Wiehahn Commission, dealing with the mining industry, was due to be tabled soon and the union had 'reliable information which led it to believe it would recommend the granting of blasting certificates to blacks.

entrenched in the Mines and Works Act since the 1920s — is the cornerstone of white miners' resistance to black advancement.

A strike over this issue could be the decisive battle in the long-standing conflict between the union, the mining companies and lately the Government over black advancement.

With its latest decision the union seems to have set itself up for a final, 'do or die' confrontation.

'We are more united than ever before and I am convinced that, when their futures are threatened, all miners will fight to the end.'

Asked whether the union would strike legally in terms of the procedures of the Industrial Conciliation Act, Mr Paulus said 'When your future is in danger, you don't care what means you apply to protect yourself. We won't care whether the strike will be legal or illegal.'

development Fund  
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# INDUSTRIAL RELATIONS—

## Strikes

1-4-81-

31-5-81

SUMMARY

Children and their guardians who had been admitted to the nutrition rehabilitation units at Holy Cross and Rietvlei Hospitals, Fransker, were followed up at their homes between 6 and 14 months later in order to assess the condition of the children, the knowledge gained by the guardians and changes implemented by them at their homes. Factors influencing these parameters are analysed and recommendations are made arising from the results obtained.

## Workers still on strike

About 1800 Ilco Homes workers at the site of a Durban housing scheme continued their strike yesterday.

The workers downed tools on Monday and demanded to be paid fortnightly instead of monthly. They were sent home with a promise that a vote would be taken on the pay issue when they returned.

Mr A C Demmers, managing director of Ilco Homes, said workers would be paid fortnightly if three-quarters of them wanted this.

1/4/81  
MS  
152

INTRODUCTION

Nutrition rehabilitation units (NRU's) have been operating at hospitals in Fransker for a number of years (1) and it has become common practice at these hospitals to admit to these units children suffering from nutritional diseases (usually Protein Energy Malnutrition) together with their guardians, either in place of hospital ward admission or following a stay in the hospital wards. The aims of these units may be broadly stated as follows: to provide an understanding that the child is suffering from a nutritional disease which may be cured and prevented by correct nutrition without recourse to "medicines", to provide general health and nutritional education, and to teach vegetable gardening. It is hoped that the guardians will then be better equipped to prevent a relapse in their children's condition on returning home and that the guardians will pass on their acquired knowledge to others, so having an effect on their communities as a whole.

In order to evaluate the effectiveness of the NRU's, follow-up studies were carried out at Holy Cross Hospital where a nutrition unit was started in 1969, and at Rietvlei Hospital where a nutrition unit was started in 1973.

Holy Cross Hospital is situated in the Flagstaff district of Fransker. The children in the follow-up sample came from villages within a radius of approximately 60 km from the hospital. Medical services are provided by the hospital, by one permanent outlying clinic and by mobile clinics which visit particular areas every fortnight. Agricultural patterns are of a subsistence nature and only a minority of the villages have been "rehabilitated" under the government-sponsored agricultural rehabilitation scheme. There are very few employment opportunities in the area.

The NRU at Holy Cross admits about 150 children and their guardians per year. Nutrition education is provided by a "house-mother" and there is an agricultural officer who teaches the guardians and organises the cultivation of the vegetable garden. Children are admitted to the NRU either directly from the out-patient department or after a stay in the wards if their condition warrants hospital admission. Prior to this study the

2 450

building

Nm 2/4/31

workers

face the

axe over

pay row

Mercury Reporter

ALL 2 450 striking workers at Ilco Homes will be fired if they do not return to work by seven o'clock this morning

The number of workers who downed tools on Monday demanding to be paid fortnightly instead of monthly rose from 2 300 to 2 450 yesterday when workers at sites in Isipingo and Waterfall Park joined the strike.

The company's managing director, Mr Jos Demmers, said yesterday that he was no longer prepared to talk with striking workers because they had brought new elements into their grievances.

'They are now asking for higher wages too and refused to talk with management. I am no longer prepared to listen to them.'

### Wages

Police were at Phoenix this morning and asked the crowd of strikers to disperse. They complied but spokesmen said they would return today to negotiate with management.

Workers who spoke to the Mercury yesterday morning denied that higher wages were a cause of the strike.

Mr Demmers said only workers who returned to work today would vote on whether they should be paid fortnightly or monthly. He would start looking for new staff to replace the others.

'They were to vote today but obviously they could not because no one returned to work,' Mr Demmers added.

# Durban strikers get deadline

By STEVEN FRIEDMAN  
Labour Reporter

THE strike by workers at Ilco Homes in Durban spread yesterday to all the company's black workers, crippling three major public housing projects, including one of the biggest ever undertaken by the Durban Corporation.

And yesterday the company's managing director, Mr Jos Demmers, said Ilco had decided to fire all workers who did not return today.

He said this meant that it could take the company up to three months to return to full production.

About 2 500 workers are now on strike.

Meanwhile, about 600 workers at Union Co-Operative Sugar Mills at Dalton in Natal have downed tools over a pay dispute.

The general secretary of the Federation of SA Trade Unions, Mr Alec Erwin, said yesterday management was refusing to negotiate with Fosatu's Sweet, Food and Allied Workers Union or with a worker-elected committee.

A company spokesman refused to comment, beyond saying that "Mr Erwin has no business here, and his union is not recognised by the company".

At Ilco, "virtually all" the company's Durban operations had ceased yesterday, according to Mr Demmers. All workers had now joined the strike.

The strike began at Ilco's Phoenix housing site on Monday when workers demanded to be paid fortnightly instead of monthly.

Mr Demmers said that all workers who did not return today would be paid off. The company would begin re-engaging on Monday but would not re-employ all the strikers. "There are some we will not have back," he said.

Ilco is involved in three major housing projects for the Durban Corporation in which it and another firm, Bester Homes, are the only contractors. They are the Phoenix and Isipingo projects for Indians and the Newlands project for coloured people.

Mr Demmers described the Phoenix project as "the biggest Indian housing project ever undertaken by the Durban Corporation".

At Union Sugar Mills, Mr Erwin said workers had struck after the mill had withdrawn their food rations and refused to compensate them financially.

Another mill in the area had compensated workers but the mills had argued that a general 17% wage increase granted to all workers in the sugar industry this week covered the loss of food rations.

He said management had refused to negotiate with the union. Workers had elected a committee which would try to see management today.

However, management had already said it would not negotiate with any worker group on its decision.

"It is essential that they agree to talk to workers if the dispute is to be settled," Mr Erwin said.

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~~3-11-81~~

3-11-81

# MILL WORKERS STRIKE OVER MEALS

Pietermaritzburg Bureau

FIVE hundred Dalton sugar and bark mill labourers will automatically resign if they ignore a call to return to work today after a two-day strike.

Police were on standby in the area yesterday after labourers who were allegedly coerced into striking by threats and 'massive' intimidation reported to management at Union Co-operative Bark and Sugar Company, said Mr Tony Charlton, personal assistant to the managing director.

The strikers downed tools on Tuesday when they received increased pay packets instead of a meal while on shift, said Mr Charlton.

Black labourers, until yesterday, were entitled to a meal while on shift, while their Indian and white counterparts were not, he said.

To align the workers the meal was to be taken away from the black labourers, who received 20 percent pay increases across their grades.

At the same time, some of the Indian workers received increases ac-

ording to their grades, while white workers received increases on 'merit negotiation'.

A round-the-clock maintenance programme on the co-op's sugar mill and wattle extract plant and production at the wattle bark mill ground to a standstill as workers went on strike.

Mr Charlton said he could not estimate the production loss during the work stoppage.

'We have been negotiating this matter with the staff liaison committee since January,' he said. 'The

management's door has always been open.

Workers had made demands for an excessive food allowance, he said, which was way out of proportion with anything that could be met by the management.

As they are striking illegally we have no choice but to let them resign automatically if they do not return to work today,' he said. If workers did not return by the ultimatum set but wished to re-employ later, they would be re-employed on their old salary scales.

# Striking Natal sugar men face threat of dismissal

By Drew Forrest

More industrial unrest has hit the Natal sugar industry, with a strike by the entire African workforce of the Union Co-operative Bark and Sugar Company in Dalton, near Maritzburg.

About 450 workers at the sugar manufacturing and processing plant walked off the job on Tuesday in protest against the withdrawal of the traditional rations system, said a spokesman for the Fosatu-affiliated Sweet, Food and Allied Workers' Union

The dispute is still unresolved and management has told the strikers to report today or be dismissed.

The company had refused to deal with the union as it did not have majority representation at the plant, the spokesman said

He said an elected workers' committee and union officials would seek talks with management before today's deadline

Union Co-operative is seeking membership of the Industrial Council for the sugar industry and has just paid the 17

percent increase for lower categories of worker laid down in the current industrial agreement.

But the simultaneous withdrawal of rations for the workers, which had traditionally been part of their wages, had left them "worse off than before", the union spokesman said

He said the mood at many other Natal sugar plants was "tense" Two weeks ago, 500 workers struck at the Tongaat group's factory at Maudstone, north of Durban

Union Co-operative management declined last night to comment on the dispute

between the reduction of mortality and the percentage increase in life expectancy, any improvement will give rise to a proportional improvement

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# Homes firm strikers go back to work

Argus Correspondent

DURBAN — All 2 300 strikers from the Phoenix and Queensburgh depots of Ilco Homes (Pty) Ltd and a further 700 from three other branches have today gone back to work

The other three branches at which workers struck yesterday were at Isipingo, Cavendish and Mayville

Mr Jos Demmers, general manager of the company, said today that they had prepared the strikers'

pay-outs yesterday, but that today they were given a final warning.

'Early this morning I gave the strikers an ultimatum. Either come back to work today, or you will be paid off immediately,' he said

Mr Demmers said that a referendum would be held tomorrow on whether the workers wished to be paid monthly or fortnightly

He said he was not aware that branches in Soweto and Cape Town

had also considered striking

He confirmed that a British television company would be arriving at the Phoenix depot to interview the strikers — 'although I don't know what for,' he said

Mr Sam Kikine, the general secretary of the South African Allied Workers' Union, said that he commended Mr Demmers for the step he had taken.

The 460 African workers of the Dalton Sugar and Bark mill, who struck yesterday and on Tuesday, had not returned to work early today

The management of the Union Co-operative Bark and Sugar Mill was negotiating with the workers

Mr B A Charlton, personal assistant to the managing director, said the workers had come out on strike after a free meal had been stopped when they had received higher wages.



# Teachers have right to strike, says motion

Post Reporter

THERE is a trace of militancy in some of the proposed resolutions to be discussed at the South African Teachers' Association conference in East London this month, including one which affirms the right of teachers to "withdraw their work"

Submitted by the association's Cape Town branch, the motion notes the right of every employee to negotiate his working conditions and to get the "fairest possible reward for his work"

It also notes an employee's right to withdraw his labour if that reward is inadequate or unfair. It points out that there are many areas in education where the rewards and conditions of service are "inadequate"

In terms of the resolution, Sata would make it plain that it could not be party to negotiations or agreements "by which teachers voluntarily surrender their right to withdraw

their work should circumstances arise when such action becomes necessary"

One of the liveliest debates is expected to be on the subject of Press publicity given to teacher's salaries

Many teachers are said to resent the reporting in detail of their earnings, while others feel that secrecy surrounding salary negotiations should be lifted at all stages so that the public is kept informed

A second resolution requests Sata's general committee to study the question of pay for extra-mural activities. If the motion is adopted, the committee will be required to "make representations to the relevant authorities" once concrete proposals have been agreed on

Other items on the agenda include a call for the advertising of posts for principals at co-educational schools to omit any stipulation of sex

The conference begins at Selborne College on June 26

LABOUR UNREST FM 3/4/81

## When is it political?

The SA Insurance Association is to reconsider at its next meeting on April 23 the question of excluding acts designed to bring about social or economic change from conventional fire or ordinary policies. Last year, it implemented an exclusion to remove Sasria-accepted risks from conventional insurance policies.

At present, however, there is uncertainty over the effect and meaning of the exclusion's wording. The association provided that exclusions from normal insurance cover would apply to "any act calculated to bring about loss or damage in order to further any political aim or to bring about *social or economic change*".

The problem, however, is that Sasria-accepted risks are designed to cover direct political loss, not contingencies, while acts to provide social and economic change could fall outside this ambit, and thus be uninsured as matters now stand.

To clarify this situation, the Insurance Brokers Association has taken legal opinion on whether acts caused by a strike, for example, and which are insured as part of a conventional policy, could fall within the parameters of the Insurance Association's exclusion. Opinion was that the exclusion, as presently worded, allows acts not of a political nature, such as strikes, to be excluded.

The situation could, therefore, arise where consequential loss cover previously available on the market, eg insurance against losses from strikes, may no longer be available as Sasria does not provide consequential loss. And, as there is the risk the conventional insurer may repudiate a claim whether or not it was caused by political motivation, the asset owner must protect himself by taking up Sasria cover. So he gets material loss cover only.

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but at a higher cost, as Sasria rates are relatively expensive.

Thus the Insurance Association is under pressure to define the exclusion's wording more precisely, as at present it appears wider than it should be. Part of the problem is that wording to exclude acts designed to achieve political ends was never part of a conventional insurance policy in the past. The issue has now arisen because Sasria may have accepted more broadly based liabilities than intended.

One approach is that exclusions should relate to purely political acts while strikes and lock-out damage would continue to be the province of the conventional insurer. This would involve some fine-combing to determine whether an act is political or not. But it seems unavoidable if clear parameters are to be established for determining who carries liability. Meanwhile, according to Priceforbes

Federale Volkskas' Don Gallimore, who heads the brokers' committee negotiating with the Sasria board, Sasria is sympathetic to the idea of providing consequential loss cover and a reformed rating basis to allow, among other things, for deductibles. Next week, the Sasria board meets again. As a high priority it should come to grips with the problem of full consequential loss.



# Ilco men go back after stoppage

Mercury Reporter

3/4/51

MOST of the workers who downed tools at Ilco Homes sites in Phoenix and Queesburgh on Monday returned to work yesterday morning.

According to the managing director, Mr Jos Demmers, only about 250 of the 2 450 failed to return

'But that is not saying much because on an ordinary workday we have about 5 to

8 percent absenteeism anyway,' he said

All those who had not returned would be fired and new staff taken on as replacements.

The cause of the strike was that workers wanted to be paid fortnightly, not monthly.

They will take a vote on that today

Mr Demmers said the striking workers had also called for higher wages but he would not discuss increases with them

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# Arsonists bomb two Mdantsane homes

DD 3/4/81  
(295)  
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(185)

MDANTSANE — The homes of two Wilson Rowntree workers were petrol bombed here while they were on night duty

The family of Mr Wilmot Mgcini Deliwe fled in their night clothing through the front door of their Zone 2 house because their kitchen door was tied with wire. Two bombs were thrown

His 70-year-old mother, Harriet, and sister, Ethel, were treated at the Cecilia Makiwane Hospital for shock and discharged

His father, Mr Issac Deliwe, 78-year old urban representative in East London of the Imiqhayi tribe under Chief Bangilizwe Jali, said the blaze caused thousands of rands damage to furniture and two dogs suffocated

He said his son had heard of threats from former workmates because he did not go on strike when they downed tools last month after a dispute

They did not know where they were going to sleep as all their beds and blankets were destroyed

At the Zone 7 home of Mr Griffiths Ntlose, his wife, Nombeko, and eight-day-old baby girl were

awakened by a loud bang on her bedroom window and saw curtains burning.

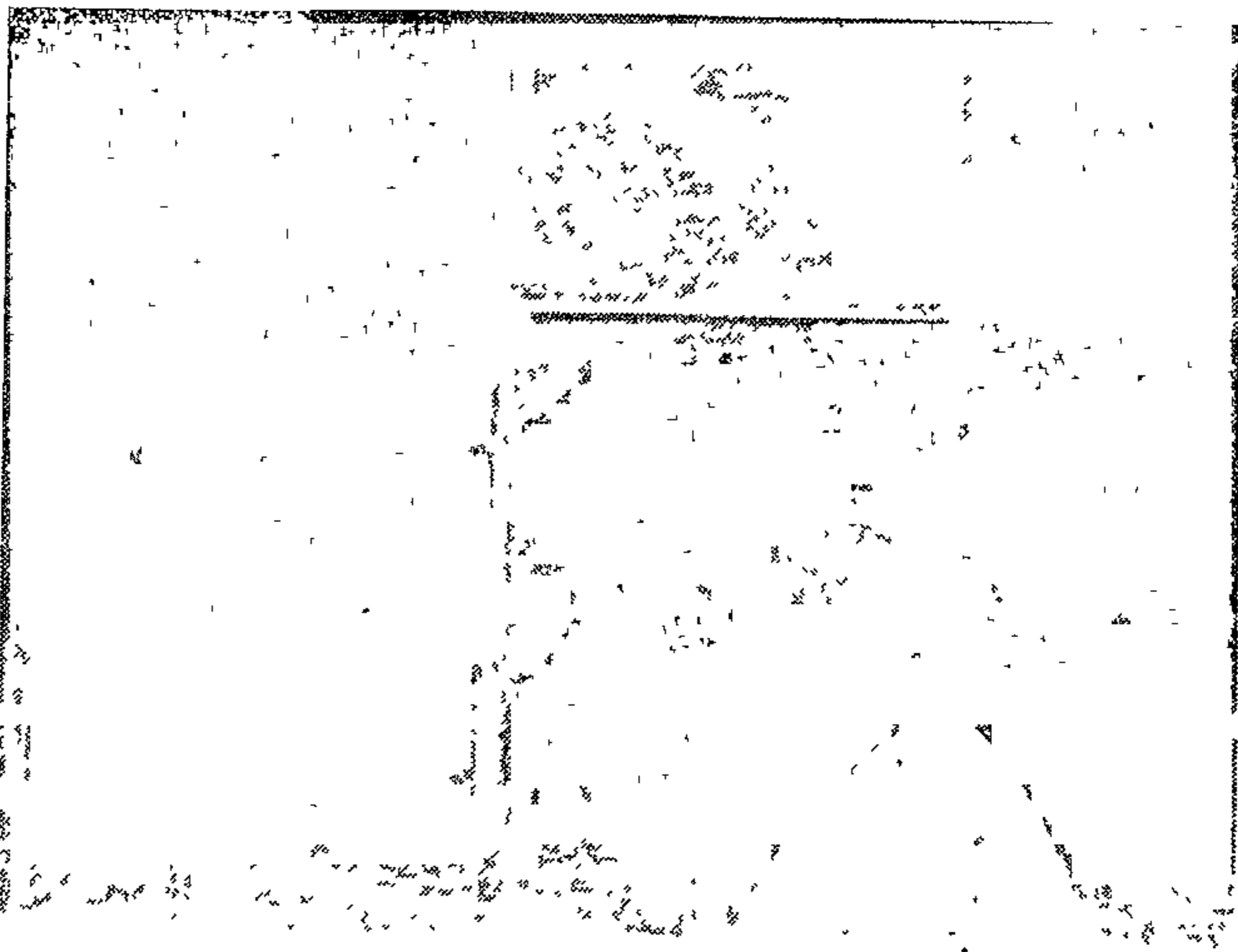
She took her baby to the lounge and together with her sister-in-law ex-

tinguished the fire with buckets of water.

All panes in her bedroom window were broken. Curtains and a radiogram and sideboard

were scorched by the fire

She later found a broken bottle closed with a piece of cloth. The house smelt of petrol for some time.



Mr Isaac Deliwe next to the broken lounge windows through which two petrol bombs were hurled.

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Southern Africa Labour and Development Research Unit

THE DISTRIBUTION OF THE AFRICAN  
POPULATION OF SOUTH AFRICA BY  
AGE, SEX AND REGION—TYPE  
1960, 1970 AND 1980  
C.E.N. SIMKINS  
Salduu Working Paper No. 32

January 1981

# **Ilco men go back after stoppage**

Mercury Reporter

3/4/51

**MOST** of the workers who downed tools at Ilco Homes sites in Phoenix and Quesburgh on Monday returned to work yesterday morning

According to the managing director, Mr Jos Demmers, only about 250 of the 2 450 failed to return

'But that is not saying much because on an ordinary workday we have about 5 to

8 percent absenteeism anyway,' he said

All those who had not returned would be fired and new staff taken on as replacements

The cause of the strike was that workers wanted to be paid fortnightly not monthly

They will take a vote on that today

Mr Demmers said the striking workers had also called for higher wages but he would not discuss increases with them

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gold mines, and of historical developments concerning this system during and following the war. Its general thesis is that this racial system may most adequately be explained as a class system - as a system of class instruments (which are referred to as 'class colour bars') - generated, and determined in its specific forms and its specific nature and functions, by the specific system of production and class structure of which it formed a part; and that these historical developments may most adequately be explained in terms of this explanation, and tend to confirm, as historical manifestations, the class nature of this system and thus the validity of this explanation.

The study progresses through two major stages. Part 1 develops an explanation and description of the system of racial discrimination, through a Marxist class analysis of its genesis, nature and dynamics. Part 2 goes on, in the light of this, to examine and explain the course of historical developments.

It is an inter-disciplinary study, a work both of sociology and of history. Part 1 is more explicitly sociological, more concerned with the systematic elucidation of the specific nature of a social system, a form of historical sociology. Part 2 is more historiographical, concerned with a particular historical episode, but a sociologically structured and focused historiography, concerned with social system questions.

The study thus converges from two directions on to the class nature of the social realities it is investigating - from a class analysis of a social system, and from a class analysis of historical events. And its general thesis thus comprises, it may be noted, two philosophically distinct kinds of proposition, concerning the bearing of some theory on some reality, and the bearing of some reality on some theory. On the one hand, it is argued that a particular approach (Marxist theory and analysis, as creatively applied in the situation under investigation) enables us to go some way towards explaining a particular social system (the racial system) and historical events associated with it. On the other hand, it is held that these particular historical developments (the war-time and post-war relations and conflict between the mining capitalists, the white workers and the non-white workers, notably the dramatic events of 1922) are a very clear historical manifestation and confirmation of the class nature of the system of racial discrimination, and thus of the validity of the specific class analysis and theoretical approach in terms of which that nature is here elucidated.

I should like now to go on to situate this book in its more general context, with some observations about the field of 'race relations' and current approaches in it. In the first place, underlying this book's approach is a theoretical rejection of the concept of 'race relations', and of the field of inquiry designated by it, and a re-definition of the field in Marxist terms. Thus while this study might simply be seen and labelled as a work on 'race relations', which in a certain literal sense it is, this would be deceptive and unsatisfactory, because of the theoretical deficiency of that concept and its field.

Since there is nothing intrinsically problematical, of a provable nature, about race, and since 'race relations' inquiry is often concerned with 'race relations situations' that do not involve race at all, there is clearly no theoretical justification for the designation of a field of inquiry by the term 'race relations'. Adding 'ethnic' does not resolve the problem. The concept of 'minority groups' is

## Workers return

DURBAN — All 2 300 strikers from the Phoenix and Queensburg depots and 700 more from three other branches of Ilco Homes (Pty) Ltd. returned to work yesterday.

Mr Jos Demmers, general manager of the company, said yesterday the strikers' pay-outs had been prepared on Wednesday, but they had been given a final warning yesterday.

He said a referendum would be held today on whether the workers wished to be paid monthly or fortnightly.

Meanwhile 460 workers of the Dalton Sugar and Bark Mill who struck on Wednesday and Tuesday had not returned to work by early yesterday.

biological usage, 'biological class in (not, why not? Is ordinate treatment all of these things life in capitalist negative way is no focusing on ascrip cal and ethnic dis certain theoretica.

depends on the way it is used.

A valid procedure is simply to conceive of social inequality as a general object of inquiry, which includes within its field, among other things, any phenomena of social inequality associated with such terms as race relations and minority groups, and which leaves any other such phenomena (e.g. race, ethnicity) to other inquiry, notably anthropology and ethnology. The study of social inequality of biological and ethnic forms, and the study of race and ethnicity, are distinctly different and intrinsically unrelated fields of inquiry, and study of the former may be subsumed within the general study of social inequality.

Social inequalities of biological and ethnic forms do, however, present certain specific problems for inquiry, as regards their specific nature and their relationship to the total social system of which they form a part. We are

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3/4/87

# 300 sugar mill strikers arrested

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186

Own Correspondent

JOHANNESBURG — Police arrested about 300 striking workers at the Union Co-Operative Sugar Mill at Dalton, Natal, yesterday

Police told representatives of the Sweet, Food and Allied Workers' Union that the workers would appear in court today charged with trespassing

The workers were arrested as the strike at the mill entered its third day. The company had told the workers they were dismissed, but union sources said the workers still regarded themselves as Union Co-Operative employees

The general secretary of the Fosatu-affiliated SFAWE, Mrs Maggie Magubane said yesterday that only four workers were at work inside the mill yesterday. About 450 were still on strike

The workers are striking in protest at a management decision to cut their food rations. Management argued that the loss of earnings occasioned by this was compensated for by a 17 percent wage increase granted to all sugar workers this week in terms of the industry's Industrial Council agreement. Workers rejected this and demanded extra compensation

The company refused to negotiate with the union, which said it represented most of its workers

Mrs Magubane said a worker committee had seen manage-

ment in an attempt to negotiate on the dispute, but that the company had told them it was not prepared to change its decision

Management had been prepared to negotiate with Mr Selby Ntsibande, who runs a 11-val union initiated by sugar employees. However, Mr Ntsibande had also been unable to make any headway in altering the decision

• Meanwhile, the 2500 strikers employed by Ilco homes in Durban returned to work yesterday after a management warning that they would be fired if they did not return

They had struck for four days over a demand that they be paid fortnightly instead of weekly

The company's managing director, Mr Jos Demmers, had offered to hold a worker vote on the issue. This failed to end the strike and yesterday Mr Demmers warned that workers who did not return this morning would be dismissed



# Sacked unionist back on the job

By STEVEN FRIEDMAN  
Labour Reporter

A UNION shop steward, whose dismissal sparked two strikes within a week at Pick n Pay's Randburg store, has been reinstated

The general secretary of the Commercial, Catering and Allied Workers Union, Mrs Emma Mashinini yesterday described the reinstatement of the shop-steward, Mr William Mataboge as "a very important victory for our members"

She said Mr Mataboge's reinstatement was the result of "an important show of worker solidarity and determination"

Pick n Pay's Transvaal general manager, Mr Gordon Hoult, yesterday confirmed Mr Mataboge's reinstatement and said the company had taken the decision after further consultation with workers

He said Mr Mataboge had been given a warning by the company and had been told that "we have channels for communication at the store and that he should use these channels in future", Mr Hoult said

He had not been asked to apologise

Mr Mataboge's reinstatement came after one of Pick n Pay's directors had flown from Cape Town to intervene in the dispute in response to a worker request

His dismissal — for allegedly using abusive language — sparked a strike at the store 10 days ago

Management then agreed to suspend Mr Mataboge on full pay while it investigated the issue

On Monday, Mr Mataboge returned to work and was told he could continue working at the store if he apologised. He refused, saying he had nothing to apologise for

Workers struck again and demanded that a director of the company be flown from Cape Town to intervene. They then returned to work pending a management decision

Mrs Mashinini said that the reinstatement was the result of "persistent worker solidarity in support of a colleague"

"Workers stuck to their guns and were successful. They did this, not for themselves, but for a union man who they felt had been wronged"

Workers themselves are aware of this, as can be seen from their answers to question whether it was important that the children, all the workers with children who important, because with schooling it work. Asked what they would like to workers with children said they should about carpenters and builders as early to work, in offices, and only 5 wanted One worker wanted his son to become not to answer or had never thought all The importance of schooling for children lected in the fact that of the 244 c on the farms, 181 (74%) were at school were working; this represents 56% of all children between 6 and 18). This suggests that most farmers co-operate their children to school. However, farmers were indifferent to, or distant for farm work, so that there is no of schooling of the present generation the next. Where farmers do help to it is either because of goodwill or even if the children who have been be enough children who have never to be filled.

And if there is no pressure on farm their workers and the workers' child on them not to encourage workers to market off the farm. Several farm licences, because a worker with even more lucrative work elsewhere. Apparently earn up to R8 a day work To these informal restrictions on the formal restrictions on the m

Asked children. Asked school, and if so, 5 out of 34 nurses, 3 talked ited their daughters work on farms. or 8 preferred workers is ref- ges of 6 and 18 school, 35 cool and 14% of once figure also workers to send ove that almost all as a qualification insure that the lack alleviated in ice figures high, satisfied that m, there will labour requirements of education of ce direct pressure which find a ready ot teach workers p them to get e tended to find y licences could al divisional councils. rkers must be added rkers.

# Civil servants talk of strike

CAPE TOWN — Threats of strikes, an election stay-away, and the formation of trade unions were made by members of the Western Cape branch of the Association of Civil Servants here yesterday

About 150 civil servants held a protest meeting over the "ridiculous" salary increase of 12 per cent which came into effect on April 1

The association has 42 000 members throughout the country

Some of the officials who attended the meeting said they had done so in spite of intimidation

The chairman of the subregional committee, Mr H P Loots, warned the protesters that if talk of strikes continued, the meeting would be adjourned immediately

"An extraordinary meeting of the association

the first in more than 60 years — will take place in Pretoria on April 9 and if there is no action at this meeting then we can begin with our own action

"The days of the ass... and waiting until the following year for the government to do something for our welfare are over. Promises made in the highest levels of government were not held

The 150 protesters handed in signed letters of resignation to their committee. In the event of the association coming up with nothing "constructive" over the salary question, these resignations would come into effect

Mr Loots was unanimously chosen to represent the committee at the Pretoria meeting

# 1000 construction workers down tools

C. Herald 4/4/81

1520 129 33

ABOUT 1000 workers on the construction site of Ico Homes in Kwamashu in Natal downed tools this week after presenting their bosses with a list of grievances.

On Monday morning 1000 workers of Ico Homes (Pty) Ltd went on strike after rejecting the Labour Committee which the company recognised.

One of their other grievances is that they are paid monthly and by the time that they are paid the workers had taken out loans and in many cases the loans have overtaken their actual wage.

According to Mr Sam Kikine, general secretary of the South African Allied Workers' Union, 'the workers went on strike rather than allow a 'dummy' body such as the labour committee to represent them'

Other grievances mentioned by Mr Kikine were, that the workers were not paid on public holidays and that the workers had no opportunity to meet top management except through the labour committee which very few workers recognised

The Industrial Council of the Building Industry

has stated that they are aware of the public holiday dispute at Ico Homes.

Female members of the staff received no maternity benefits either, according to Mr Kikine.

The 1000 workers have been suspended for the duration of discussions between SAAWU and the management.

Radio Bantu has been broadcasting talks on the strike and Mr Kikine said that the workers were disgusted in the false impression given by the broadcast.

Table 9 Personal Expenditures on Health Care by Race in Selected Areas, 1975

Table with 4 main columns: Item, White (a), Coloured (b), Asian (c), African (d). Sub-columns for R and Per Cent. Rows include Medical Aid & Insurance, Doctors & Dentists, and Witch Doctors.

Handwritten note: 'Strikers told to pack up and go' with circled numbers 1404, 186, 152, 35, 4/4/81.

By STEVEN FRIEDMAN Labour Reporter. ABOUT 400 striking workers at Union Co-Operative Sugar Mills at Dalton in Natal are likely to be deported back to KwaZulu, say union sources. A spokesman for the Sweet Food and Allied Workers Union said last night that workers understood that they were to be transported back to the homeland. He described the situation outside the mill as 'tense'. This followed a management instruction to workers to leave their compound housing by late yesterday. Workers were gathered on a company soccer field last night. Earlier 414 workers appeared in court for a hearing in connection with the strike. No bail was set, and the workers were released with a warning to appear in court on May 6. The workers were arrested outside the mill on Thursday. They have been on strike since Tuesday in protest against a management decision to cut their food rations. They allege that they have not been compensated adequately. Management at the mill has refused to discuss the strike with the Press except to confirm that it refuses to negotiate with the union. A union spokesman said last night the contract workers had returned from court to be told to collect pay and leave their compounds. Police arrived. A spokesman claimed that late yesterday it was understood that management had ordered buses to take the men back to homeland areas such as Swinburne and Stanger. This is a totally unacceptable method of resolving strikes. Management has consistently refused to negotiate with the union on the workers' grievances. It has fired them, and now seems set on forcing them to return to the homelands. The union spokesman said.

Summary table with 2 columns: as a Percentage of Income, and values 3,0, 1,5, 3,1, 1,2.

Notes

- (a) White households in major urban areas: Survey of Household Expenditure 1975, Department of Statistics, Report No. 11-06-05.
(b) Coloured households in the Cape Peninsula: Income and Expenditure Patterns of Urban Coloured Households in Cape Town, Bureau of Market Research, (B.M.R.) Research Report No.80 5.
(c) Asian households in Durban: Income and Expenditure Patterns of Urban Indian Households in Durban, B.M.R. Research Report No.50.7.
(d) African Multiple Households in Johannesburg, B.M.R. Research Report No.50.3.
(e) Expenditure of the three Black groups include the purchase of sunglasses.

(23) Expenditure patterns on medical care in selected urban areas are illustrated in Table 9. The striking features of the table are the importance of medical aid contributions in White and Coloured expenditure, the importance of expenditures on doctors and dentists for Whites and Asians, and the large proportion of African expenditure directed to patent medicines. Indeed the relatively high level of expenditure on patent medicines by Africans in urban areas might be an indication of the difficulties involved in obtaining subsidised medical treatment at hospitals or clinics. When expenditures on hospital services are compared with those received by Whites and Asians, it is clear that Whites and Asians received more than Blacks. This pattern is predicted as well as a higher level of expenditure on health care for Whites and Asians. The average per capita expenditure on health care for Whites and Asians was 1,5 and 1,2 respectively. This pattern is predicted as well as a higher level of expenditure on health care for Whites and Asians.

Management at the mill has refused to discuss the strike with the Press except to confirm that it refuses to negotiate with the union. A union spokesman said last night the contract workers had returned from court to be told to collect pay and leave their compounds. Police arrived. A spokesman claimed that late yesterday it was understood that management had ordered buses to take the men back to homeland areas such as Swinburne and Stanger. This is a totally unacceptable method of resolving strikes. Management has consistently refused to negotiate with the union on the workers' grievances. It has fired them, and now seems set on forcing them to return to the homelands. The union spokesman said.

(24) The existence of medical insurance also increases expenditures.

(23) White total expenditure is estimated from the Survey of Household Expenditure, 1975, Department of Statistics Report No. 11-06-05. It has been assumed that the average per capita expenditure of urban White households (in major urban areas) applies to the whole White population. In 1972, 85 per cent of doctors in private practice were White, and custom and legislation would have ensured that Whites received the major benefit of these services. Whites would also have occupied the majority of the 13 458 beds available purely for profit, which accounted for 25 per cent of private and aided beds in 1974.

(24) For discussion of the determinants of expenditure see H.E. Klaarman, The Economics of Health, Columbia University Press, 1965, pp 31-36.

# Strikers herded and dumped

S. Tribune 5/4/81 (152)

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MARTIN LUGASSICK

to allow them to remain there for the weekend to complete their packing and find ways to get back to the Transkei and Zululand.

"The police were called in to clear the compound. It was agreed that management would provide buses to some places.

"The workers were to be paid money owing to them before they left, but after a fracas with police, during which workers refused to accept their dismissal, they were herded onto the buses and dumped at the various points, without even having the opportunity to collect all their belongings. Neither were they paid the money owing them."

Friday. The 460 workers were brought back to the compound late on Friday afternoon, after spending Thursday night in crowded police cells and then having to appear in court — for which the agricultural hall in New Hanover was used — and being warned to return to stand trial on May 6 on a charge of trespassing.

Alec Erwin, general secretary of the Federation of South African Trade Unions told the Sunday Tribune yesterday. 'Fosatu provided buses to transport them from New Hanover to Dalton, but when they arrived at the compound, management refused my request

ARMED police crammed hundreds of striking sugar mill workers at Dalton near Pietermaritzburg onto buses on Friday night and dumped them at various points in Natal to find their own way back to their homelands.

The workers, all employed by the Union Co-Operative Bark and Sugar Company, were not allowed time to pack or make their own travel arrangements. Management insisted they immediately vacate the company's compound when the strike, which began on Tuesday, was still unresolved on

British capital was already involved in South Africa through commerce and land speculation from the early nineteenth century, and through diamond and gold-mining from the century's end. United States capital partnered South Africa in the Anglo-American Corporation (1917), and financed motor assembly plants from the 1920s. After 1933 there was renewed foreign investment in mining, and to some extent in manufacturing, first after the Second World War such foreign capital moved increasingly into manufacturing

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SECONDARY INDUSTRY IN SOUTH AFRICA

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industry. For the 1960s the bulk of this foreign capital was British. In the last decade the contribution from the United States and West Germany has become increasingly important. The population of the country has grown rapidly, and the need for more workers has increased. The government has encouraged the growth of secondary industry, and has provided subsidies and other incentives to attract investment. The government has also encouraged the growth of secondary industry, and has provided subsidies and other incentives to attract investment. The government has also encouraged the growth of secondary industry, and has provided subsidies and other incentives to attract investment.

The early stages of industrialization in South Africa were characterized by the dominance of the agricultural sector. The government has encouraged the growth of secondary industry, and has provided subsidies and other incentives to attract investment. The government has also encouraged the growth of secondary industry, and has provided subsidies and other incentives to attract investment. The government has also encouraged the growth of secondary industry, and has provided subsidies and other incentives to attract investment.

# Striking building workers dismissed

Labour Reporter

Striking employees at a Port Elizabeth construction firm have been replaced

Several hundred workers went on strike about two weeks ago at the firm of Strydom, Basson and Tait, over pension payouts

They had demanded immediate payouts and threatened an on-going work stoppage

The managing director of the firm, Mr J Strydom, said they had taken on about 150 new workers to replace strikers and production had not been affected much except by the recent flooding

He said workers who had dismissed themselves by not working could re-apply for posts

The dismissed workers would be able to collect their pensions after an obligatory three month waiting period.

Last week Port Elizabeth's industrial council met to discuss the new wave of pension-related strikes

Workers have expressed fears of having their pensions frozen until the age of 65 in light of recently proposed Government legislation

Port Elizabeth firms affected by pension disputes include Firestone, Pyotts and Murray and Roberts

7/4/81 Sign (HCA) 152  
New PE strike threat ~~HCA~~

Own Correspondent

PORT ELIZABETH —

The threat of a full-scale strike hangs over yet another Port Elizabeth factory from workers' protest against the dismissal of eight women employees

When the eight workers were allegedly dismissed from the Cadbury-Fry chocolate and sweet factory on Friday after refu-

sing to work nightshifts — which they understood were voluntary — the factory's workforce decided to down tools yesterday until the women were reinstated

Another strike was averted today when the factory's management agreed to negotiate with representatives from the Federation of South African Trade Unions

# Drivers on strike in transport row

## East Rand Bureau

About 70 delivery men at Eley's Bakery, Benoni — a subsidiary of the Fattis and Monis group — have gone on strike.

The strike, which entered its second day today, follows a deadlock between workers and management over a new transport arrangement for drivers and deliverymen in Daveyton.

The strikers allege they have to assemble at Daveyton Station at 3 am to be picked up by a specially hired taxi. This, they claim, is contrary to the initial arrangement of being fetched at their homes.

Mr Popo Mahlolo said: "We live very far from the station and there is no transport from our homes at that time of night."

Another striker said it appeared management wanted them to risk their lives by walking to the station so early in the morning.

Bread has been delivered very late at shops as a result of the strike. Lorry drivers have to go out without deliverymen.

A manager of the company refused to be interviewed and a spokesman for the Fattis and Monis group said he did not know about the strike.

STAKE  
152  
2/16/81



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3 500 car  
Argus 8/4/81  
workers  
go on strike

Argus Correspondent  
PRETORIA. — The huge Sigma car plant in Pretoria was brought to a standstill early today when 3 500 black workers, — almost the entire work force — went out on strike.

Mr Mof Lemmers, Sigma's personnel director, said the police had been notified and were on standby but had been asked to stay clear of the area.

So far there has been no violence.

At noon today a spokesman for the company said a management team was negotiating with members of the work force's executive liaison committee.

He confirmed that the strikers had made wage demands

# Workers sacked at toy factory

By Z B MOLEFE

THE ENTIRE black staff of 64 at a toy manufacturing firm in Nancefield, outside Soweto, was dismissed yesterday for allegedly going on strike

According to a management spokesman — who greeted reporters with “who gave you — permission to enter my factory” — the workers included 12 women

He told SOWETAN: “They were striking for more money. But it is clear that they did not really know what they wanted. You know they didn’t even have a spokesman, though inspectors of the Department of Manpower Util- the Industrial Council were here.”

He refused to tell how much the workers were earning and how much they were striking for. “All I can say,” he went on, “is that we were paying far above the Industrial Council minimums. Only two of workers were on minimum council rates.”

## REFUSED

While talking to reporters at the factory’s gates, the spokesman refused to have his picture taken. “You can photograph the factory if you like.”

Asked what will happen if some of the workers re-applied for their jobs, he said he would take those he felt deserved their jobs.

The spokesman’s parting words were: “We made the workers an offer that if they returned to work after lunch we would treat it as a full-pay day.”

The industry’s Industrial Council would not throw light on what happened at the factory. Said a spokesman “Nothing was reported at this office about a strike.” Steel Engineer-

# 4000 strike at Pretoria car plant

Pretoria Bureau

About 4000 Sigma Motor Corporation employees in Chrysler Park near Mamelodi downed tools this morning in a demand of higher salaries

The employees are not satisfied with their minimum of R1,04 an hour and are demanding a minimum of R3,00 which they say will not affect the company which made a profit of about R25-million last year.

According to one employee, the workers this morning clocked in and went to the canteen where they gathered with

the committee they had elected at a meeting last night at the Mamelodi community centre

They said they would not resume work if management did not meet their demands and they also signed a petition

Mr S S Lemmer, personnel director of Sigma Motors, said they would not negotiate with the new committee but were discussing the situation with the liaison committee

He said a small group had apparently gone around the plant demanding that the workers strike and threatening them.

9/15/61  
STOP  
152  
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# Black union dispute may lead to strike

RDM 9/4/81

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## Labour Reporter

A DISPUTE between a predominantly black trade union and a major multinational company could result in the first legal strike by black workers since the Wiehahn report — and the second in South Africa's history.

The Fosatu-affiliated Chemical Workers Industrial Union announced yesterday that it had applied to the Minister of

Manpower Utilisation for a conciliation board hearing in an attempt to resolve its dispute with Colgate Palmolive.

The appointment of a conciliation board is a key step on the road to a legal strike.

If it does not resolve the dispute, workers may strike after 30 days have elapsed since the calling of the board.

Workers may also strike legally if the Minister refuses to call a conciliation board.

Though there are other restrictions on legal strikes, it is understood that they do not apply in the case of Colgate Palmolive.

The CWIU has been involved in a long and bitter union recognition dispute with Colgate Palmolive at its Boksburg plant.

The company has said it will recognise the union, but will negotiate with it only on "shop floor grievances".

The company says that issues such as pay and working conditions must be negotiated on the industry's industrial council only.

But the union claimed yesterday that only 23 of Colgate's 200 black workers were covered by the industrial council.

It added that the councils negotiated only on minimum wage rates, not on real wages, and that minimum wages set by the council governing Colgate are "pitifully low — below

the Poverty Datum Line".

The statement also revealed that workers in the company have submitted a petition to Colgate Palmolive proposing a "living wage" in line with Fosatu's campaign.

The workers were asking for an 80c an hour increase, which would bring the minimum wage up to R2 20 an hour, the statement said.

It added that worker demands also included the right of the union to negotiate pay and work conditions, the recognition of union shop stewards, access to the plant for union officials, stop-order facilities, and the right to negotiate disciplinary and grievance procedures.

CWIU says that Colgate has replied to its request for a conciliation board by writing to the department to say that it believes no dispute exists between it and its workers.

It added that Colgate wanted workers to accept a system "which in reality allows employers such as Colgate to retain sole discretion in setting wages and working conditions".

Colgate's industrial relations consultant Mr Chris Dyson, was not available for comment yesterday.

A representative of Colgate's personnel department said only Mr Dyson could discuss the issue with the Press.

Attitude toward family planning: (scale from 1 to 5)	Percentage of total	Percentage of all	Percentage of all main
Uses contraceptives	30%	26%	74
Does not know about family planning	12%	50%	50%
Does not believe in family planning	6%	6%	3+
Does not apply	16%	3%	67%
Knows but no action	30%	8%	4%

Other and mother figures educational level

# Union dispute takes a new turn

By Drew Forrest

The bitter one-year dispute over union recognition at the Colgate-Palmolive plant in Boksburg has taken an unexpected turn with the union calling for the establishment of a statutory conciliation board

The Fosatu-affiliated Chemical Workers' Industrial Union had taken this unusual step after its "final demand" for recognition had been refused by the company, a union spokesman said

If the conciliation process failed she added, the union would be entitled to stage a legal strike

The CWIU, which claims to represent about two-thirds of the company's 800-strong workforce, has for some time demanded plant-level negotiations with Colgate on wages and working conditions

## INSISTENCE

Management's continued insistence on negotiating only at industrial council level was a "catch 22" the spokesman said, as few of its workers were covered by the industrial agreement

Colgate workers were asking for an 80 cent increase in the minimum hourly wage, and wanted the union to negotiate the 1981 increases on their behalf

Employers seemed increasingly intent on "taming" unions by allowing them to deal only with day-to-day problems on the shopfloor the spokesman said, while denying them negotiating rights on major issues

The company could not be contacted for comment last night

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*9/17/81*

degree of mastery over environment - obstacles as possible. However, for the rural person catastrophes at family or community level are seen as the results of forces over which they have no control - the displeasure of ancestors, bewitchment etc. It must be understood that in an undereducated state this is the only adjustment that an individual can make to an apparently hopeless situation.

This explains the responses which reflected a general lack of conviction about the cause of the disease, the steps needed to prevent a relapse; and the need for family planning. It also explains the adherence to traditional practices and the readiness to pursue traditional forms of treatment

The investigations lead us to believe that the mother or father figures of the household could be likely to have certain characteristics:  
- she is illiterate or no formal education,  
- she is not concerned of the cause of her child's illness  
- she is likely to believe in the value of traditional folk health practices  
- she is not likely to be motivated towards family planning  
- she is likely to be uneducated, or if married the customary local traditions will not have been met.

No conventional health worker's response to the mother and her malnourished child will be to  
- Give her advice on how to feed the child  
- offer her a packet of powdered milk at a subsidized rate  
- recommend that she attends the family planning clinic.

The health worker has done her bit. Another 'case' has been recorded and attended to; but the problems at community level that have precipitated the onset of the disease remain untouched.

In an effort to determine the mother's or mother figures understanding of health matters a number of simple questions were posed to the mother or the mother figure. The responses are summarized below.

Cause of the disease	Percentage of total	Percentage of maln.	Percentage of non maln.
Child not sick	22%		100% (Well Baby Sample)
Starvation	16%	87%	13%
Incorrect food	8%	75%	25%
"Weak child"	4%	100%	
Inherited weakness	16%	75%	25%
does not know	16%	62%	38%
other	18%	38%	62%

### Workers reinstated after strike

The management of Cadbury (Pty) Ltd in Port Elizabeth is to reinstate eight dismissed coloured workers after a strike on the issue by its entire workforce last Monday.

Between 400 and 500 workers at the sweet factory downed tools, said the secretary of the EP Sweet, Food and Allied Workers Union, Mr V Ah Shene.

The four-hour stoppage came after the dismissal of eight women who said they could not work night-shifts, he said.

After negotiations with the union during and after the strike, Cadbury management had agreed to reinstate the workers, Mr Ah Shene said.

Mr Ah Shene also revealed that his union yesterday signed a formal recognition agreement with the company.

What do you do if your child gets diarrhoea (Table Forty Two)

Nothing	16%	75%	25%
Give enemas	50%	68%	32%
Sorghum porridge	2%	100%	
Medicines	30%	13%	87%
Other	2%		100%

Households routine with regard to giving enemas (Table Forty Three)

No enemas	4%	100%
Enemas when child is ill	38%	64%
Enemas routinely	58%	35%

The mother's and mother figures were asked to itemise the exact diet of the child on the day prior to admission or being seen at well baby clinic.

54% of all the children were on a diet of predominantly Carbohydrate. (61% were malnourished; 39% were not malnourished)

26% of all the children were on a diet which combined Carbohydrates and Protein. (76% had malnutrition; 24% were not malnourished)

20% of all children were on a diet which included carbohydrates, protein and fat. (100% were not malnourished.)

The figures reflected a correlation between the type of diet and occurrence of malnutrition but not exclusively so.

During the course of the investigation a great deal of attention was focussed on the method of feeding and preparation of artificial feeds;

Factors that were evaluated included

- i) how is the baby fed,
- ii) type of milk used for the bottle feed
- iii) method of measuring milk powder
- iv) water supply for bottle feeds
- v) number of feeds per day

No significant correlations were noted with regard to the method of preparing bottle feeds and the occurrence of malnutrition

Food taboos were also investigated but were not found to be of any significance. None of the householders were bound by taboos which would influence a child's diet.

# Sigma Workers on Strike

By MONK NKOMO  
ABOUT 4 000 workers at Sigma Motor Co-operation in Pretoria went on strike yesterday demanding a R2 an hour wage increase.

The employees reported for duty at usual time, chanted freedom songs and waved placards that read "We want more pay" and "The immediate recognition of our union". The union is the National Union of

Motor Assembly and Rubber Workers. About 700 of the workers of the union met at a special meeting on Tuesday night at Mamelodi Community Centre. A decision was reached to demand an increase of R2 an hour with immediate effect. A committee of 18 was elected to negotiate with the Sigma management on the increases.

Mr S S Lemmer, personnel director at Sigma, confirmed that there were about 4 000 workers on strike and that they had demanded an amount of R3 an hour as a starting wage.

He said the 18 members of the union would not be recognised by the company as they only represented 20 percent of the employees. The company would recognise the union only if it represented 50 percent of the workforce, he added.

A member of the union said Mr Shadrack Ngwara, the industrial relations officer of the company, was sent by management to request employees to be addressed by the liaison committee. "We agreed, though it would be to no avail in this tense atmosphere," he said. Most of the workers however, had threatened to continue with the strike until management meet their demands.

But management ultimately decided to hold a meeting with the union's 18 representatives at about 1 pm while the union's membership forms were distributed among workers to fill in.

The strikers, some moving about and others waiting patiently for the outcome of the meeting, seemed unconcerned at the busy white workers driving forklifts around the premises.

Later a member of the union reported that the liaison committee had dissolved and joined forces with the 18 union members, bringing the total to 28.

The workers dispersed at about 3.30 pm threatening to continue the strike.

SWETSON 10/4/8

2. To assess the influence of:

The Availability of Services

Service utilization

Population pressures

Sanitation

Socio-economic Status

Family Factors

Can be correlated with

Nutritional Status, Illness, disease and Mortality rates

All this can be done accurately by a small team of well trained nurses. It is however already perhaps too much to handle in the beginning stage in an area poorly monitored. To start, one should therefore select from the comprehensive set of measurements for those few with the highest payoff. Thereafter build up to a fuller picture if the information gathered first has been shown to be used to the benefit of the population

I would like to suggest that the best starting point is the.

- 1. INFANT MORTALITY RATE
- 2. NUTRITIONAL STATUS
- 3. TUBERCULOSIS INFECTION RISK

If it can be shown that these three measures can be gathered accurately in an economic way then it should be of great service to assist with the health care in the presently poorly monitored areas

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**Car plant pay strike continues**  
 Argus 10/4/81  
 1904 152 172

**Argus Correspondent**  
**PRETORIA** — The Sigma plant in Pretoria was today still virtually at a standstill with almost the entire black workforce out on strike.

A management team was continuing negotiations with workers representatives but no settlement has been reached.

Hundreds of workers stood outside the building today.

A few went inside following last night's statement that the plant would be open today but the plant was nonetheless virtually at a standstill.

The workers went out on strike yesterday demanding higher wages. If a settlement is reached today it is likely the plant will only reopen on Monday.



Cash earned from home industries and farming per month (Table Twelve)

Amount	Percentage of Total	Percentage malnutrition	Percentage non-maln.
All	70%	57%	
R1-R10	8%	50%	
R11-R20	18%	22%	
R21-R30	2%	100%	
Amount unknown	2%		

Cash sent by other relatives monthly (Table 11)

All	70%	48%
R1-R10	14%	57%
R11-R20	8%	75%
R21-R30	0%	
R31-R40	2%	
R40+	6%	63%

Cash from pensions monthly (Table Fourteen)

All	64%	53%
R1-R10	6%	67%
R11-R20	8%	25%
R21-R30	16%	63%
R31-R40	4%	50%

Total Cash income monthly (Table Fifteen)

All	4%	50%
R1-R10	10%	80%
R11-R20	8%	100%
R21-R30	14%	57%
R31-R40	20%	40%
R41-R50	10%	40%
R50+	34%	44%

Total per capita monthly income: (Table Sixteen)

All	8%	75%
R1-R3	30%	66%
R4-R7	46%	43%
R8-R11	14%	28%
R11+	2%	100%

No. of horses and donkeys (Table Nineteen)

All	82%	51%	49%
1-2	14%	57%	43%
3+			50%

# SA's second legal black strike looms

## Own Correspondent

JOHANNESBURG — A dispute between a predominantly black trade union and a major multinational company could result in the first legal strike by black workers since the Wiehahn report — and the second legal black strike in the country's history.

The Fosatu-affiliated Chemical Workers Industrial Union announced this week that it had applied to the Minister of Manpower Utilization for a conciliation board in an attempt to resolve its dispute with Colgate Palmolive.

The appointment of a conciliation board is a key step on the road to a legal strike.

If it does not resolve the dispute workers may strike after 30 days have elapsed since the calling of the board. Workers may also strike legally if the minister refuses to call a conciliation board.

## Other restrictions

Although there are other restrictions on legal strikes it is understood that they do not apply in the case of Colgate Palmolive.

The CWIU has been involved in a long and bitter union recognition dispute with Colgate Palmolive at its Boksburg plant. The company has said it will recognize the union but that it will only negotiate with it on "shop floor grievances".

The company says that issues such as pay and working conditions must be negotiated on the industry's industrial council only.

But the union claimed in a statement issued on Wednesday that only 23 of Colgate's 200 black workers were covered by the industrial council.

It added that the councils negotiated only on minimum wage rates not on real wages and that minimum wages set by the council governing Colgate are "pitifully low — below the poverty datum line".

## Living wage

The statement also revealed that workers in the company have submitted a petition to Colgate Palmolive proposing a "living wage" in line with Fosatu's "living wage" campaign.

The workers were asking for an 80c an hour increase which would bring the minimum wage up to R2.20 an hour the statement said.

It added that worker demands also included the right of the union to negotiate pay and work conditions, the recognition of union shop stewards, access to the plant for union officials, stop-order facilities and the right to negotiate disciplinary and grievance procedures.

The CWIU says that Colgate has replied to its request for a

conciliation board by writing to the Department to say that it believed no dispute existed between it and its workers.

It accuses Colgate of allowing workers to have only a "second-class union". It is doing this, it argues by insisting that the union negotiate through the council.

In a sharp attack on the industrial council system the CWIU said Colgate was forcing workers to accept a system that "they had no part in designing that is not properly representative of workers but has the power to make binding agreements on all workers in a particular industry".

It added that Colgate wanted workers to accept a system "which in reality allows employers such as Colgate to retain sole discretion in setting wages and working conditions".

The statement adds "Employers cannot recognize a union without recognizing its right to negotiate on behalf of its members. Colgate refuses to recognize the union's right to negotiate. This is what the dispute is about."

Colgate's industrial relations consultant Mr Chris Dyson was not available for comment. A representative of Colgate's personnel department said only Mr Dyson could discuss the issue with the press.

incidence of malnutrition in  
Little or nothing in the way of livestock.

# Union bid may spur legal strike

DD 10/4/81

(152)  
(127)

JOHANNESBURG — A dispute between a predominantly black trade union and a major multinational company could result in the first legal strike by black workers since the Wiehahn report — and the second legal black strike in the country's history

The Fosatu-affiliated Chemical Workers Industrial Union announced yesterday that it had applied to the Minister of Manpower Utilisation for a conciliation board to resolve its dispute with Colgate Palmolive

If it does not resolve the dispute, workers may strike 30 days after the calling of the board. They may also strike legally if the minister refuses to call a conciliation board

The CWIU has been involved in a long union recognition dispute with Colgate Palmolive at its Boksburg plant. The company has said it would recognise the union but would only negotiate with it on "shop floor grievances"

The company said issues such as pay and working conditions should be negotiated by the industry's industrial council only

But the union claimed yesterday that only 23 of Colgate's 290 black workers were covered by the industrial council

It added that the council negotiated only on minimum wage rates, not on real wages

The union said Colgate had replied to its request for a conciliation board by

writing to the department to say that it believed no dispute existed

In a statement, Fosatu pledged its support for any steps the union decides to take in future

"Fosatu is not against the idea of industrial council negotiations but believes that employers and workers should meet at plant level to improve on the minimum conditions that have already been negotiated nationally," the statement said

Managements who attempted to force workers into accepting the industrial council system were turning workers against it

Colgate's industrial relations consultant, Mr Chris Dyson, was not available for comment yesterday — DDC

20 10/14/81  
**Motor  
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strike**

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PRETORIA — An estimated 4 500 workers at the Sigma Motor Corporation here went on strike yesterday

The workers are demanding wage increases — apparently a R3 an hour minimum instead of the present R1,04 — and that management negotiate with a committee elected by union members at Sigma instead of its executive liaison committee

Strikers also displayed placards demanding the recognition of the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers

The dispute remained deadlocked yesterday as an attempt to set up a negotiating meeting between management, the liaison committee, and the "committee of 20" — elected at a union meeting on Wednesday night — failed

Sigma's personnel director, Mr Mof Lemmer, said the company now hoped the meeting would take place this morning

The strike follows a wave of wage strikes here earlier this year

(152) since 1d48r

# No resolution of Sigma strike yet

## Pretoria Bureau

The Sigma plant in Pretoria was today still virtually at a standstill with almost the entire black work force out on strike

A management delegation today met a combined liaison and union committees group to thrash out pay and working conditions

About 4 500 black workers at the five Sigma plants are in the second day of their strike

They clocked in as usual this morning, but stood around the premises. The scene was described as quiet

Management officials and committee members met separately after the early morning deliberations and were due to meet again later today.

Negotiations between the

two groups broke down yesterday afternoon, because the strikers committee had to report back to their members, despite a late attempt by the Sigma management to convene the meeting

The workers feel that the R1 an hour starting rate is too little and are apparently demanding a R3 an hour minimum salary

They also feel that many of the workers remain at their present wage limits for a number of years, because they are not favoured by their foremen, who have to recommend whether or not workers get increases

Black clerks at some of the plants are paid on a weekly basis while others receive a monthly wage. Workers want to be paid in a uniform manner.

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The ability to send information over communication lines is not new. Messages were sent by telegraph and telephone well back in the nineteenth century. Rapid communication between distant points played a vital part in the development of our nation. As early as 1940, communications equipment was used by the U. S. Army Air Corps at Wright Field in an inventory control application. Punched cards were converted to paper tape for input to a teletypewriter network, and the paper tape output at the receiving station was transferred back into cards. Later developments permitted direct card to card transmission over telephone lines. By the late 1950s special purpose, fixed program machines were used for both industrial processes and time-dependent business problems such as airline reservations systems.

With the arrival of the third generation of computers, data communications experienced a tremendous growth and became a standard feature of most modern computers. The ability to tie a central computer to remote stations in order to provide on-line, real-time systems has become a way of life. All indications are that data communications will become an even more significant part of the data processing industry as time goes on.

We use various terms to describe data communications. We have as yet no completely standardized definitions of these terms, some of which are used interchangeably. In this text we shall make the following distinctions. *Telecommunications* refers to communication by electromagnetic systems, or the transmission of signals over long distances. Standard telephone and telegraph transmission entirely unrelated to a computer falls under this definition. *Teleprocessing* consists of a data processing system with communication ability; the term refers specifically to data transmission between a computer and remote devices. *Time-sharing* relates to the servicing of many terminals concurrently from a central system, allocating each a portion of the total system time. Each user in a time-sharing system has the impression that he alone is using the computer. *Data communications* has been defined as that part of an overall system which permits one or more users to access a remotely located computer.

# data communications

ST 10/4/81  
**4 500 on strike  
 in Pretoria**

Own Correspondent

JOHANNESBURG — Pretoria once again became a centre of black labour unrest as an estimated 4 500 workers at the Sigma Motor Corporation's Pretoria plant went on strike yesterday

Workers are demanding wage increases — apparently a R3-an-hour minimum instead of the present R1 04 — and that management negotiate with a committee elected by union members at Sigma instead of its executive liaison committee

Strikers also displayed placards demanding the recognition of the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers

The dispute remained deadlocked yesterday with the failure of an attempt to set up a negotiating meeting between management, the liaison committee and a 'committee of 20' which was elected at a union meeting on Wednesday night

Sigma's personnel director, Mr Mof Lemmer said the company now hoped the meeting would take place this morning

A worker source claimed that the liaison committee had disbanded voluntarily yesterday and that eight of its members had joined a 'committee of 20' formed at a union meeting on Wednesday night

- 28 -

Standardised

CALENDAR YEARS

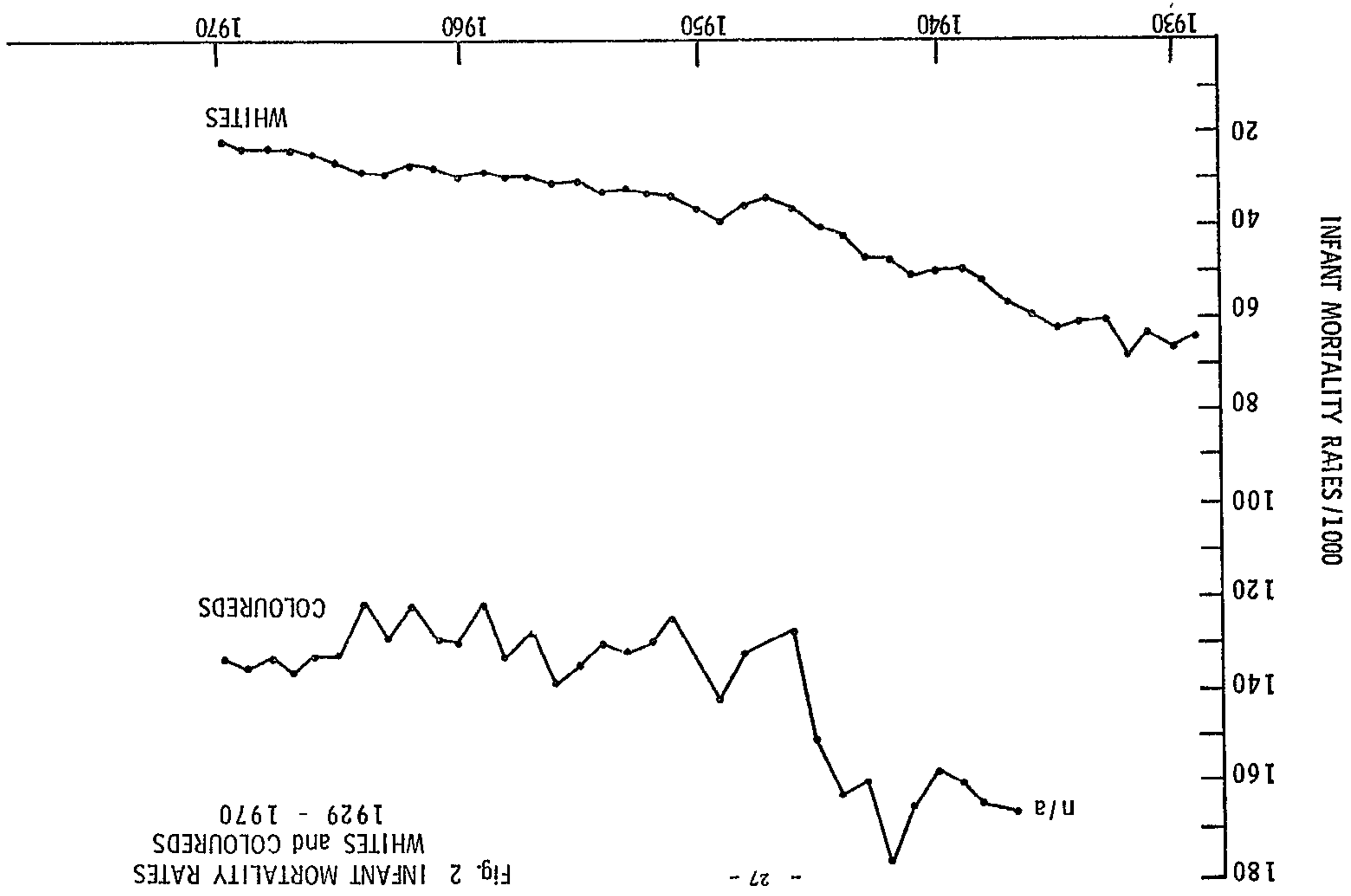


Fig. 2 INFANT MORTALITY RATES  
 WHITES and COLOURED  
 1929 - 1970

# Sigma

RDM 10/4/81

# motor

(192)

# plant

(140)

# strike

(152)

committee were effective and had flown an outside expert to Pretoria to assist it in preparing its case

However, the company was prepared to change its system and deal directly with the union if it could demonstrate that there had been a substantial swing of worker support "But we would obviously require proof"

Mr Lemmer said the company had agreed to meet worker representatives to "decide who we should negotiate with"

The strike could also be a continuation of the "ripple effect" which began after East Cape motor workers were awarded large increases last year

Workers at two Pretoria motor factories struck, demanding the same pay, and management awarded them sizeable increases This meant, union sources said, that Sigma was now lagging behind other companies

Mr Lemmer acknowledged that Sigma's minimum was R1,04, compared to R1,60 at some other companies, but said new workers often started at higher rates

"We will not raise wages unilaterally as others have done," he said

"Our increase will be decided in negotiation with majority worker representatives"

Workers gathered outside the factory yesterday morning and some sang freedom songs or held placards reading "We want our trade union recognised" and "We want more pay"

There were no incidents and police did not appear at the factory

The secretary of the worker committee handed the Press a copy of the committee's mandate from workers

Mr Lemmer said Sigma still did not know what worker demands were

# Around the

# world

Argus 11/4/81 (152)  
MOTOR FIRM (144)

## WARNS STRIKERS

Argus Correspondent

JOHANNESBURG — Management at the Sigma Motor Corporation at Chrysler Park near Mamelodi has warned striking workers to return to work on Monday before any further negotiations can be held with union members.

Following Thursday's walkout by about 4,000 workers over wage demands, the National Union of Motor Assembly and Rubber Workers (Numarosa) has claimed majority worker representation.

The strikers are demanding a trebling of their R1,04-an-hour wage, recognition of the union and the suspension of the present liaison committee.

## REAGAN CHECK

WASHINGTON — President Reagan is to be allowed to leave hospital today or tomorrow, depending on a final check of a small spot on his lung, damaged in an assassination attempt 12 days ago.

Mr Reagan will not be able to return to normal work for a while, doctors said — Sapa-Reuter.

## EX-MP DIES

PRETORIA. — Mr S H Eyssen, former MP for Heidelberg, died in Pretoria today at the age of 90.

Mr Eyssen represented Heidelberg in the House of Assembly from 1948 to 1958, when he gave up his seat for Dr Hendrik Verwoerd. He is survived by his widow, a married son and a married daughter. —Sapa.

# Anglo asked to 'defuse' Sigma strike

**Own Correspondent**  
JOHANNESBURG — The National Union of Motor Assembly and Rubber Workers last night called on the Anglo American Corporation to step in and defuse the conflict situation at its strike-hit subsidiary, the Sigma Motor Corporation

In a statement, the union also accused Sigma of "deliberately creating a situation of confronta-

tation' with the 4 500 striking workers and the union

The statement was issued after a meeting between management and union representatives had ended in deadlock in Pretoria last night

Earlier yesterday, another meeting between management and a committee of 20 workers elected three days ago also failed to resolve the dispute,

which has paralysed the firm's motor assembly plant for the past two days

Deadlock came last night after the parties had put various proposals and counter-proposals to each other

In its statement, the union accused the company of "consistently closing possible avenues of progress" and narrowing the terms on which it was prepared

to negotiate

Company spokesmen could not be reached for comment on these allegations last night

The workers are demanding a pay increase to R3 per hour from the present R1.04, and that management negotiate with the committee elected by union members instead of the officially-recognized executive liaison committee

ET 11/4/81

152

142



# Return to work ~~157~~ ~~158~~ Sigma warns strikers

Labour Reporter  
Management at the Sigma  
Motor Corporation at  
Chrysler Park near Mame-  
lodi has warned strikers to  
return to work on Monday  
before any further nego-  
tiations can be held.

Union officials met with  
management yesterday fol-  
lowing Thursday's walk-  
out by about 4 000 workers  
over wage demands  
The National Union of

Motor Assembly and Rub-  
ber Workers (Numarosa)  
has claimed majority  
worker representation and  
met with Sigma manage-  
ment

Management has pro-  
posed a free election to  
ascertain union support,  
that the committee proved  
it represented union and  
that the union proved it  
had more than 50 percent  
worker representation

*State of*

# Workers' hearing delayed

S. Tribune 12/4/81

126 152 140A

By MAUREEN GRIFFIN

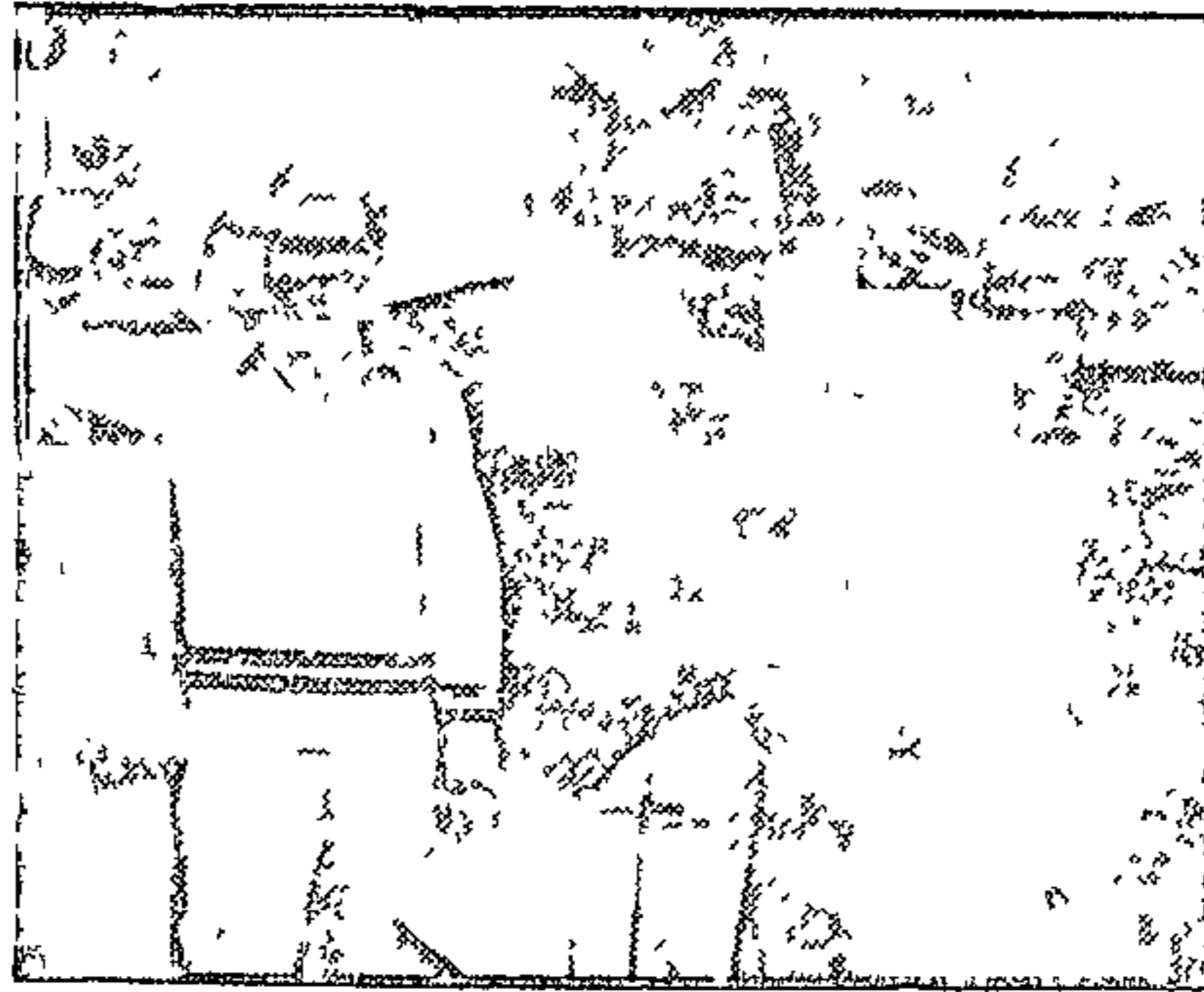
AN urgent Supreme Court application by homeless workers to be allowed to move back into a compound from which they were ejected by armed police was this week delayed for 14 days because the judge said he needed evidence that the loss of their homes had inconvenienced the men and their families.

The men, some of whom had travelled from Transkei to attend the hearing in Pietermaritzburg this week, had to return to their homelands again after Mr Justice Mark Kumleben ruled that their affidavits must include the statement that they had been prejudiced by their loss of accommodation in the compound.

The court application was brought by the Federation of South African Trade Unions on behalf of 45 workers who were among 460 involved in a labour dispute at the Union Co-Operative Bank and Sugar Company in Dalton, Natal last week.

All 460 workers were ordered to vacate the company's compound and married quarters when they refused to work after food rations they'd received from the company were stopped.

The hearing this week concerned only an application for an interim order to have accommodation restored to the 45 workers pending the outcome of the full application to declare their dismissal null and void because it allegedly constituted a lockout.



Some of the workers who travelled from Transkei for the Supreme Court hearing in Pietermaritzburg

An affidavit by one of the workers, creditors clerk Cyprian Ngewu, stated that he and his family shared a three-bedroom house with another family in the married quarters at the sugar mill.

"Since I was first employed at the mill in 1975 I have been provided with dry rations consisting of mealie meal, samp, beans, salt and stew every week. I was also provided with 0,70 kg of meat twice a week."

He said in January workers were told the rations were to be discontinued. They asked management to pay them an additional R24 a month as compensation, but this request was refused. Instead, management brought forward to March a proposed increment due in April.

The increment of

between 14 percent and 17 percent has nothing whatsoever to do with the compensation for the abolition of rations. It is a general increment which has been made payable to the sugar industry as a whole.

When they received no compensation in their pay packets at the end of March they stopped working. Management ordered them off the premises two days later, and when they refused to leave, the police were called in and they were arrested. After spending the night in various police cells and prisons, the 460 workers were the following day charged with trespassing.

The workers' application was opposed by Union Co-Operative Bank and Sugar Company, which asked for time to prepare affidavits in reply.

... FROM THE ... TO FORCE ... A ... POSITION ...

... THE ...

... THE ...

Before the arrival of Europeans in southern Africa, large areas of the sub-

continent were reserved for the use of the ...

# Charge of unlawful dismissal of workers

A 15 minute chat with a former employee who threatened to kill his boss cost a dairy worker his job, a Johannesburg industrial tribunal heard yesterday

Mr J D Nel, director of Nels Dairy (Pty) Ltd, pleaded not guilty to a charge of unlawfully dismissing Mr Jarius Mosime and two other members of the Food Beverage Workers' Union

The State alleged that in March last year, Mr Nel illegally dismissed Mr Mosime, Mr Albinus Sefanyiso and Mr Isaac Kanva for participating in the formation of a liaison committee

Mr Nel told the court Mr Mosime had lost his job because of his association with a man who had threatened to cut his throat

Mr Mosime alleged that Mr Nel had objected to a liaison committee being formed after the workers had signed a petition requesting such a committee

He told the court that an unsuccessful election had been subsequently held

"We walked out of the meeting because Mr Nel insisted on electing the people he wanted," Mr Mosime told the court

Mr Mosime alleged he was summarily dismissed without sufficient notice pay

*(Handwritten notes and signatures)*

doms in ...

The ... began with a struggle for hegemony over trade among the ...

Nguru. The Khabu, Nkomo, and Nyame chiefdoms had emerged as politically in-

dependent units during the eighteenth century after having participated for a con-

siderable period of time in the trading activities controlled by the Tswana chiefdoms

situated on Delagoa Bay. In their efforts to eliminate the Tswana trading monopoly

(particularly in their desired of European merchants), these chiefdoms unleashed

unprecedented inter-tribal warfare among themselves

The combination of the ... and the Great Trek (which resulted in the penet-

ration of European settlement into the highveld and Natal) led to the radical

<sup>43</sup> Davenport, op cit, p 10.

<sup>44</sup> ... pp. 10-11

111

... THE ...

... THE ...

The ... was a ...

European settlement in ...

very ... of the ...

(1956-57) ...

... THE ...

The Great Trek ...

(and particularly ...)

... THE ...

<sup>48</sup> Leonard Thompson, "Co-operation and Conflict The ... in ... and ... Thompson (eds), The Oxford History of South Africa, Volume 2, op cit, p 409

Other income refers to interest on the capital investments of schemes and the 20% levy on small groups and private investments of schemes and the 20% levy on small groups and private individuals, which, because of their size have a greater claims ratio than large groups. Full Account and Scheme's Portion refers to the total value of accounts submitted by members to their scheme for reimbursement and the actual amount reimbursed.

TABLE 3  
FINANCIAL STATEMENT OF MEDICAL SCHEMES  
(Yr. Ended 31/12/1975) (R Millions)

Membership Fees	Other	Total	A/C	Full Scheme's Portion	Cost of Admin.
4,8	175,3	154,3	119,7	15,0	
1,0	28,9	27,5	25,5	1,7	
6,4	62,5	54,0	51,2	4,6	
12,4	266,9	235,9	196,6	21,4	

of Health Annual Report 1976, p.65.

STRIKE 14/10/75  
New pay deal  
ends strike

Labour Reporter  
Workers at Iico Homes in Durban, which was hit by a strike earlier this month have voted for a system of fortnightly pay  
About 2 500 workers struck after demanding fortnightly instead of monthly pay  
The managing director, Mr. Jos Demmers, said the new pay scheme would be in effect from next month

... it can be seen that employers subsidise at least 40% of their employees contributions. In a different context, this is equivalent to roughly 16% of 1975/76 public health budget. (See Table 1.) (10) This proportion would be even higher if account is taken of the fact that private members are not subsidised. Costs of administration appear to be low - 8% of revenue compared with 17% for U.S.A. medical schemes. It appears that costs and thus contributions could be reduced by the rationalisation through amalgamation of schemes - the average scheme in South Africa has 10 000 members whilst the optimum size from cost saving point of view seems to be 20 000 or more.

There are at present plans to extend medical schemes' coverage to Blacks on a larger scale. A State-subsidised medical aid scheme exists for Coloured employees in the public sector. Apparently a scheme for Black employees in the public sector is under consideration by the Department of P R D). (11) Membership contributions by employees are subsidised by 60%.

### 2.3 Sick Pay Funds (I2)

All workers have to be covered by a sick pay fund, the provisions for which are laid down in the Shops and Offices Act as well as the Factories Act. Briefly, the scheme entitles a member during his second and subsequent years of service to full pay for the first 30 working days he is off sick in a cycle of 3 years. During his first year of service he is entitled to 1 day of sick leave at full pay for each completed period of 5 weeks.

Claims in this respect are made from the Unemployment Insurance Fund which accumulates funds from a split contribution consisting of a levy of 0,2% of the worker's weekly wage on the worker and a levy of 0,3% of the same on the employer. The Minister of Labour can subsidise the U.I.F. up to 25% (but not exceeding R7 million per year) of the total contributions paid in that year.

An industrial council may design and administer its own sick pay fund if and, only if the benefits offered are more favourable (in terms of the number of compensatable days per annum) than those under the above two Acts. Contributions to such a fund are usually split between employer and employee. According to figures collected by Douwes Dekker for 1972, 64% of white workers covered by industrial council agreements at the time were covered by a council sick pay fund agreement whilst this was 10% for African workers (I3)

### 2.4 Health Care by the Industrial Sector

We must finally consider the health facilities offered by firms to workers on-the-job. These may either take the form of hospitalisation, daily health care routines, or, indirectly, donations to medical organisations.

Table 4 gives a breakdown of the total number of hospital beds in South Africa in 1974. It indicates that 20% of hospital beds in South Africa are privately supplied, of which roughly half are by firms in the mining/industrial sector.

# York employees out on strike

~~154~~ 152 SOWETAN 14/4/81

By **MONK NKOMO**

York Timbers Ltd are dealers in building materials

• The strike at the giant Sigma Motor Co-orporation continued yesterday with management warning that those on strike would not be paid for time on strike

**MORE** than 200 employees at York Timbers Limited in Pretoria went on strike yesterday morning demanding an increase of R2,50 an hour.

According to one of the employees, the strike began at about seven in the morning after the workers had all reported for duty. Most of the strikers, he said, were on a weekly payroll.

He told SOWETAN that the minimum starting wage was R29,90 a week for male labourers, and R21 for women. "The more than 200 workers have threatened to continue with the strike until our demands are met by management," he said.

A committee of 15 workers was selected yesterday morning to negotiate with management after the employees had refused to be represented by the liaison committee he said.

"The factory manager, Mr W Smith, had earlier told us that management would only negotiate with the liaison committee. But later the director of the company, Mr Solly Tucker together with Mr Trent Olivier, executive director, agreed to meet the chosen committee of 15 at about 8 o'clock," he said.

According to his source, a member of their representative left the meeting after 15 minutes with a request from the director that they should resume their duties whilst the talks were held.

They refused, he said. The strikers dispersed at 8,30 after they were told to report for duties today. He threatened that the strike will continue until their demands were met by management. "We either receive R2,50 an hour or tools down," he said.

He added that the monthly paid staff were not on strike.

"The main gate was closed to bar customers from entering the premises, he said. Most of the workers together with those who were not on strike left the premises at about 8,30 while the talks between management and the 15 members continued, said the source.

25.

- 9. Tubercle. Vol.49. March 1968. Supplement.  
Preface iii, C.A.F. Hostilow, Chairman, Smith & Nephew.
  - 10. Tubercle, as above. P.4.  
Some economic aspects of tuberculosis control in Algeria.  
L. Mokhtari.
  - 11. Tubercle, as above. P.9.  
The cost of tuberculosis control in Czechoslovakia.  
P. Polansky.
- J.O.P. Tb.C.M.O.  
Health Dept.,  
C.D.C.  
31-8 - 78.

# 25 teachers on go slow strike

By Carolyn Dempster and Moira Levy

Twenty five coloured teachers at an Alberton primary school started a "go-slow" strike yesterday in protest at meagre salary increases

The teachers, all women, left the school premises early yesterday morning and threatened to resign "en masse" unless their salaries were improved immediately

"We cannot continue to take care of other people's children while our own children are starving," said one teacher, adding that her 1981 salary increase amounted to an additional R15,33 a month.

Dissatisfaction over the poor increases arose last month when it became apparent that the bulk of

coloured teachers were only to get an increase of 12,8 percent. (Those in the higher, qualified, categories received increases ranging from 26 to 28 percent and were given parity with their white counterparts)

A two-day go-slow strike by a small group of teachers at Eden Park School in March was a "warning" to the education department, said the teachers

"We were asked by a representative of the Coloured Education Department to give the department three weeks grace to try and sort out the problem. We have had

no response," they added. The Transvaal Association of Teachers (TAT) representing the province's 1 200 coloured teachers also took up cudgels on behalf of the frustrated and bitter teachers

They presented a memorandum and petition to the Director of Coloured Education, Mr A J Aarendse, and were given assurances that the matter was receiving attention "at the highest level"

"Teachers in the low wage categories are being treated very shabbily," said Mr Stan Jacobs, president of TAT. "Almost 10 percent of

the teachers in the Transvaal resigned last year because of low salaries, and there have been a flood of new resignations since the beginning of the year."

The Director-General for Internal Affairs and Coloured Education, Mr J W A van der Merwe, said the Minister had indicated his willingness to regard the matter as urgent

"At the moment the situation is being evaluated through the proper channels and, when this is finished, the Minister, Mr Heunis, will discuss the issue

"As a department we cannot commit ourselves

We can only investigate the problem"

The situation is particularly bad in the Transvaal "where the businesses are luring teachers away from their profession with promises of higher salaries and better work conditions," said Mr Franklin Sonn, president of the Union of Teachers Associations of South Africa (representing 25 000 coloured teachers).

"We would have resigned earlier but we were thinking of the children," one of the striking teachers said.

"I have been teaching for 25 years and earn R270 a month"

Because of the high 1981 increases for "qualified teachers" the department expects lower category teachers to improve their qualifications

However many of the teachers cannot afford to pay for correspondence courses or say they are too old to return to college and support their families at the same time.

Several teachers have warned that if the Government does not take immediate action, the strike could spread to other schools and will eventually result in a mass exodus from the coloured teaching profession.

whether paying patients will, or should, get a more leisurely consultation. The main difficulty will probably continue to be excess demand. during the new doctor's first month he saw an average of 30 'state' patients per working day, though some came on public holidays and weekends. Some of this is undoubtedly a backlog, and it remains to be seen how the situation will develop.

The most pressing needs seem to affect the old, who have chronic illnesses, who find it hard even to walk from the location to the doctor and do not always think treatment worth the expense, and who suffer from bad eyesight for which they have not sought help, and women and children in rural areas whose illnesses may not easily come to the attention of the farmer, or whose husband/father may be unable to take to town on his own. This applies particularly to all families living on farms where there is no white family, these are particularly isolated and especially likely to suffer from nutritional deficiencies. In view of the usefulness of the work done by the SANTA volunteers it would seem that some routine check-up for general health would be very fruitful. In former times, when it was common for private doctors to visit the sick on the farms and perform inoculations there, other illnesses could more readily have come to light. In recent years, visiting of 'state' patients has ceased. Even with two doctors in Fiersdorp, they appeared to be too busy to do much routine visiting, clearly now extra manpower (not necessarily a doctor) would be required for surveillance. Education for blacks on home health care would also help in the present situation.

MAP

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DISMISSAL THREAT

to Sigma 4 000

14.4.81

Labour Reporter

Management at the Sigma Motor Corporation plant near Mamelodi has warned 4 000 striking workers to return to work tomorrow or lose their jobs

In a statement released by Sigma today workers were told to return to work tomorrow and continue to perform their duties

"Failing to comply with this directive, they shall be deemed to have terminated their services by their own action," the statement read

Yesterday the management met the workers' "committee of 20" and with National Union of Motor Assembly and Rubber Workers (Numarw) officials to discuss the four-day dispute.

**PROOF**

Workers have demanded a trebling of new employee wages to R3 an hour, recognition of Numarw at Sigma and the suspension of the present liaison committee

Early today Numarw officials from Port Elizabeth presented Sigma with stop-order forms signed by 50 percent of the striking workers.

Sigma may recognise this as proof of Numarw's representation in the factory

Workers have turned up at the factory but have refused to go back to work — a condition Sigma said was essential before talks be held

Glenco

Utterhage

River

Railway

Permanent clinic

Weekly clinic

seemed to be a more important factor in the acceptance and utilisation of family planning than socio-economic status. The level of sustained motivation in rural areas is very low even though we showed that a lack of awareness was not so much a problem there. The REAL PROBLEM seemed to be the lack of ready availability of contraceptives. Out of a sample of 100 rural women in the Umvukwes area 32 gave as their reason for not practising family planning that it was "too much trouble"! In this community where the practice of family planning is antithetical to their culture, one of the most important ways of promoting family planning is to take it to the people.

In remote areas we have to consider the risks of pregnancy and delivery in a grand multipara who cannot reach medical help, and this really is hazardous. This must be weighed against precluding her from having a contraceptive by making it available right in her area even though it is from someone who does not have a medical qualification. There is no question of allowing untrained people to do this work. In fact they are trained thoroughly and comprehensively. In my experience, the medical assistants have proved to be competent in this field. We have been impressed by their ability to cope and their intense interest, enthusiasm and competence.

Argus 14/4/81.  
**Ultimatum in  
Sigma strike**

Argus Correspondent

PRETORIA. — Striking black workers at Sigma's plant here have been given an ultimatum to return to work by tomorrow morning — or be fired.

Sigma's management said it had considered every possible peaceful means to conclude the strike

"The strikers' action is not understood by management since established ways for negotiations are already available," said a spokesman

"Consequently management has advised employees to return to work and perform normal duties in order to enable the factory to return to normal production on Wednesday morning. Failing to comply with this directive, they will be deemed to have terminated their services by their action," the spokesman said.

The strike entered its fourth day today.



Only a few illnesses which are not emergencies seem to be referred to Bloemfontein for specialist treatment. For these it is possible for the busfares (R2.30) to be refunded for the indigent and for the infirm to be taken in by special transport (see below).

A converted van was run by a local farmer, mainly for emergency cases. The magistrate or the police could authorize this 'ambulance' to bring patients from farms or the location to the district surgeon, or to Bloemfontein if he were not present or unable to deal with the emergency. A white farmer reported that obtaining the 'ambulance' service in this way could take several hours owing to difficulty in finding someone to authorize the request. If the 'ambulance' was already on a trip the patient would have to wait for its return. Thus owners of private cars in the location would also take patients to hospital as an unofficial taxi service - presumably at rather higher cost than the public service.

The 'ambulance' was said to be called out on average about once a day. While free to the patient, the cost to the local authority is approximately R1 000 per month (i.e. about R32 per round trip).

2) Recognition of Illness

The report of the SANTA volunteer indicated the presence of a number of obvious untreated disease in the rural areas. Her view was that distance could have inhibited farm workers' families from attending the doctor on their own initiative. Perhaps eye complaints were not sufficiently obvious and arose slowly, so were not brought to the attention of the farmer. It is also possible that the families did not know that a cure was possible.

There was some indication that the ailments of women on farms are less obvious than those of the men, because they could escape the notice of the farmer unless specifically brought to his attention. If the husband does not think a

wife's illness serious enough he will not ask for help. Of the 7 patients who reported having had an illness without seeking help from a doctor or employer, 6 were women and 3 of them (a disproportionate number) came from farms. Another woman living on a farm with her mother had endured 9 months of an intermittently inflated stomach and being unable to pass water before approaching the 'master' to seek medical attention. He brought her to the following day.

3) Cost

In only 19 of the 89 cases of illness reported cost of either treatment or transport considered in obtaining medical care. On the whole they found it a problem were not those who had paid a private doctor, but elderly women who had difficulty finding a doctor, particularly those who had chronic and needed repeated visits to the doctor for which had only a shortlived effect, or to whom to use bus transport to town.

Fees paid for private doctors in T.ersdorp or R2.50 for a consultation and R0.50 or R1.00 for extraction. As a rule there were no extra charges for medicine. Physicians in nearby towns were reported to charge in the region of R5.00 for a consultation, but one in Bloemfontein charged R8.00 for respondents paid much higher fees, particularly for specialists e.g. up to R10 for a blood test. Most of them carried some form of medical insurance and were satisfied with doctors' fees.

Few black patients were willing to pay the fees of a private doctor in order to avoid waiting or to gain rapid admission to the hospital in Bloemfontein. Sometimes a farmer would pay for a labourer to ensure quick attention. However, many blacks did consult private doctors when they could have obtained medicine at State expense, usually

**Timber strike ends**

EVERYTHING was reported to be normal at York Timbers in Pretoria after more than 200 workers went on strike on Monday demanding increases of R2,50 an hour. A Mr de Klerk said yesterday that everything was back to normal and declined to comment further.

An employee of the factory however told SOWETAN that the workers resumed their duties at 12 noon after the management had promised to meet the workers special committee of five as to negotiate on the wage crisis.

15/1/48

INTRODUCTION

The aim of this paper is to indicate the method by which South African health expenditure is financed. Expenditure on health care in South Africa is controlled largely through direct expenditure by the Department of Health and a complicated system of subsidies paid by the central Government to the provincial and local authorities

State resources have always been complemented by the resources of the private sector, through welfare organisations, sponsorship of medical research by the private sector and medical benefits to employees by firms.

Section 1 deals with the overall financing of health services in South Africa, i.e. the State's contribution care system, indicating the method by which all made to various levels of government. Section 2 deals with the contribution of the private sector. This is an artificial distinction since, for example, hospitalisation facilities. Therefore certain health care system will be dealt with jointly to

SECTION 1

Health expenditure is organised by a number of vote departments. Moneys allocated to the Department of Health are used to subsidise local authorities and to run state institutions such as mental hospitals, although the bulk of these funds are for preventative medicine. State expenditure on health services in the homelands is included in a separate vote - that for the Department of Plural Relations and Development and the South African Bantu Trust. Furthermore, money is allocated by the Treasury to subsidise provincial health services.

The total health expenditure by the State from 1975/76 to 1977/78 on the above services is shown in Table 1 below. The table indicates the absolute expenditure by the State as well as the percentage changes in expenditure over the past three years. It indicates that in 1977/78 provincial subsidies accounted for roughly 75% of total current health expenditure.

TABLE 1

STATE HEALTH EXPENDITURE IN SOUTH AFRICA  
1975/76 - 1977/78 (P MILLIONS) (Current prices)

	1975/76	1977/78	% Change 1976	1975/76	1977/78	% Change 1976
Dept. of Health Vote	44,9	54,7	+21,8	0,38	0,4	5,2
(a) Homelands	67,4	82,1				
(b) S.A. Bantu Trust	9,2	26,1		2,4		2,3
Subtotal (a) + (b)	55,2	32,4		8,0		4,6
Prov. Subsidies	64,4	58,5	- 9,1	10,4	6,9	-42,5
	61,7	78,1	+26,5	0,5	0,5	0
	119,8	150,9	+25,9	17,5	17,5	0
Natal	16,6	20,2	+21,6	0,62	1,8	190,3
B	52,1	63,1	+21,1	3,9	4,4	12,8

THE management at Sigma Corporation, Pretoria issued an ultimatum yesterday to the 4000 workers on strike to return to work today or face expulsion

And yesterday the National Union of Motor Assembly and Rubber Workers (Numarw) submitted proof of membership of striking workers at the Sigma Motor Corporation plant near Mamelodi in an attempt to gain recognition and end the four-day dispute.

A union spokesman said they submitted to management stop-order forms signed by 50 percent of the workforce

"We expect Sigma to come back to us on Thursday on whether or not they accept proof of our membership," the union spokesman said

If they do, this will settle two of the workers demands - union recognition and the suspension of the present liaison committee," the spokesman said

The employees, almost the entire workforce at the factory, went on strike last Thursday demanding a wage increase to R2 an hour

**Sigma bosses get tough**

30 WETAWU  
15/4/81

1.1 Department of Health

The Department of Health receives its finance from two parliamentary votes - the Health vote, and the Health (Hospitals and Institutions) vote. This is used to finance (directly or via a subsidy to municipalities) the provision of tuberculosis, leprosy and mental hospitals as well as district medical and nursing services and medical poor relief. It is also responsible for ancillary services such as State laboratories, the control of infectious diseases and environmental control. The expenditure shown in Table 1 also includes the subsidy paid to the South African Medical Research Council.

..

**Man dies  
as Sigma  
workers riot**

Labour Reporter  
A woman motorist today shot dead a man thought to have been a former Sigma worker after dismissed workers began stoning cars near Mamelodi. Earlier today Sigma dismissed about 4000 workers who had refused to return to work despite an ultimatum from management.

A police spokesman in Pretoria said the motorist fired a shot killing Mr Paulus Mahlangu (30) after her car had been stoned and rocked by former Sigma workers at a

To Page 3, Col 7

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were 100 child TB cases in 1972, school entrants, no Grade 3 and 4 reactors were found in Sunland schools, and 19 were found at Addo (giving a rate for Addo of about 3%). The decline is clearly related to the immunization of neonates, school entrants and school leavers, and the great efforts made to find and treat active cases, again through systematic visiting, as described

**One dead  
as workers  
riot**

four-way stop junction near Mamelodi)

It has not been confirmed if Mr Mahlangu was a Sigma worker.

A Sigma spokesman said about 2000 workers gathered outside the factory this morning where they were addressed by other workers and later dispersed peacefully.

"In spite of repeated appeals to return to work they did not respond and consequently Sigma had no option but to terminate the services of those employees who did not return to normal work," the spokesman said

Factory workers went out on strike last week over wage demands and a call to recognise the National Union of Motor Assembly and Rubber Workers (Numarw) at the plant

A Numarw spokesman today blamed management for allowing the dispute to escalate to the point where workers were dismissed

"Management was mainly concerned with getting production going again," he said

Commenting on reports that former workers had stoned cars near the factory, he said Numarw had told workers not to take part in any violence or unrest

factory and respiratory activity within the larger society which might directly contribute to removal of these diseases.) It was noted by the doctors that diseases of class (11) are prevalent, especially among the so-called 'coloured' population.  
The classification of disease cases for indicate that presentive are curative health care as traditionally  
and record are possible; curative and educative measures

**3.1. Pymarw Health Care Facilities**

The positions of doctors and clinics, which comprise the health care facilities of the valley are shown on the map below in the history of the clinics. The present rate of TB may be estimated in Bontbrug, the black location for Kirkwood, which has 50 cases and a population of about 4000, i.e. about 1,2% of the population. This is considerably lower than in Pierscorp.

**Dr. Victor Pymarw**

are three general practitioners in Kirkwood, one of in semi-retirement, and one in the haven of 15 km down the valley towards Addo. One Kirkwood the district surgeon and patient patients may be free after obtaining a certificate and paying the magistrate's office, and he may be called on by car to any time in the event of an emergency, except when away at weekends. There is a garage for service at 500 are pensioners and unemployed, farm labourers are excluded. About half of his annual 2000 consultations are made on this basis, including visits to patients in the Rita Coetzee hospital in Kirkwood. This is in fact a small nursing home, has 42 beds, 10 for white and 32 for blacks. It has no outpatients department and takes maternity and other patients not needing specialist attention. The district surgeon also visits a small clinic at Moor on Friday afternoons. The other doctor is a private practitioner and attends to patients in the nursing home when required.

The Surkard doctor is also a district surgeon, but because it is a round trip of 40 km or so to the nearest magistrate's office at Kirkwood he will see urgent patients free without their having to obtain a certificate. Against employed farm labourers do not qualify as independent

# Ultimatum on Sigma strike

By RAMOKOENA MATLALA and RIAAN DE VILLIERS

THE dispute at the strike-hit Sigma Motor Corporation plant in Pretoria took a serious new turn yesterday when more than 4 000 workers were warned by management to return to work today, or be dismissed.

Pamphlets informing workers of the ultimatum were distributed at the Sigma compound.

Yesterday, officials of the National Union of Motor Assembly and Rubber Workers said they viewed the ultimatum as a breach of the agreement reached between them and Sigma on Monday, when they agreed on steps which could

lead to the firm negotiating new wages with the union

A union delegation met Sigma management again yesterday afternoon. No details of the meeting were available last night.

Meanwhile, workers outside the plant said yesterday they would ignore the ultimatum.

Workers told the "Mail": "We will not touch a tool until they decide to consider our demands."

In a statement, Sigma said its management had considered "every possible peaceful means to conclude the present illegal strike action".

Management did not understand the strike action as established ways for negotiation

were already available.

Consequently, management had advised employees to return to work this morning

If they failed to comply with this directive they would be "deemed to have terminated their services by their own actions"

A spokesman said the firm regarded the strike and the negotiations with the union as "separate issues"

Sigma's entire black workforce of more than 4 000 has been on strike since last Thursday, demanding an increase from R1,04 an hour to R3 and that management negotiate new wages with the union instead of the executive liaison

committee it has been dealing with at the plant

On Monday, the union agreed to present to the firm stop-order forms signed by workers to prove it represented more than half the workers

In turn, the company undertook to abide by a previous transitional agreement with the union whereby it would recognise it as the sole negotiating party as soon as it proved majority membership

There has been a large swing of support towards the union and officials were confident of meeting this target

Following the ultimatum from management, workers were told to go home and return to the plant today

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The opportunity for search is absent and if one gets better slowly, one cannot find out if another drug would have been preferable. This, however may apply to the chair if it breaks, you may not know whether better nails would have withstood the strain. Yet you do know that the chair has failed, in the case of setting better slowly you are not sure that this is not, in fact, success.

More fundamentally, the doctor does not know the prices of drugs and will not lose patients if he uses costly drugs. Doctors do not face the competitive forces that furniture manufacturers do, the drug manufacturer can therefore supply drugs at higher prices.

Drug Manufacturer	Book Publisher	Nail Manufacturer
Doctor	Professor	Furniture Manufacturer
Doctor Service + Drugs	Course + Book	Chair + Nails
Patient	Student	Insurer

Diagram 4.1 Comparison of markets considered analogous to the drug market.

The drug market is therefore distinguished by its information flows and resultant price inelasticity.

Lancaster has divided the act of consumption into the recognition of the bundle of satisfactions wanted (outputs of consumption) and the identification of the product's containing the attributes that will generate the desired satisfactions (the inputs of consumption). (2) e.g. when you realise that you are thirsty you reach for a glass of water.

Within the drug market uncertainty prevails. A sick person

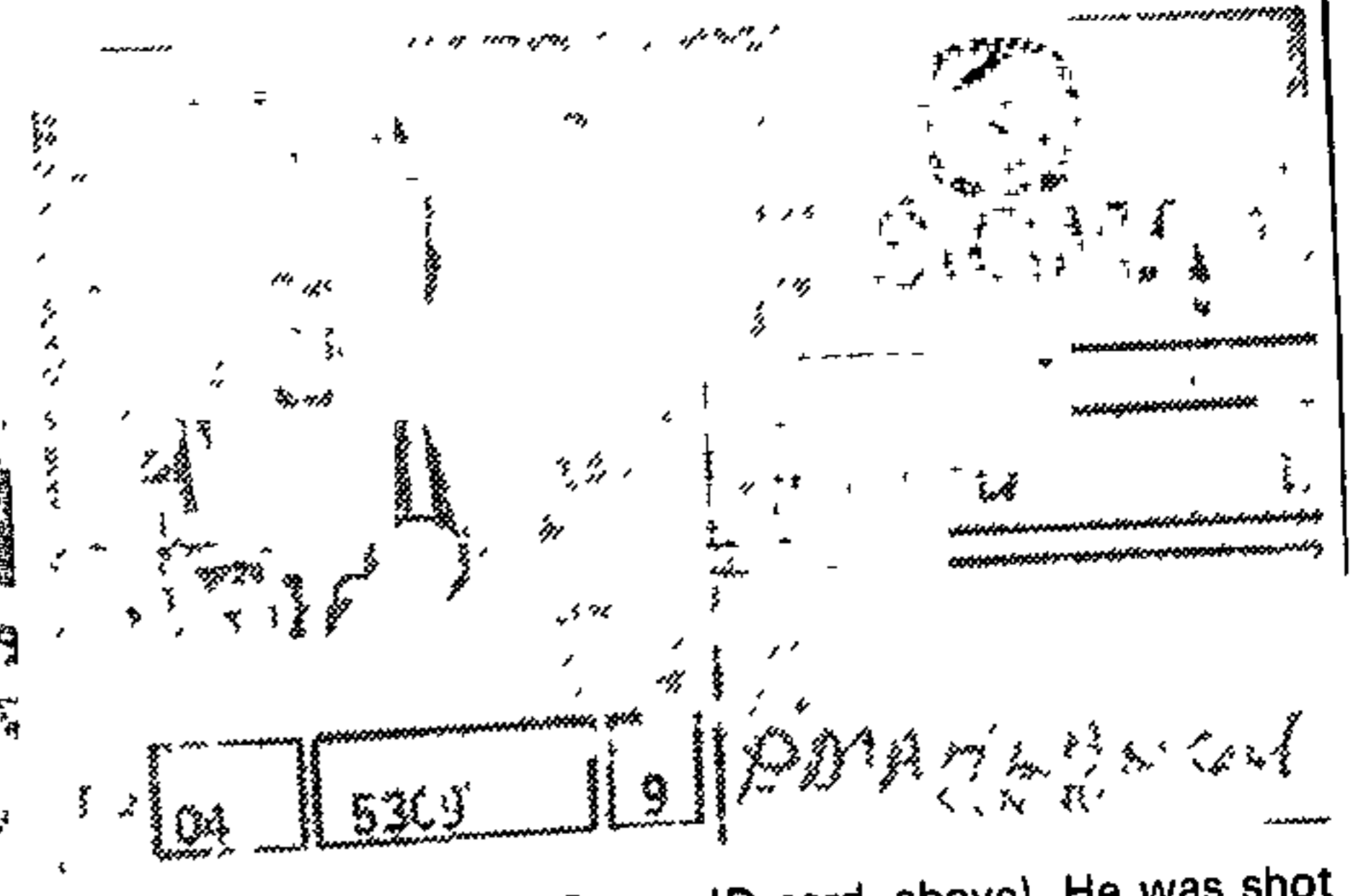
RDM 16/4/81

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# Striker shot dead by woman driver



Mr Paulus Mahlangu's Sigma ID card, above. He was shot dead by a woman motorist as 4 000 striking Sigma workers streamed away from the factory after being dismissed. His paper-covered body, left, was pictured in the road as police stood guard.

It is common knowledge reported as profit including capital replacement. As than real profits

The drug industry, bears relatively more than other

A further problem concerning capital. At present it is

## Staff Reporters

**A FORMER** employee of the giant Sigma Motor Corporation was shot dead by a woman motorist in Pretoria yesterday morning shortly after the firm fired about 4 000 striking workers.

The workers had rejected an ultimatum to return to work.

The dead man, Mr Paulus Mahlangu, 24, of Mamelodi, was shot by the woman, said to be a Sigma employee, while workers were streaming from the plant to Mamelodi township.

Trade unionists involved in the dispute with Sigma yesterday reacted angrily to the mass dismissals and the shooting incident and accused the Anglo American-controlled corporation of "helping to create a situation in which this tragic incident could occur".

They also called on Sigma

and Anglo American to resume negotiations to settle the dispute, which has paralysed Sigma's motor assembly plant for the past week.

A spokesman said workers had stoned passing cars and had also rocked cars which had stopped at a four-way stop street between Mamelodi and Waltloo.

The unidentified woman opened fire after her car had allegedly been rocked by a group of men. Police are investigating.

Workers who witnessed the incident later denied that cars had been stoned before the shooting incident. Cars had been rocked but they claimed Mr Mahlangu had not taken part in this.

A distraught Mrs Sannie Mahlangu, the dead man's mother, told reporters the family had lost a "responsible man" who had paid the rent for their house.

"He was our real right-hand man who was supporting us and we we don't know what we are going to do without him."

Mr Mahlangu is survived by his parents, a brother, a three-

year-old son and his fiancée, Miss Monica Mondlana.

The brother, Mr Mike Mahlangu, 36, rushed to the scene of the shooting where Paulus' covered body lay in the middle of the road.

Police officers in camouflage uniform controlled the crowd.

According to several colleagues of the dead man, workers had been rocking cars on their way home from Sigma. When the woman's car was rocked, she produced a gun.

While workers scattered, she fired and Mr Mahlangu was hit. Colleagues said Mr Mahlangu had not been rocking cars before the shooting took place.

The woman's car was then stoned. She escaped when the police arrived, the workers said.

A Sigma spokesman would not comment on the incident as it had happened "outside our premises and our jurisdiction".

Early yesterday morning, striking workers gathered at the Sigma plant for a report-back meeting by the National Union of Motor Assembly and Rubber Workers. It was decided to defy the management ul-

timatum and not return to work until their demands were met.

The ultimatum from management came after the Fosatu-affiliated union failed in an attempt to prove it had 50% membership at the plant, which would have secured it sole bargaining rights with management.

Workers went on strike last week in support of wage demands as well as the recognition of the union as their negotiating party.

A union spokesman said yesterday "We have to condemn management's handling of the dispute in the strongest possible terms. We have tried our best to resolve the dispute and negotiated with management until late on Tuesday night to try to make them change their minds."

Sigma's public relations officer, Mr Philip Botha, said "very few workers" had returned to work but figures were not yet available. Those dismissed would be paid off this afternoon.

The company would start re-engaging workers next Tuesday.

He added that allegations that the woman who had shot Mr Mahlangu was a Sigma employee could be true, but had not yet been verified.

A Fosatu Transvaal spokesman said it was a "sad comment" on the state of industrial relations that anyone could be shot in incidents arising out of a labour dispute.

"Sigma could have resolved the dispute last Friday. Instead, in creating a situation of non-negotiation, it helped to create a situation in which such a tragic incident could occur."

Mr Alec Erwin, Fosatu general secretary, said companies such as Sigma and Anglo American should have adopted a "more realistic" approach to the dispute rather than "hiding behind formalities regarding representativity" in a difficult situation.

"Fosatu believed the dismissal of workers worsened such situations and would have expected Sigma to adopt a more constructive attitude."

"The dismissals and Sigma's overly formalistic attitude has helped to precipitate an unnecessary violent incident."

**4000 SIGMA WORKERS FIRED AFTER FOUR-DAY WAGE DISPUTE**

**STRIKERS STONED**

A MAN was shot dead yesterday after some of the 4000 striking workers fired from Sigma Motor Corporation allegedly stoned passing vehicles.

Mr Paulus Mahlangu (24) of 1440 Section D, Mamelodi was shot at about 8 am a few metres from an intersection near Deneboom Station

The deceased and his colleagues were about a kilometer away from the Sigma Motor factory south of the Pretoria/Komatiapoort railway line

Brigadier H A du Plessis

Chief of the Northern Transvaal CID confirmed Mr Mahlangu's death yesterday. Brig du Plessis said according to reports received by his office the man was shot in the head by a motorist.

He said the motorist fired a shot after a group of men were allegedly throwing stones at the passing vehicles.

The employees were discharged yesterday morning following the four day strike the firm over a demand for increased wages.

Following a deadlock between Sigma's management and the workers committee on Tuesday the firm issued an ultimatum that workers return to work

**STRIKERS STONED**

**BY NORTHWIND**

on face expulsion. The employees ignored the threat.

Shortly after Mr Mahlangu was shot police in riot uniforms and teargas masks arrived in vans and manned a roadblock at the intersection.

A large crowd which has gathered at the scene dispersed after the body was removed to the Government Mortuary.

Mrs Saame Mahlangu the aged mother of the deceased man could not hold back tears as she related the death of her youngest son the breadwinner of the family.

Johannes (3), the only son of the dead man

**BY NORTHWIND**

sucked from his feeding bottle as though he understood what had befallen his father.

Mr Mahlangu was staying with his peasant parents. Mrs Mahlangu said Paulus was the eleventh child of hers to die and she is now left with only one son, Mike (3).

The deceased survived by his parents, son and wife Monica who works at a department store in Johannesburg.

Elderly Mrs Mahlangu said her daughter-in-law was not aware of the death of her husband. She said his death came as a shock to the family. Two hours before he was shot he had

bid us goodbye and he returned for work.

At 10.00 am several police vehicles stood at Sigma's main gate but were ordered to Frig du Plessis. The situation had returned to normal.

Brig du Plessis said the matter was under investigation.

● in any dispute it is the duty of both parties to create the conditions in which a peaceful settlement can be reached. The Federation of South African Trade Unions (Fosatu) said in a statement last night.

By dismissing the workers and refusing to negotiate until they have returned to work Sigma

has set up conditions which are not conducive to a peaceful settlement.

Fosatu calls on Sigma to drop all preconditions and negotiate directly with the workers' union. The National Union of Motor Assemblers and Rubber Workers to negotiate the issue at hand before any more tragic incidents occur. The statement said

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# Sigma no to union settlement remote

By Tony Davis, Labour Reporter

There are no immediate signs of a settlement at the Sigma Motor Corporation plant near Mamelodi where about 4 000 workers were dismissed yesterday after refusing to return to work.

Yesterday's mass dismissal triggered worker violence as some strikers stoned cars on their way to Mamelodi. A motorist shot dead Sigma worker, Mr. Paulus Mahlangu, after her car was stoned.

Sapa reports that police have investigated the incident and that no charges will be brought against the motorist.

### FAILED

Today Sigma announced that the union involved in the dispute had failed to achieve recognition.

Earlier this week the National Union of Motor Assembly and Rubber Workers (Numarw) submitted stop-order forms showing support of 50 percent of the work force as required for recognition.

But a Sigma spokesman said Numarw had failed to reach the 50 percent figure.

Numarw and the Federation of South African Trade Unions (Fosatu) criticised Sigma for allowing the dispute to escalate to the point of mass dismissals.

Sigma management had made it a condition of continued negotiations that the strikers return to work.

The general secretary of Fosatu, Mr Alec Erwin, said Sigma had "hidden behind technicalities" rather than seeking to resolve the dispute.

He called on Sigma's parent company - Anglo American - to take the lead in adopting a constructive approach to labour disputes.

Erwin said that the strike had caused them to travel to various areas from these areas they travelled to and patients' covered and patients' r to give total and whether relief given

... towards doctors. Workers of working age were the main clinic attendees. Those who had chosen to go first to the clinic did so for family planning or gynaecological reasons or because it was cheaper, or nearer, or because they considered their clinic could cope adequately with children's needs for their own they would prefer a

Table 5: Subsequent choices

Also	Atkinson	Burberg	Bereneba	Total

Table 6: Reasons given for subsequent choice

	No.	%
1. Dissatisfaction with treatment	21	60
2. Nearer, or first choice now too far	9	26
3. Cheaper	3	9
4. Not worth money (1 + 3)	1	
5. Undefined	1	

'Subsequent choices' are analysed because they give some clues as to the reasons why people change their choice of facility. There were far more 'subsequent choices' at Sunberg and Bereneba, and many respondents

Table 7: Outcome of treatment. Patients' report

Home care	2	3	2	7
Other practitioner	1			1
Total subs. choices	14	6	15	16
				51

1. Referral was not counted as a subsequent choice.

# Motorist shoots striker in unrest

CT 16/4/81

152

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152

Own Correspondent

**JOHANNESBURG.** — A former employee of the giant Sigma Motor Corporation was shot dead yesterday after the firm fired about 4 000 striking workers who had rejected an ultimatum to return to work.

The dead man Mr Paulus Mahlangu, 24, of Mamelodi, was shot by a woman motorist, said to be a Sigma employee, while workers were streaming from the plant to Mamelodi township.

A police spokesman said workers had stoned passing cars and had also allegedly rocked cars at a four-way stop street between Mamelodi and Watloo.

The unidentified woman opened fire after her car had allegedly been rocked by a group of men.

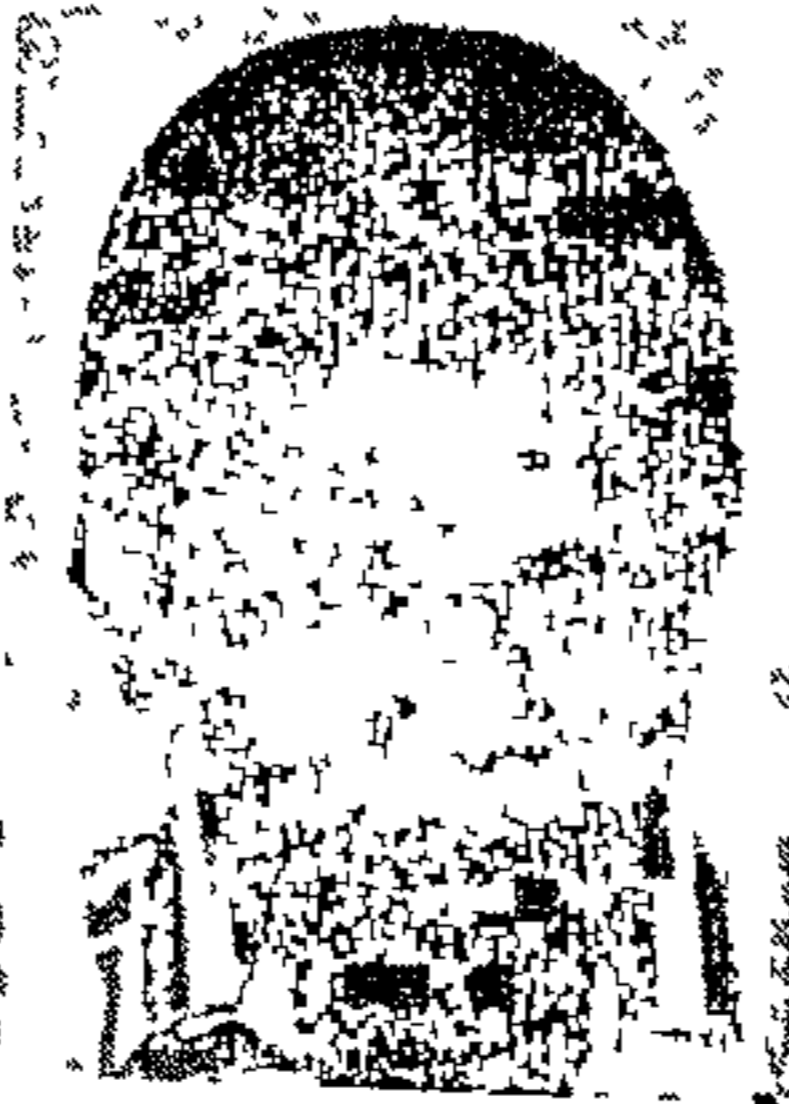
Police said that the death was being investigated.

Trade unionists involved in the dispute with Sigma yesterday reacted angrily to the mass

dismissals and the shooting incident. They accused the Anglo American-controlled corporation of "helping to create a situation in which this tragic incident could occur".

They also called on Sigma and Anglo American to resume negotiations to settle the dispute, which has paralysed Sigma's motor assembly plant for the past week.

Workers who witnessed the incident later denied that cars



Mr Paulus Mahlangu

had been stoned before the shooting. Cars had been rocked, but they claimed Mr Mahlangu had not taken part in this.

A distraught Miss Sannie Mahlangu, the dead man's mother, told reporters the family had lost a responsible man who had paid the rent.

"He was our real righthand man who was supporting us and we don't know what we are going to do without him," said a sobbing Mrs Mahlangu.

Mr Mahlangu is survived by his parents, a brother, a three-year-old son and his fiancée, Miss Monica Mondlana.

According to colleagues of the dead man, workers had been rocking cars on their way home from Sigma. When the woman's car was rocked, she produced a firearm.

While workers scattered, a shot was fired and Mr Mahlangu

was hit. The woman's car was then pelted with stones and she escaped when the police arrived, they said.

A Sigma spokesman said he could not comment on the shooting incident as it had happened "outside our premises and our jurisdiction".

## Report-back

Early yesterday morning striking workers gathered at the Sigma plant for a report back meeting by the National Union of Motor Assembly and Rubber Workers where they decided to defy the management ultimatum and not return to work till their demands had been met.

Sigma's public relations officer Mr Philip Botha, said yesterday "very few workers" had returned to work but figures were not yet available. Those dismissed would be paid off this afternoon.

The company would start re-engaging workers next Tuesday.

The ultimatum from management came after the Fosatu-affiliated union failed in an attempt to prove it had 50 percent membership at the plant, which would have secured it sole bargaining rights with management.

Workers went on strike last week in support of wage demands as well as the recognition of the union as their negotiating party.

## 'Sad comment'

A union spokesman said yesterday "We have to condemn management's handling of the dispute in the strongest possible terms. We have tried our best to resolve the dispute and negotiated with management till late

on Tuesday night to try to make them change their minds."

A Fosatu Transvaal spokesman said it was a "sad comment" on the state of industrial relations that anyone could be shot in incidents arising out of a labour dispute.

"Sigma could have resolved the dispute last Friday. Instead, in creating a situation of non-negotiation it helped to create a situation in which such a tragic incident could occur."



We also asked about what steps were taken to safeguard adults in the household against misfortune and illness. Only about one in five African housewives reported that they took no particular steps. One-quarter used rites centering on the ancestors, and a further one in ten reported the use of African medicines and African traditional practitioners such as the *isangoma* and *inyanga*. Over one-quarter used doctors with western training, while one in 12 said they relied on Christianity plus some African practices. This means that over two-fifths of the housewives reported that they used traditional practices either alone or with some other means for safeguarding the adults against misfortune. Amongst Indians, two-thirds mentioned the observance of religious rites and duties, and/or the use of religious charms as a means of safeguarding adults against illness and misfortune. Less than one in eight mentioned specifically the resort to a doctor — that is a western medical practitioner — to prevent

KDM 16/4/81  
Winery staff  
152 (189)  
back at work  
after strike

#### Own Correspondent

CAPE TOWN — The total production staff of about 250 employees went on strike at Stellenbosch Farmers' Winery in Struandale, Port Elizabeth, for two hours over a wage dispute.

The company's Eastern Cape regional director, Mr W du Toit, said the strikers went back to work after he explained they should negotiate through their elected shop stewards.

Mr Du Toit said the workers were granted increases in terms of the minimum wage of R40 a week for men and slightly less for women, as laid down in the agreement between the union and SFW.

The company had now decided that no workers would receive increments of less than 10%.

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said they had consulted an *isangoma*. Amongst Indians 55% of the housewives interviewed agreed that there were certain kinds of illnesses and misfortune which a western medical practitioner cannot help. Nonetheless two-thirds of the households apparently had a western medical practitioner (usually an Indian) to whom the family turned when illness occurred.

While we have commented on the importance of religion in health practices and beliefs of Indians, it is interesting to note that three-fifths of the Africans said that at one stage or another they had asked a prayer group to pray for them or a member of their family in a particular situation. Illness is one of the anxieties of African life, given the high infant mortality rate and death rate, higher than that for whites, or Indians.

It is Fernandez's (1967) contention that certainly at least some of the religious groups, such as the small Zionist Groups, provide security and support for Africans in a threatening urban environment, and help the individual to cope in stressful situations. Illness is one of these situations.

We cast the net wider towards the end of the interview and asked to what extent the families concerned had at any stage consulted doctors or been to hospitals. Amongst Africans, four-fifths of the housewives said that they had themselves been to a clinic or taken a member of their family, while almost nine-tenths said that at some stage or another they had made use of a hospital. In both cases the main reasons appear to be for what were essentially physical rather than psychological/psychosomatic complaints. Nine-tenths said that they had at some stage or another consulted a G.P., and half said that they had a G.P. of their own whom they consulted. Amongst Indians, a similar position was found. I was surprised to find that three-quarters of the African housewives interviewed said that they or someone in the household had been an in-patient at a hospital — probably very often this was for a confinement. Again amongst Indians by far the biggest proportion of informants or close relatives had been in a hospital at one time or another.

It is disturbing to note that three-tenths of the African housewives and half of the Indian women reported that they or patients in their homes stopped taking medicine once they felt better, rather than completing the whole course. This suggests that doctors must impress on patients the need to complete a full course of treatment, regardless of whether or not they (the patients) feel so improved that they do not really think it necessary to take the medicine for a further period of time.

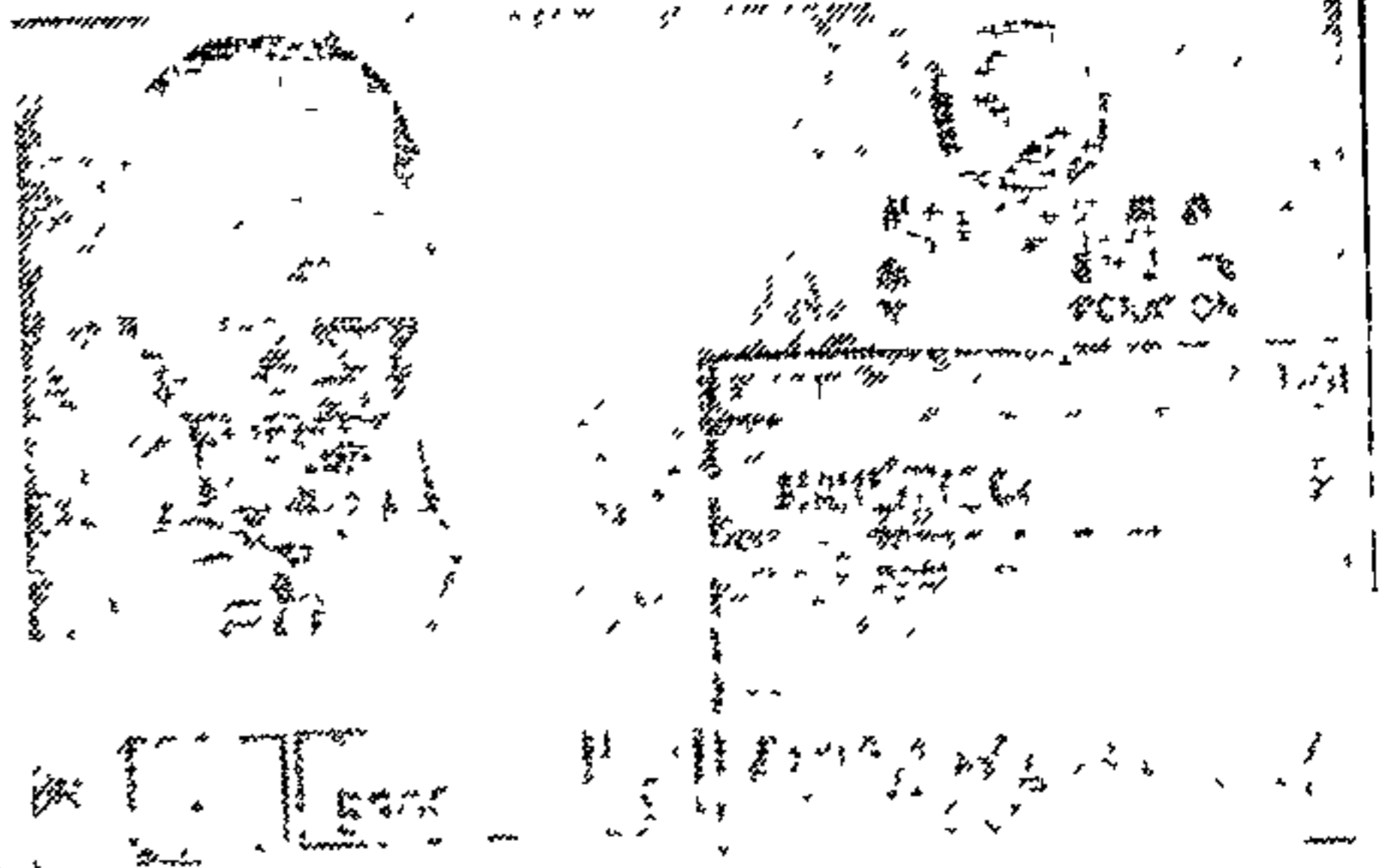
In conclusion, while the results outlined here point to extensive use of western medical practitioners and clinics and hospitals, nonetheless religious and traditional belief systems and practices in regard to illness obviously form an important part of the behaviour of both African and Indian households in Durban. I suggest that this finding has implications not only for community health work, especially health education, but also for the training of medical practitioners, who need to obtain insight into the traditional worldviews and practices of their typical patients, and

RDM 16/4/81

# Striker shot dead

152 (MAM) (AA)

# by woman driver



Mr Paulus Mahlangu's Sigma ID card, above) He was shot dead by a woman motorist as 4 000 striking Sigma workers streamed away from the factory after being dismissed. His paper covered body, left, was pictured in the road as police stood guard

It is common knowledge reported as profit including capital replacement. As than real profits.

The drug industry, being relatively more than other

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Mr Alec Erwin, Fosatu general secretary, said companies such as Sigma and Anglo American should have adopted a "more realistic" approach to the dispute rather than "hiding behind formalities regarding representativity in a difficult situation"

Fosatu believed the dismissal of workers worsened such situations and would have expected Sigma to adopt a more constructive attitude

"The dismissals and Sigma's overly formalistic attitude has helped to precipitate an unnecessary violent incident"

	Herbal	Dutch	Patent (a)	Patent (b)
1	<p><u>Respiratory tract</u> Malt, honey &amp; olive oil Cod liver oil Flannel &amp; camphor oil Honey, egg &amp; bors druppels Hot lemon</p>	<p>Turlington Honey tea Bors druppels Tinct benz co</p>	<p>Sterns cough mixture Extract of lettuce "Chamberlain's" Med lemon Bells lung tonic Puna balm rub Krogs inflammation oif Eucalyptus oil Ollino - great chest &amp; lung remedy Vicks vapour rub Watkins menthol camphor</p>	<p>At least 9 different brands of chest, lung, flu and cold cure in one supermarket Vicks vapour rub</p>
2	<p><u>Gastro-intestinal tract</u> Flour water (d) Brandy, sugar, boiling water cloves Egg red lavender, als &amp; olive oil in cloth round stomach Olive oil, coconut oil &amp; red lavender rub (c)</p>	<p>Essence of aloes, ginger, rhubarb Tinct aloes Wanderkroon Amalica ginger Sroenmara Kraap druppels Haarlemensis (k)</p>	<p>Chamberlains Mother Segal's syrup Milk of Magnesia Silver Spring Salt Syrup of Figs Watkins blood purifying pills Bismarax Enos</p>	<p>At least 9 staple purgatives in one supermarket, also Enos Andrews Rennies Milk of Magnesia Worm syrup Glycerine &amp; borax</p>
3	<p><u>Notes (d) diarrhoea (c) constipation (k) kidney trouble</u> "used in combination" <u>Rheumatic/arthritis</u> Camphor &amp; meths rub</p>	<p>Buchu &amp; spirit rub Guava leaves &amp; celery Willow leaves Kruidjie-roer-ny-nie</p>	<p>Wandergreen Wintergreen Deep heat Ebroccation</p>	<p>Deep heat Wondgraol balm</p>
4	<p><u>Notes</u> "infused and drunk" <u>Headache</u> M11</p>	<p>M11</p>	<p>Grandpa Disprin Codis Watkins pain pills Bessero</p>	<p>At least four "pain" pills or powders.</p>
5	<p><u>Sprains, strains and bruises</u> Eelp <u>Note</u> Also rubs as in 3 above</p>	<p>Buchu &amp; vinegar rub</p>	<p>As for 3 above</p>	<p>Strikers' work identity cards were confiscated yesterday when they were paid off After payment the strikers said they would not be going to the firm on Tuesday as they would be holding a meeting at the Mamelodi Hall to discuss the issue with their trade union - the National Union of Motor Assembly and Rubber Workers</p>
6	<p><u>Antiseptics</u> Hot compress (for boils)</p>	<p>Wild dagga</p>	<p>Menthol camphor (for boils)</p>	<p>Three antiseptics Vaseline</p>
7	<p><u>Physical &amp; miscellaneous</u> Green bean (warts)</p>	<p>Wild dagga (heart) Flea tea (measles)</p>	<p>Dr Williams Pink Pills + Vidaylin + Santogen Multivite</p>	<p>A company spokesman said yesterday the union had failed in its attempt to prove 50% membership by about 10% Asked whether the firm would re-employ all workers who applied, he said all applications would be "carefully considered" against the company's needs, and workers found most suitable for existing vacancies would be appointed</p>
<p><u>Notes</u> * to prevent boils * to prevent migraine</p>				
<p><u>General notes</u> a) Number of remedies mentioned by informants in each class 1 Respiratory tract - 27 2 Gastro-intestinal tract - 27 (note that opening and closing herbs may be used in combination for "stomach ache") 3 Rheumatic/arthritis - 9 4 Headache - 5 5 Sprains, strains and bruises - 7 6 Antiseptics - 3 (it is probable that informants had others, but did not think of them as medicines) 7 Physical and miscellaneous - 7 (a meaningless figure) b) Als, buchu, Kruisemint and wild dagga were mentioned in many contexts and are used in various combinations and forms - as infusions to drink, poultices for a sore stomach, and in rubs. Buchu and Kruisemint were described as being "good for any illness"</p>				

# Fired Sigma strikers can go back

By RAMOKOENA MATLALA and RIAAN DE VILLIERS

MORE than 4 000 strikers at the Sigma Motor Corporation in Pretoria, who were fired on Wednesday, were paid yesterday for the days they worked last week and were told to apply for re-employment between Tuesday and 10am on Friday next week.

Those paid off were told if they wanted to apply, they

should do so immediately to improve their chances of re-employment.

They were also told that if they were re-employed, they would be paid the rate applicable on Wednesday, April 15.

Leave due to each employee would not be lost, pension benefits would remain, lease car eligibility in terms of existing policy would be maintained, as well as medical aid and sick

pay benefits.

Strikers' work identity cards were confiscated yesterday when they were paid off.

After payment the strikers said they would not be going to the firm on Tuesday as they would be holding a meeting at the Mamelodi Hall to discuss the issue with their trade union - the National Union of Motor Assembly and Rubber Workers.

A company spokesman said yesterday the union had failed in its attempt to prove 50% membership by about 10%.

Asked whether the firm would re-employ all workers who applied, he said all applications would be "carefully considered" against the company's needs, and workers found most suitable for existing vacancies would be appointed.

RDM 17/4/81 (152) (140A)

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No. 14

17

18

STRIKES

Sigma impasse

The Transvaal motor industry has been hit by strike action reminiscent of last year's eastern Cape industrial unrest. Last week 4 500 Sigma workers downed tools and after the assembly line had in effect been at a standstill for four days there still seemed no end to the dispute in sight.

Workers struck over wage and service conditions demands, and the role of the executive liaison committee at the plant. Although an interim recognition agreement was signed last year between the National Union of Motor Assembly and Rubber Workers of SA (Numarwosa) and Sigma, the union did not qualify in terms of the agreement to represent the workers, because it did not have sufficient members. The agreement states that once the union has 35% support, it can elect two members onto the executive liaison committee and one more for every 5% increase in members. At the time the agreement was signed, Numarwosa had 20% representation at the factory.

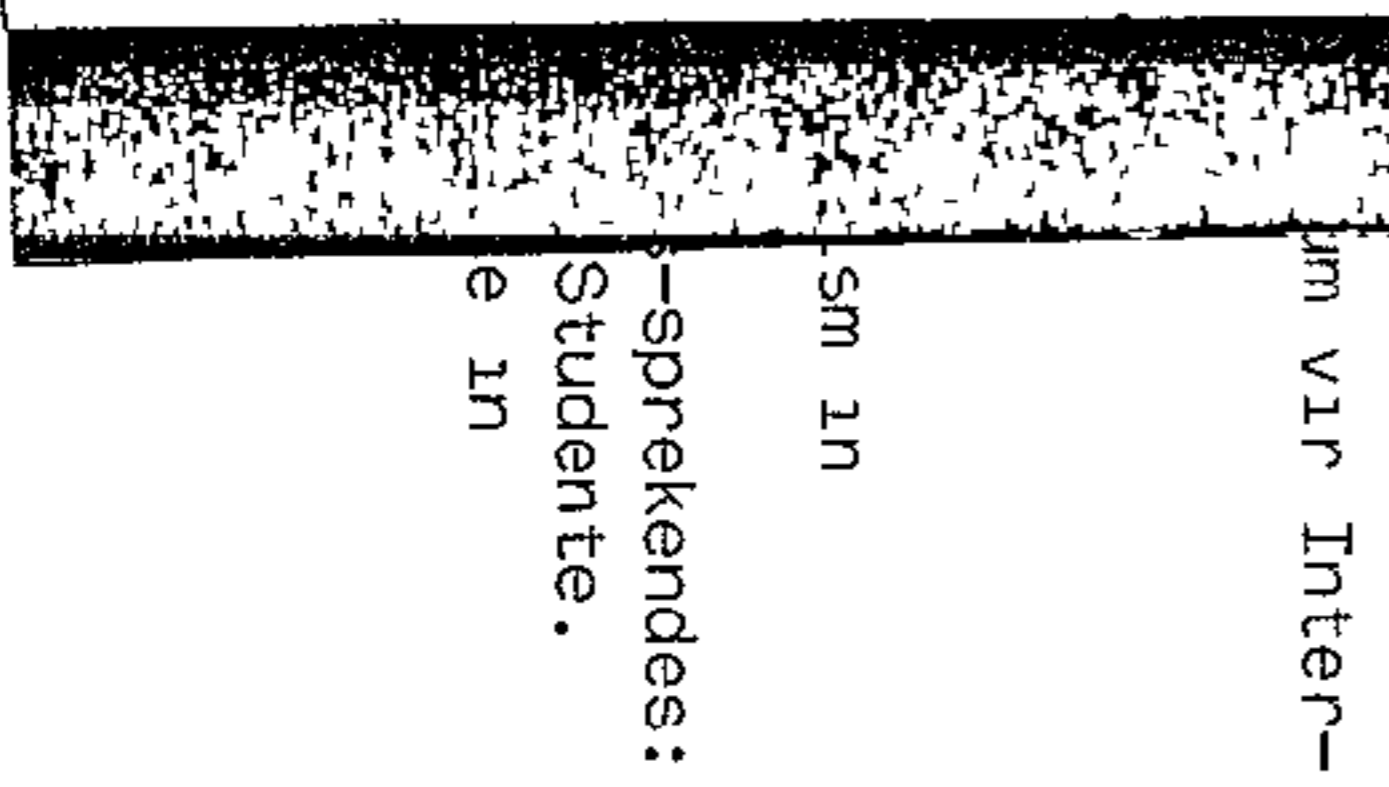
The executive liaison committee, which was in the throes of negotiating a new wage scale, was dissolved on the second day of the strike. A newly elected committee of 20 was to negotiate with management but negotiations broke down after Sigma said it did not know whom the committee represented.

Negotiations were in limbo as the FM went to press. Brian Fredericks Numarwosa national organiser, says the union is confident that it now represents more than 50% of the workers and has submitted stop orders to the company as proof.

Mot Lemmer, Sigma's personnel director says the company will scrutinise the stop orders before making a final decision on the extent of the union's support. Lemmer says the company will negotiate with the union once it has met the conditions of the agreement.

On Tuesday, however, management issued an ultimatum to workers to return to work by Wednesday or "failing to comply they shall have deemed to have terminated their services by their own action".

Reasons given for the strike are varied. One company source says there had been "some dissatisfaction" at the plant for some time and that workers at the factory



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RDM 20/4/81

# Residents urged to back sacked Sigma workers

Pretoria Bureau

PAMPHLETS urging residents of Mamelodi, Atteridgeville and Mabopane to refrain from seeking work with the Sigma Motor Corporation, until the present wage dispute has been settled, were distributed by the Union of Motor Assembly and Rubber Workers of SA at the weekend.

The union issued three sets of pamphlets following the sacking of more than 4 000 Sigma workers last week, after strikers failed to reach agreement with management in pay negotiations.

The dismissed workers were told they could apply for re-employment between tomorrow and Friday.

The union claims the strikers are not prepared to apply for re-employment, but would demand reinstatement after management had agreed to negotiate on the wage issue with the elected liaison committee.

It asks residents to sympathise with the strikers.

"We therefore call on the

community and organisations, sporting bodies, church groups and all concerned members of society to show solidarity with the workers in this factory for a just cause by not taking up employment with the company until this dispute is settled with the workers," a pamphlet says.

Another UMRW pamphlet states that Sigma is one of the largest motor industries in the country, with sales of R421 000-million and profits of R71-million in 1979 and R25-million in 1980.

It says the workers, faced with inflation do not benefit from the profits, and that employees had to down tools because of Sigma's alleged refusal to negotiate with their liaison committee.

The union accuses Sigma management of refusing to negotiate on the wage dispute and thus questioning the credibility of the committee by allegedly refusing to recognise it.

This, the pamphlet says, proved that management was not prepared to negotiate.

SIML 20481 (115) (153) (152)

# Fired workers in test case

An application — which may strengthen the position of contract workers involved in labour disputes — has been brought in the Natal division of the Supreme Court.

The application has been sought by 45 workers who were among the 460 dismissed from the Union Co-operative Bark and Sugar Company in Dalton, Natal, after a strike two weeks ago.

They are being assisted by the Sweet, Food and

Allied Workers Union, an affiliate of the Federation of SA Trade Unions (Fosatu)

The workers have asked for a spoliation order, requiring the company to restore them to its compound and married quarters from which they say they were evicted by armed police after their dismissal. They argue that they were unlawfully deprived of accommodation.

Most are contract labourers from northern

kwaZulu and Transkei, where they were deported after the strike.

An application for an interim order restoring their accommodation will be heard on April 24.

The full application, which will ask the court to declare their dismissal null and void because it constituted a "lockout," will be heard next month.

The action may establish a precedent that employers wishing to evict their employees must follow the due process of law — a lengthy process — rather than forcibly removing them.

# Sigma strike: mass meeting today

RDM 21/4/81  
192 152 40A

By J S MOJAPELO

SIGMA Motor Corporation workers, who are members of the Union of Motor Assembly and Rubber Workers of South Africa, are to meet in Mamelodi today to decide whether to continue their strike

About 4 000 workers of the motor plant near Mamelodi were paid off on Wednesday after their continued strike

According to a statement by the personnel director of Sigma, Mr S S Lemmer, the workers will have terminated their services if they continue with the strike

The workers will be paid their outstanding wages on Friday

A spokesman of the trade union said yesterday a public meeting of all the dismissed workers would be held at the Mamelodi Community Centre

and addressed by a member of the local community council, Mr B K Ndlazi

Mr Ndlazi confirmed he was invited to address the workers

A union spokesman said besides the appeal to residents of Mamelodi, Atteridgeville and Mabopane, not to seek work at Sigma, the striking workers will continue their strike until Sigma management meets their demands

The union is demanding an across-board increase of R2 an hour for all categories of work at the plant. The union also wants Sigma's management to negotiate with their 20-man elected committee

The spokesman said most of the workers in the plant were dissatisfied with the 12-man liaison committee recognised by the management. Two weeks ago the committee negotiated for wage and salary increases for the workers, without having first consulted the workers

The spokesman said the union had met two conditions by management that the trade union had the backing of more than half its members at Sigma, and that the union's 20-man committee was democratically elected

A spokesman for the liaison committee denied they were not representing the workers. The committee claimed the wage increases demanded by the union were unrealistic

The liaison committee had asked for an average across board increase of 50c an hour for all categories of workers in the plant, and the increase would include improved benefits

"The increase would mean that the plant would have to pay an increase of R7-million per annum, but the union's demand would mean that the wage bill per annum would be increased to R18-million," the committee spokesman said

i.e. towards doctors. Women of working age were the main

1. Referral was not counted as a subsequent choice.

32.

Table 6 Reasons given for making a subsequent choice

	No.	%
1. Dissatisfaction with treatment	21	60
2. Nearer, or first choice now too far	9	26
3. Cheaper	3	9
4. Not worth money (1 + 3)	1	
5. Undefined	1	

'Subsequent choices' are analysed because they give some clues as to the reasons why people change their choice of facility. There were far more 'subsequent choices' at Sunnberg and Bersheda, and many respondents gave distance as a reason for not going to a doctor at first, or giving up later. Thus distance caused them to experiment with different sources of treatment or go without. At Kirkwood and Addo dissatisfaction with treatment was more prominent, and patients from these areas did not make subsequent choices when they travelled to doctors elsewhere.

Satisfaction with treatment was recorded and patients' reports were classified as to whether it gave total relief, some relief or none, and whether relief given was permanent, temporary, or permanent when on continuous treatment. Although the last two categories are objectively the same they reflect a different attitude towards their illness and the treatment on the part of the patient.

Table 7. Outcome of treatment Patients' report

33.

Factors of progressive massive fibrosis (143) Although the silico-tuberculosis and tuberculo-silicosis were considered to be a more acceptable term today (144) In this context it is important to discuss the popular concept that primary tuberculosis is the tertiary feature of silicosis (145) Fusion of failure (and its sequelae) is the most common result of complicated silicosis as the whole pulmonary system is often extensively destroyed (146) The association of tuberculosis with silicosis nevertheless still remains a controversial subject, and as R.A. Steacie suggests, it remains 'too frequent to be commented on' (147) Also a person who has had tuberculosis or has been exposed to the tubercular bacillus is at risk of a flare-up of his old tuberculosis when he is exposed to silica dust for any length of time (147a)

In the early part of the 20th century chronic bronchitis (today called emphysema) was considered a 'menstruation' for three

maximally and then to exhale as rapidly and strongly as possible, such expired measurements then being recorded. Both the vital capacity and the forced expiratory volume indicate the ventilatory capacity or sufficiency of the individual. Pulmonary obstruction will be indicated by a low value for the forced expiratory volume expressed as a percentage of the vital capacity (152). In the first two decades of the 20th century silicosis was diagnosed by measuring chest expansion, but confusion existed, and still exists, as to the exact role played by emphysema in the course of the disease (153). While an obstructive form of emphysema can be present in silicosis, emphysema will only be seriously disabling if the obstructive syndrome is present and is concomitant with obstruction in the larger respiratory air passages. (154) The clinical symptoms of this obstructive airways disease are cough, wheezing and breathlessness (154a)

Irritants such as dust, exacerbated by atmospheric pollution and tobacco smoking, cause the bronchi and bronchioles to become narrowed and stiffen the elastic membrane. (155) Or the respiratory

# Sigma Union may continue strike

Own Correspondent

JOHANNESBURG — Sigma Motor Corporation workers who are members of the Union of Motor Assembly and Rubber Workers of South Africa are to meet in Mamelodi today to reaffirm their stand not to return to work until the corporation's management meets their demands.

About 4 000 workers of the motor plant near Mamelodi were paid off on Wednesday after their continued strike. According to a statement by the personnel director of Sigma Mr S S Lemmer if the workers continue the strike they will be regarded as having terminated their services and will be paid their outstanding wages on Friday.

A spokesman of the trade union said yesterday that a public meeting of all the dismissed workers would be held at the Mamelodi community centre and would be addressed by a member of the local community council Mr B K Ndlati.

## R2-an-hour rise

A union spokesman said that besides the union's appeal that residents of Mamelodi, Atteridgeville and Mabopane not to seek work at Sigma the striking workers would continue their strike until Sigma management met their demands.

These include an across-the-board increase of R2-an-hour for all categories of work at the motor plant and management's recognition of the union's 20-man elected committee as the workers' representatives in wage negotiations.

The spokesman said the majority of the workers in the motor plant were dissatisfied with the 12-man liaison committee recognized by the management, adding that two weeks ago the committee had negotiated for wage and salary increases for the workers without having consulted them first.

## Conditions

He also said that the union had satisfied two of management's conditions — that more than 50 percent of its members be Sigma employees and that its 20 man committee be elected democratically by the majority of the workers.

But a spokesman for the liaison committee has denied that they are not representing the workers and said the committee felt the wage increases demanded by the union were unrealistic.

other epidemiological factors such as atmospheric pollution and tobacco smoking (150) The obstructive syndrome is characterized by narrowing of the lung air ways thus limiting expiration, and can be diagnosed by vital capacity tests (151)

Pathologically the size of the hollow respiratory airways — the trachea, large bronchi and smaller bronchioles — may decrease because of swelling of the glands or walls, the accumulation of mucus or contraction of smooth muscle, the latter particularly in response to certain toxic dusts (151a)

Vital capacity is obtained by asking the patient to breathe in maximally and to expire slowly and completely. The tidal volume so obtained is the sum of the inspired and expired volumes. Forced vital capacity is obtained by asking the patient to inhale

Flatten even further (156)

Recent epidemiological studies, conducted over a ten year period, have significantly advanced our understanding of the dangers of dust inhalation. These have shown for the first time that long term dust exposure can contribute to the development of chronic bronchitis, although less so than tobacco smoking but this in itself will not necessarily predispose the individual to silicosis. (157) But there is also disagreement as to the relationship between occupational dust exposure and chronic bronchitis. I Webster is unconvinced of the connection on the South African gold mines, while G. Leathart suggests keeping an open mind on the question. (158)



# Riot police at Sigma plant as workers queue for jobs

Labour Reporter ~~151~~ (152) (152) SIM 21/4/80  
Riot police stood by today outside the Sigma Motor Corporation plant near Mamelodi as people queued for jobs.

Last week about 4 000 Sigma workers were dismissed after defying a call by management to return to work.

Sigma has given dismissed workers until Friday to reapply for jobs without any loss of service benefits.

A company spokesman

said there was "a long queue" of job seekers outside the plant today.

Sigma security guards were on hand and riot police were patrolling nearby, he said.

More than 1 000 people were estimated to be outside the plant.

At a meeting in Mamelodi township today about 2 000 former workers decided not to return to work until their demands were met.

These include a trebling of the starting hourly wage for new workers to R3 and recognition of the National Union of Motor Assembly and Rubber Workers (Numarw) at the plant.

The Star's Pretoria Bureau reports that Numarw circulated a pamphlet in Pretoria townships at the weekend calling on residents not to seek work at Sigma.



<sup>Soweto</sup>  
**SIGMA STRIKERS**  
**SHUN OFFER**

BY Z B MOLEFE

THE 4 000 striking workers fired last week from Pretoria's Sigma Motor Corporation can start re-applying for their jobs from today, the company announced at the weekend.

But there is a tense atmosphere in the Pretoria townships of Mamelodi, Atteridgeville and Mabopane where people have been urged to refrain from seeking work with the motor corporation.

The Union of Motor Assembly and Rubber Workers of South Africa (Numarw) issued pamphlets at the weekend claiming that the Sigma workers are not prepared to re-apply for employment, but would demand reinstatement after management had agreed to negotiate on the wage issue.

It was also reported that Numarw is preparing new proof of worker support at Sigma after management rejected claims that 50 per-

cent of the workers supported the union. This support has to be proven before the union is recognised by management.

172 (152)  
2/1/67

e) Sleep Disturbance

This was reported by 11 patients but in only 3 of them was there early waking, which occurred in association with waking during the night in each case. Initial insomnia occurred by itself in 3 patients and in one other it was associated with waking during the night. The remaining 4 patients experienced waking during the night as the only sleep disturbance.

f) Agitation and Retardation

Two patients appeared agitated and one other reported being irritable and aggressive. All 3 patients had associated symptoms of anxiety. Six patients appeared to be retarded; in 4 patients there were associated physiological symptoms such as apathy, loss of libido or loss of weight and one other patient expressed suicidal ideas.

v) Psychopathology

Exits from the social field, undesirable events, interpersonal arguments and events related to finance and health have been implicated in the genesis of depression (Jacobs et al. 1974)(33).

Such events were detected in 6 patients: one woman was separated from her husband who was taking a university degree overseas and another had been abandoned by her husband who had taken a second wife. Two wives reported recurrent quarrelling with their husbands. One man had financial difficulties and a recently married woman was depressed by her inability to conceive.

Hormonal factors were implicated in 3 women; one became depressed following her delivery, another had a miscarriage. The third became depressed after prolonged use of an oral contraceptive; however, recent studies suggest that personality factors may be more important (Fleming and Seager 1978)(34).

Personality factors were thought to be important in one very rigid man with rather obsessional defences and another who was unemployed had been divorced by his wife.

Apart from the man admitted in stupor, all the other 6 men were married and in regular employment.

Three of the 4 remaining women were happily married and the last was single but only 17 years old.

There was no obvious evidence of personality disorder in any of the women.

The clinical features framework which describes which various other neuro In this context the term implications for aetiology

with this proviso

# Anglo American edges into Sigma dispute

By GORDON KLING

THE vast Anglo American Corporation yesterday edged into the labour dispute at its Sigma Motor subsidiary near Pretoria where about a quarter of the striking workers yesterday presented themselves for re-employment

About 4000 workers were paid off last Wednesday for failing to return to work. They yesterday voted at a mass meeting in Mamelodi to continue the strike until their demands were met for an across the board increase of R2 an hour and management recognition of a 20-man union committee

Sigma said the returning workers, more than a quarter of those on strike were augmented by new men and about 1500 employees are currently engaged in production procedures essential to the starting up of the plant

Management was optimistic that normal production would be assumed shortly

Sigma's wage agreement with its workers expired early in May and an announcement on the new agreement could be expected shortly

The national organizer of the National Union of Motor Assemblers and Rubber Workers, Mr L. Kettleman yesterday said a statement had been expected from Anglo on the dispute 'I can only say that we are very surprised that they have not commented on the situation

In reaction a spokesman for Anglo initially said the problem was being left with Sigma's management which would make any announcements regarding it. 'We're a little removed from the whole thing and have no

comment at this stage' he added

The spokesman later released a statement saying 'Anglo American has kept closely in touch with the management of Sigma throughout the events of the past few days. As far as the corporation is aware, Sigma management is willing to talk with the union or anyone else seeking to represent Sigma employees about how the dispute may be ended and a return to work secured'

In a rare move, the Minister of Manpower Utilisation Mr Frank Botha has sent the Sigma motor company a message congratulating it on its handling of the strike at its Pretoria plant

According to a Sigma spokesman the minister congratulated the company on "keeping things low key and handling the strike in a way which prevented it escalating

A spokesman for Sigma said yesterday that the message from the minister had been a verbal one conveyed through a third party

Because of this risk it was previously urged that treatment of depression should take place in hospital so that E.C.F. could be given.

(Buchan 1969)(40).

# Sigma strike

goes on

PRETORIA — More than 2 000 Sigma Motor Corporation workers decided at a public meeting in Mamelodi here yesterday to continue their strike until management met their demands.

More than 4 000 Sigma workers went on strike last week over wage dispute and recognition of a workers' committee. They were paid off on Wednesday and management told them they would be re-employed from yesterday. The re-employment procedure would continue until Friday.

Some workers defied the strike yesterday and went back and were re-hired. About 300 workers stood outside the main gate of the plant in the morning. Police kept a low profile.

A spokesman for the plant said by lunch-time yesterday more than a quarter of the 4 000 workers had presented themselves for re-employment. The number was augmented by new work seekers.

Some 1 500 employees are currently engaged in pre-production procedures essential to start up the plant, Sigma's spokesman said.

Sigma's management was optimistic that normal production would resume shortly and the calm that prevailed throughout the strike would continue.

The re-hiring yesterday proceeded smoothly and Sigma deployed extra staff to cope with the processing of all former employees without success. New work seekers and former employees were requested to present themselves later in the week.

Meanwhile, at a lively workers' meeting yesterday, speakers criticised workers who had gone back to work.

Another public meeting is to be held tomorrow to report back on negotiations between the National Union of Motor Assembly and Rubber Workers of South Africa.

— DDC.

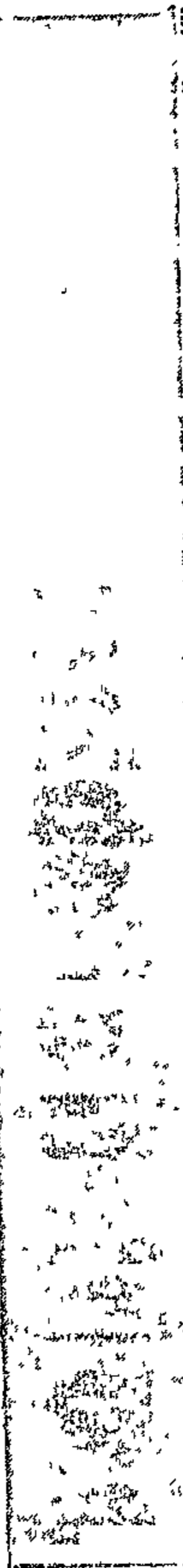
BY NORMAN NGALIZ  
SUNSHINE 22/1/81

APRIL 2000 STRIKERS  
Sigma Motor Corpor-  
ation workers decided

at a meeting in  
Alameda yesterday  
that they would not  
return to work until  
their grievances had  
been met.

Meanwhile, a spokesman  
for the corporation yester-  
day said about 1000 strikers  
augmented by new  
work-seekers had applied  
for re-employment and that  
1500 people had been re-  
engaged.

The workers, mostly  
from Alameda, went on  
strike twelve days ago in  
demand for a minimum



Worse of the workers' list  
the current list of 1000  
One employee, Paulos  
Mahlberg (57), was shot  
dead by a woman on the  
last Wednesday as workers  
were returning home after  
being fired for failing to  
comply with the firm's  
ultimatum to return to  
work or be fired.

A moment of silence was  
observed at the meeting in  
honor of Mr. Mahlberg  
striking workers were  
asked to contribute  
generously to build the

benefit fund. The fund  
will meet the funeral  
costs.  
According to Mr. Mahlberg  
Mahlberg, older brother of  
the deceased, Paulos,  
coffee shops are rallying  
around the family for ar-  
range the funeral. He be-  
lieves Mr. Mahlberg will be  
buried on Saturday at the  
Marshall cemetery.

Mr. Mahlberg repeated  
to members of the com-  
pany who would be  
attending the funeral to  
exercise a degree of calm

He said he was aware  
that people were angry  
with the company and that  
his brother had died  
not to allow their tempers  
to flare.

Paulos was a kind and  
polite man, he would not  
hurt a fly, mourners who  
congregated on his home  
yesterday said.

The spokesman for  
Sigma said the company  
had to deploy extra  
resources to cope with work-  
ers and those who re-  
turned but could not cope

and as a result of this had to  
be delayed to return later in the  
week.

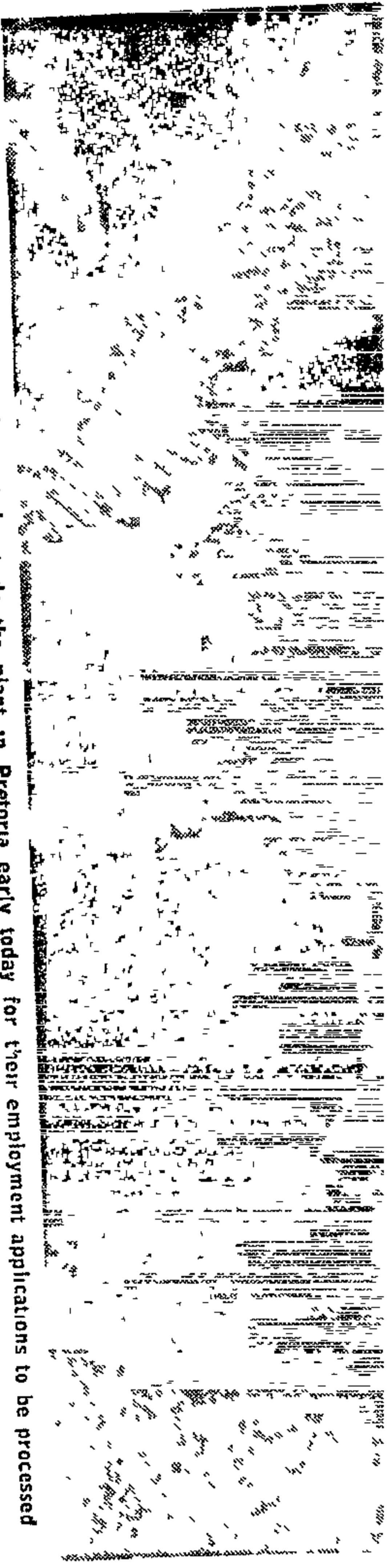
Management is optimis-  
tic that normal produc-  
tion will resume shortly.  
The calm that has prevail-  
ed throughout the strike  
will continue, the  
spokesman said.

Asked whether the  
company is considering  
the barbed wire family of  
their former employees the  
spokesman said he had not  
spoken to personnel depart-  
ment about that.

The corporation will  
make announcements con-  
cerning new conditions of  
service for 1981-82 short-  
ly, the spokesman said.

The striking workers  
have been given until  
Friday to re-apply.  
A member of the Com-  
mittee of 20 representing  
the strikers said pamphlets  
were distributed in the  
to urge people to  
pledge solidarity with  
strikers and not seek work  
at Sigma until the problem  
had been resolved.

He said the existing  
Sigma wage agreement  
with its workers would  
expire in May and negoti-  
ations for the new agree-  
ment were underway when  
the strike started 12 days  
ago.



About 1 500 of the Sigma workers who waited outside the plant in Pretoria early today for their employment applications to be processed

# Work resumes at Sigma as 3 000 reapply for jobs

**Labour Reporter**  
Production was under way at the Sigma Motor Corporation near Mamelodi today after 1 500 workers were taken on and another 1 500 applied for jobs at the gates early this morning.  
A company spokesman said today's applicants would likely be taken on during the week bringing the plant almost back to normal.  
Last week the work

force of about 4 000 workers was dismissed after refusing to meet management's return to work deadline.  
The spokesman said it was possible there would be more applicants than jobs this week.  
Management has given former workers until Friday morning to re-apply for their jobs without any loss of service benefits.  
However at a meeting in Mamelodi yesterday

about 2 000 former workers decided not to re-apply for their jobs.  
Sigma management is expected to meet with worker representatives from the National Union of Motor Assemblies and Rubber Workers (Numarw) later today to discuss the dispute.  
The walkout centred over worker demands for a tripling of new employee salaries to R3 an hour, and company recognition of Numarw.  
At the weekend Numarw had distributed pamphlets to Pretoria-area townships calling on residents not to seek employment at Sigma.  
Both Sigma security guards as well as police have been on duty to ensure the return to work was peaceful.  
The Transvaal region of the Federation of South African Trade Unions (Fosatu), and the Benoni Chemical Workers Industry, have declared their support for the dismissed Sigma workers.

NYW 23/4/81

~~Sigma~~ 152

~~Strike~~ 12

challenge  
to Mr O

**Aigus Correspondent**

GENEVA — The strike at the Sigma motor plant in Pretoria is a challenge to Mr Harry Oppenheimer to prove the liberalism he has been preaching, according to the International Metalworkers Federation here

The international trade union body responsible for car unions throughout the non-communist world has called on Mr Oppenheimer to 'put his policy decisions where his mouth has so often been in the past'

The strike involves 4 000 black workers claiming parity with other car workers in South Africa who are paid R1,60 an hour. The Sigma plant pays R1,04 an hour

**RECOGNISE**

Mr Heiman Rebhan, general secretary for the Geneva-based federation, said yesterday Anglo-American should recognise the National Union of Motor Assembly and Rubber Workers of South Africa and enter immediate negotiations'

Referring to Mr Paulus Mahlangu, shot dead in circumstances that are still unclear, he added 'Already one worker is dead and this strike has lasted a week because Oppenheimer allows his Sigma managers to operate a confrontation policy'

'I have cabled him asking that talks begin without preconditions. The Sigma workers are only asking what their fellow car workers have already achieved elsewhere in South Africa'

'If he prevaricates, he will expose his claims to be a liberal employer as being totally hollow'



23/4/78  
Striking  
Spaniards  
to leave SA

Labour Reporter

About 100 Spanish workers at Sasol 3 near Secunda are being returned to Spain this week as a result of a work stoppage yesterday.

The Spaniards, who are involved in specialised construction work at the site, refused to start work after demanding improvements to working conditions and increased wages

They are employed by an independent subcontractor in Madrid, Mannesman, and not by Sasol or Fluor

Their employer refused to meet their demands which were telexed to Spain and about 100 workers will be flying back this week.

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# Lay-off ending at Sigma plant

PRETORIA — Production at the Sigma Motor Corporation plant was due to start yesterday as the 18-day-old lay-off by workers was coming to an end, a company spokesman said.

The workers employed on Tuesday had started pre-production procedures almost immediately.

Of the 1 500 workers employed 1 000 were workers dismissed last week when they failed to respond to a management ultimatum to resume work.

The spokesman said the signing on of workers seeking re-engagement and of new work seekers had proceeded smoothly and there were no incidents.

The spokesman said that by yesterday a total of 2 700 workers had been recruited by the plant.

Of these, 1 700 were

former employees applying for reinstatement, the rest were new workers, whose applications were still being processed.

The spokesman said Sigma was recruiting staff until the end of the week. A number of job-seekers had to be turned away yesterday and told to return today.

Meanwhile, in Geneva, the International Metalworkers Federation (IMF) said yesterday it had called on the Anglo American Corporation to increase the pay of workers at the Sigma plant and to recognise their union.

An IMF statement said the federation's general secretary, Mr Herman Rebhan, cabled Mr Harry Oppenheimer, chief of Anglo American, to begin talks without preconditions with the representatives of the 4 000 workers who went on

strike a week ago.

The statement said the National Union of Motor Assembly and Rubber Workers of South Africa, to which most of the strikers belong, had already been recognised by other employers such as Ford and Volkswagen.

"The Sigma workers are only asking what their fellow car workers have already achieved elsewhere in South Africa," explained the statement, saying the strikers received an hourly wage of only R1,04 compared to R1,60 paid to other workers.

The Federation, which represents 13,5 million workers, denounced Sigma for dismissing the strikers and said that one of them, Mr Paulus Mahlangu, "has already been shot dead in circumstances that remain unclear."

Year 1	Course	Semester	Time-table	Proposed Change	
Year 1	Environment & Structure of Business	1	M, W, F, 4		
	Management of Human Resources	2	M, W, F, 4		
	Mathematics I	1 & 2	M - F 5		
	Economics IA	1 & 2	M - F 3		
	Introduction to Management Accounting	1	M - F 2		
	Introduction to Computing	2	M - F 1		
	Year 2	Mathematics IIC	1 & 2	M - F 2	
		Computer Science IIA	1 & 2	M - F 5	
		Economics II	1 & 2	M - F 4	
		Applied Business Statistics I	1 & 2	M, W, F 3	M, W, F, 1
Computer Science IIIS		1 & 2	M - F 2		
Year 3	Management Science	1	M, W, F, 3	M, W, F, 4	
	Principles of Production Management	2	M, W, F, 3	M, W, F, 4	
	Principles of	1	M, W, F, 1	M, W, F, 3	
	Principles of	1	M, W, F, 1	M, W, F, 3	
Year 4	Business Data				
	Business PC				
	Business PC				
	Computer Science				

# The great wage dispute—but workers flock to sign at Sigma

152

Sigma 23/4/81

14219

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By Tony Davis  
Labour Reporter

Hundreds of men and women stand about in the hot sun with printed forms in their hands. Some stand outside the massive gates while others queue inside.

Across the street seven police vans are parked — one a "sneeze machine" — while a policeman in camouflage takes pictures of the crowd with a telephoto lens.

Inside the sprawling Sigma Motor Corporation plant at Chrysler Park near Mamelodi close to 2 000 people are at work. Production got underway yesterday for the first time since the dispute started over a week ago.

The work force of about 4 000 was dismissed after workers refused to comply with a management back-to-work order.

The dispute began over wage increases and recognition of the National Union of Motor Assembly and Rubber Workers (Numarw) at the plant. Sigma management has now given dismissed em-

ployees until tomorrow morning to re-apply for their jobs and still receive their full service benefits. Thereafter they will be treated as new applicants.

The 2 000 workers in the plant are all former employees who were dismissed and who were accepted back on application.

Another 1 000 new applicants are being taken on.

Some of the new applicants are women. Sigma has a policy of equal pay and women are allowed to do most of the jobs in the plant.

Sigma has said the re-

maning positions at the plant will go on a first-come, first-served basis.

About half the work force has supported the position of Numarw not to return to work unless negotiations are reopened with management.

A pamphlet campaign directed at Pretoria townships appealing for re-

sidents not to seek work at Sigma appears to have failed.

There has been no need for the riot police presence at the plant as the situation has been quiet. The only violent incident occurred last week when a dismissed

worker, Mr Paulos Mahlangu, was shot dead by a motorist after her car was stopped by former Sigma workers near Mamelodi.

The Federation of South African Trade Unions has announced its support for Numarw and Numarw officials from Port Elizabeth have attended talks with management.

At the time the dispute started management had been holding wage talks for 1981-82 with the executive liaison committee.

Since the talks were disrupted, Sigma plans next week to announce its decision on wage increases.

Sigma has also told Numarw it will make the union the sole bargaining workers body with management if it is able to show support from 50 percent of the work force.

Last week the union provided evidence for over 40 percent support to management but now Numarw will have to prove worker support once again.

Sigma also reassured workers' fears that there would not be "selective re-employment" of workers. Every employee received an invitation to re-apply for work last week when they were paid off, a company spokesman said. "There will be no selective re-employment."

Management is unwilling to state losses sustained by the strike although production never completely came to a standstill, they said.

The Sigma strike has been one of the longest disputes to date this year involving the largest number of workers and it remains to be seen whether the new wages announced by the company will stem further discontent.

The Star's Geneva Correspondent reports that the International Metalworkers Federation said the Sigma strike is a challenge to Mr Harry Oppenheimer to prove the liberalism he has been preaching.

The international trade union body responsible for car unions throughout the non-communist world has called on Mr Oppenheimer to "put his policy decisions where his mouth has so often been in the past."

Mr Herman Rehban, general-secretary for the federation, said yesterday Anglo American should re-

cognise the National Union of Motor Assembly and Rubber Workers of South Africa and enter immediate negotiations.

Referring to Mr Mahlangu he added: "Already one worker is dead and this strike has lasted a week because Oppenheimer allows his Sigma managers to operate a confrontation policy."

"I have cabled him asking that talks begin without preconditions."

"The Sigma workers are only asking what their fellow car workers have already achieved where in South Afr-

safeguard against an indigenous rebellion they could not threaten to deprive the local whites of their only possible provision of military protection. In the last analysis it could the colonial power had acquired a crucial leverage through its OAS in Algeria) Their cause was a lost one, however, because the decolonising power (even launching the hostility against the decolonising power) mightily In every case the local whites reacted with bitter prospect of making the local white population swallow the necessity of black majority rule which it had resisted so power that it was fighting an endless and unwinnable war. Sooner or later, the colonial power decided to cut its losses. At this point the colonial power was faced with the (unpleasant) colonies required the metropolitan army to protect them, for they could no longer secure their safety by their own efforts alone. The war for black majority rule continued but, in order to win, the guerrillas did not need to achieve military victory. All the insurgents had to do was to make it clear to the colonial power that it was fighting an endless and unwinnable war. The war for black majority rule continued but, in order to win, the guerrillas did not need to achieve military victory. All the insurgents had to do was to make it clear to the colonial power that it was fighting an endless and unwinnable war. Sooner or later, the colonial power decided to cut its losses. At this point the colonial power was faced with the (unpleasant) colonies required the metropolitan army to protect them, for they could no longer secure their safety by their own efforts alone. The war for black majority rule continued but, in order to win, the guerrillas did not need to achieve military victory. All the insurgents had to do was to make it clear to the colonial power that it was fighting an endless and unwinnable war.

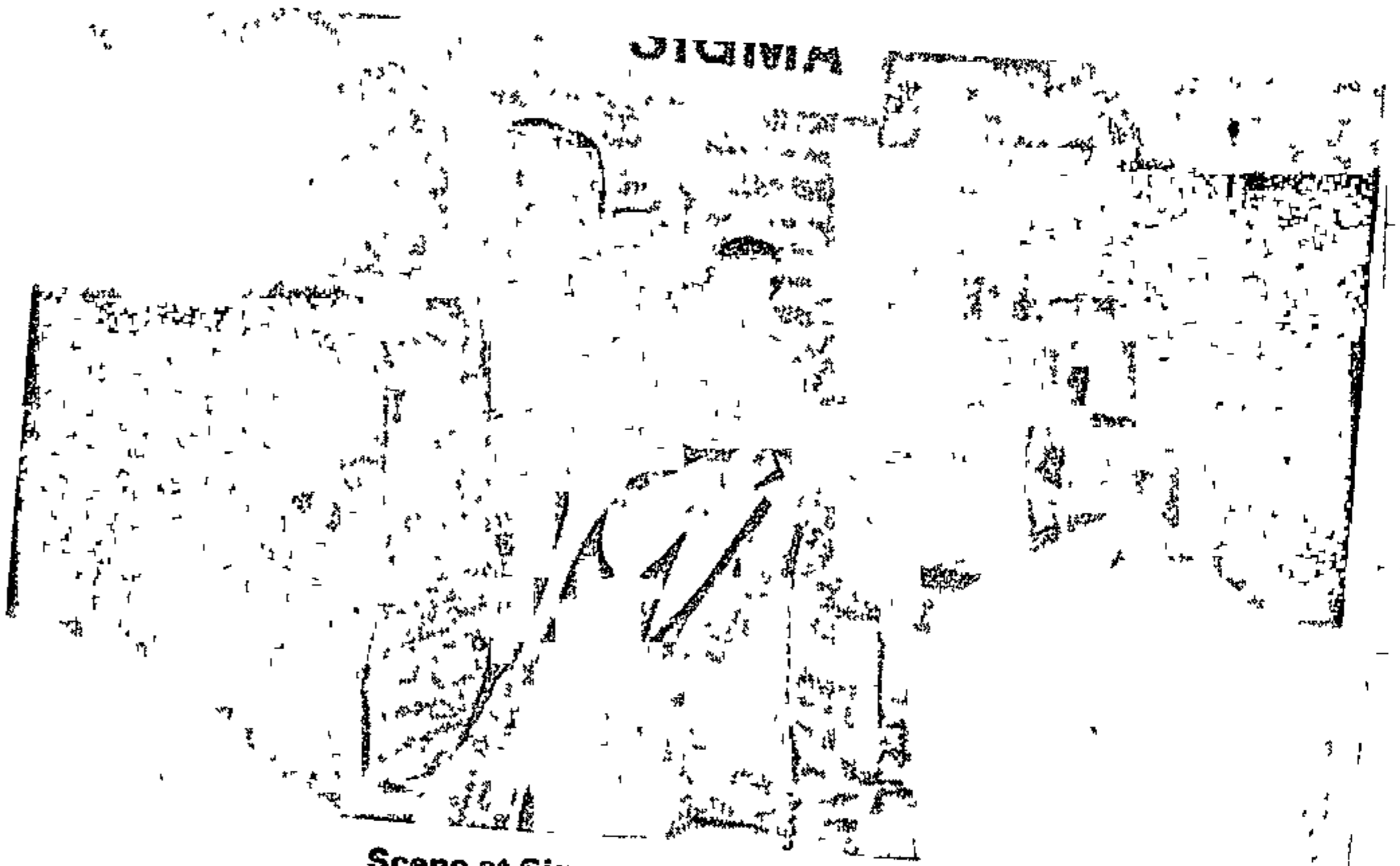
African context must be expected, if history is our guide, to meet a similar fate — to the benefit of the *verkleinings*. Secondly, this process of reaction saw the formation of a white political bloc of monolithic proportions, with hitherto existing social divisions within the white community simply submerged. The formation of such a bloc has considerable importance, for it robs the established economic and political elites of any possibility of independent room for manoeuvre. The result has been, even though all of these societies have been full-bloodedly capitalist, that the business elites which one would normally expect to be predominant have been rendered virtually impotent. These elites tend to include most of those whites who have a long-term interest in reform, — who have made investments they wish to protect and who have the economic power to immunise themselves against the consequences of all but the most dramatic social changes. The formation of this solidary white bloc neutralises them almost completely. This stage was reached long ago in Rhodesia and is already a long way towards completion in South Africa. As the bloc solidifies further there — and it seems likely — the somewhat extravagant hopes placed in the liberal intentions of *verligte* businessmen (merely on the peculiar grounds that they

UNIONS 2 FM 24/4/81

## Talks at Sigma

The talks deadlock that threatened to prolong the Sigma strike was finally broken on Wednesday. Representatives of the National Union of Motor Assembly Workers of SA (Numawosa) and management met to thrash out a solution. Discussions were still in progress as the FM went to press.

The company's production was brought to a standstill two weeks ago when 4 000 workers downed tools over wage demands



Scene at Sigma . . lines kept open

and service conditions. On Wednesday Sigma reported that its operations were back to normal, but that normal production was not yet underway. However, a spokesman said signs "were hopeful" that production would be back to normal by the end of the week.

At a meeting of 3 000 workers in Mamelodi on Tuesday morning, workers decided they would not apply for re-employment

and that they would only return to work after management had met their R3 an hour minimum wage demand. But on Wednesday the company said more than half the workforce had re-applied for work and that 1 000 new employees had been signed on. The company says it would re-employ workers without loss of service benefits if they applied for their jobs before Friday. However, the company

says it will re-employ "selectively" — a move strongly criticised by workers. Numawosa has called on the company to reinstate all workers instead of having them re-apply for their jobs. Negotiations broke down last week when the union was unable to prove it had 50% representation at the factory — the percentage needed in terms of the agreement signed with Sigma to enable it to represent the workers. The company said it could not negotiate with an elected

committee of 22, as it did not know who the body represented.

The deadlock was broken on Tuesday when Bernard Ndlazi, leader of the Mamelodi Community Council, intervened and persuaded management and the union to resume discussions. Ndlazi, who has had no previous union experience, says he was acting as a mediator as he felt the issues needed to be thrashed out.

A Sigma spokesman says the company will shortly make an announcement about

service conditions and a new wage agreement for 1981/82. Negotiations between management and the liaison committee were underway when the workers downed tools. The spokesman says that if the workers return, the company will negotiate with anybody elected by them. However, if they fail to return by Friday, Sigma will unilaterally announce new wage and service conditions. The workers were due to meet on Thursday for a report-back from the union.

□ In an unprecedented step this week, Sigma received a congratulatory message from the Minister of Manpower Utilisation, Fanie Botha, "by word of mouth". A company spokesman says the minister praised the company for pursuing a "sensible course" and for keeping negotiations open.

Committee was initiated by the Unit. The steering committee has already been formed.

Community Education and information is provided by all health workers. The radio programmes and the teaching materials developed from time to time supplement the efforts of the health workers.

The training and posting of the rural health visitors at the periphery has significantly contributed in the motivation of people to use existing health services, to protect their water supply and to construct and use latrines.

Public Health Nursing Services

Public Health nursing in Swaziland started as a Health Education/Nutrition Unit in January 1963, with a donation by Oxfam. It was staffed by two people, one Health Educator and one nursing Sister. They did a lot of travelling trying to find and make use of any group for health and nutrition talks. The staff increased to five by 1966 plus a visual aid assistant. M.C.H. services were started. Prior to this time child welfare sessions were conducted by the Red Cross in Mbabane and antenatal sessions were done at the Government hospital.

In 1967 a Public Health Centre was started in the southern part of the country followed by one in the Middleveld, and they have been increasing since and to date we have seven Public Health Centres (located in urban areas).

Staffing:

- 1) Matron in charge of Public Health Nursing Services (Senior Supervisor)
- 2) Public Health Nursing Sister - who is Deputy Matron (Junior Supervisor) and who used to be in charge of the Health Education Unit until March 1977 when a Health Education Specialist came to start a unit outside the Public Health Unit quarters.

Staffing for the seven Health Centres is as follows:

Health Centre	No. Nurses	No. of Nsg. Assts.	No. of Mobile Sub-Centres (under each)
Mbabane H.C.	10	1	9
King Sob. II H.C.	7	1	3
Hlatikulu H.C.	4	1	-
Sitekzi H.C.	2	1	-
Mankayane H.C.	2	1	4
Nhlangano H.C.	1	1	-
Piggs Peak H.C.	1	1	1

There is only one nutritionist who are only 11 qualified public health midwives.

In addition there are 4 nursing health services for the 4 districts has a nursing assistant.

The Good Shepherd Hospital Health Nursing Services and they Staff. 1 public health nursing

1 nursing assistant. Good Shepherd who are public health oriented.

Services: (these are done in all)

- 1) Ante natal sessions
- 2) The under fives sessions
- 3) Family Planning
- 4) Health education talks
- 5) Nutrition education and
- 6) Immunisations
- 7) Pap smears
- 8) Home visits
- 9) Records
- 10) Under fives sessions in
- 11) Lectures in schools and
- 12) Rural clinic visits for and distribution of public and contraceptives
- 13) Health talks to farmers'
- 14) Mbabane Health Centre and courses for rural clinic unit

Rural Clinics

Since the urban population and health centres, the rural rural clinics which are fairly run by mission and 31 run by Government trained nurses and they do both

The major objective for the development strategy is that there be improvement in the level of living and of the people in Swaziland. To these end three specific objectives of policy have been defined:

By SIMON WILLSON  
Industrial Reporter

SPANISH contract workers who downed tools at Secunda on Wednesday met at a Hill-brow hotel yesterday, demanding better pay and conditions from the Madrid-based manpower company which employs them

The Spanish company, Mannesmann Industria Iberica, has 111 Spaniards under six-month contracts at the Sasol I and Sasol II plants at Secunda

Earlier this week the men demanded better pay and conditions from Mannesmann, and claimed at yesterday's meeting that Mannesmann had refused to listen to their grievances

They claimed Mannesmann was withholding further pay and the men's airline tickets to return to Spain until the workers withdrew their demands.

The Mannesmann representative at the meeting, Mr Juan

# Spanish Secunda workers strike over pay demand

Buenestado, refused to answer questions from the Press, saying the matter was "too important" to discuss

About 60 of the men are refusing to return to work and have resolved to stay at the hotel until either their work demands are met or they are repatriated to Spain

Amid emotional outbursts, workers claimed yesterday they had been forcibly removed from Secunda by police acting at the request of the Mannesmann management

The workers called in the counsellor of the Spanish embassy in Pretoria, Mr Rafael Linage, to mediate in the dispute which, they said, did not involve Sasol or the two plants' chief subcontractor, Fluor

They asked him to arrange repatriation of the workers, but he said he could only refer their dispute to the Spanish ambassador, who was temporarily out of the country

One of the workers, Mr Juan Castro, 35, a pipe-fitter from Madrid, came to work at Se-

cunda after doing similar contract work in Algeria and Libya

He said yesterday he would definitely not return to work at Sasol unless the pay and conditions were improved, and would rather return to Spain

At yesterday's three-hour meeting Mr Buenestado told the workers that unless they signed an agreement to withdraw their demands and return to work, they would forfeit any further pay and their airline tickets to Spain

After a heated debate the workers refused to sign and the meeting broke up. It is expected to be reconvened today

A police spokesman last night denied police had "forcibly removed" the workers from Secunda

Five policemen, under the command of a police captain, stood by at the negotiations, but had not interfered at all.

RPM 24/4/81

(152) (26) (155) (204)

contribute to the welfare

# Sigma strike over talks to follow

RDM 24/4/81

152 192 190A

By RAMAKOENA MATLALA and STEVEN FRIEDMAN

THE two-week strike at the Sigma motor corporation's Pretoria plant ended yesterday

Management and representatives of the National Union of Motor Assembly and Rubber Workers yesterday hammered out an agreement which seems likely to lead to full wage negotiations between Sigma and the union early next week

Yesterday afternoon, about 2 000 workers who had remained on strike streamed back to the plant singing freedom songs after voting to accept the agreement

Although Sigma has maintained its stance of not negotiating with the union until it represents a majority of its workforce, it is understood that

the union is likely to represent this number by Monday when negotiations are scheduled to begin

Most of the strikers will be re-employed by the company, although some may lose their jobs. A company spokesman said an unspecified number of new workseekers had been taken on during the strike who would not be dismissed

It is understood, however, that the re-employment of strikers will not be affected by their role in the strike

The Sigma spokesman said that strikers' applications for re-instatement were already being processed and that recruitment of new workers had stopped the moment the agreement had become effective

Sigma expected normal production to resume early next week, he added

A joint statement issued by Sigma and NUMARW yesterday said the union had agreed to recommend that strikers seek re-instatement with Sigma

The statement added that a recognition agreement between the two parties had been in force since last August

"It now appears that the union is approaching the required 50% membership among Sigma's eligible workers to establish itself as the sole organisation representing workers in negotiations with management"

Once worker strength had returned to its pre-strike level, "union membership will be as-

essed in the light of the existing recognition agreement

"Negotiations on conditions of service for 1981/2 will commence if the union has achieved the agreed representation"

Informed sources were confident yesterday that full wage negotiations between Sigma and NUMARW would begin as planned on Monday

"Discussions with the union took place in a good spirit and we believe that both sides have acted responsibly," Sigma's spokesman said

There was a tense moment between strikers and new workseekers during yesterday's return to work. Police in camouflage uniforms stood by and prepared to use what appeared to be a "sneeze machine"

Appendix  
61-65yrs  
66-70yrs

(39)

Appendix D  
VISUAL STANDARDS SURVEY CARRIED OUT BY THE INDUSTRIAL COUNCIL MEDICAL BENEFIT SCHEME FOR THE CLOTHING INDUSTRY (1963)

Under 16	a) with defective sight: 17.8%
	b) of a): 10.7% needed spectacles.
	c) " " 7.1% had spectacles: 5.3% - satisfactory 1.8 not satisfactory.
16-20 yrs	a) 17.2%
	b) 10.6%
	c) 6.6% - 45% satisfactory; 2.1% not satisfactory.
21-25 yrs	a) 20%
	b) 10.7%
	c) 9.3%; 7.3% - satisfactory; 2% not satisfactory.
26-30 yrs	a) 19.5%
	b) 10%
	c) 9.5%; 7.4% satisfactory; 2.1% not satisfactory
26 - 30 yrs	a) 19.5%
	b) 10%
	c) 9.5% - 7 4% satisfactory; 2.1% not satisfactory.
31-35 yrs	a) 23.2%
	b) 9 4%
	c) 13.8% - 11.4% satisfactory; 2.4% not satisfactory.
36-40 yrs	a) 26.8%
	b) 14.4%
	c) 14.4% - 10.4% satisfactory; 4% not satisfactory.
41-45 yrs	a) 45.2%
	b) 22.6%
	c) 22.6% - 17.8% satisfactory; 4.8% not satisfactory.
46-50 yrs	a) 66.2%
	b) 31%
	c) 35.2%; 17.6% satisfactory; 17.6% not satisfactory
51-55 yrs	a) 82%
	b) 27.5%
	c) 55%, 25% satisfactory; 30% not satisfactory.
56-60 yrs	a) 92.6%
	b) 14.8%
	c) 77.8%; 29.6% satisfactory; 48.2% not satisfactory.

CT 24/4/81  
**Worker strike at  
Sigma plant ends**

Own Correspondent

JOHANNESBURG — The two-week strike at Sigma motor corporation's Pretoria plant ended yesterday

Management and representatives of the National Union of Motor Assembly and Rubber Workers yesterday hammered out an agreement which is expected to lead to full wage negotiations between Sigma and the union early next week

Yesterday afternoon, the 2 000-odd workers who had remained on strike streamed back to the plant singing freedom songs after voting to accept the agreement

Although Sigma has maintained its stance of not negotiating with the union until it represents a majority of its workforce, it is understood that the union is likely to represent this number by Monday, when negotiations are scheduled to begin

Most of the strikers will be re-employed although some may lose their jobs. A company

spokesman said some new workseekers had been taken on during the strike who would not be dismissed

It is understood, however, that re-employment of strikers will not be affected by their role in the strike

The Sigma spokesman said strikers' applications for reinstatement were already being processed. Recruitment of new workers had stopped the moment the agreement became effective

A joint statement by Sigma and NI MARW yesterday said the union had agreed to recommend that strikers seek reinstatement. It added that a recognition agreement between the two parties had been in force since last August

It now appears that the union is approaching the required 50 percent membership among Sigma's eligible workers to establish itself as the sole organization representing workers in negotiations with management

BY NORMAN NGALE

66446108v 22/4/81

ABOUT 2 000 striking Sigma Motor Corporation workers decided at a meeting in Mamelodi yesterday that they would not return to work until their grievances had been met.

Meanwhile, a spokesman for the corporation yesterday said about 1 000 strikers augmented by new work-seekers had applied for re-employment and that 1 500 people had been re-engaged.

The workers mostly from Mamelodi, went on strike twelve days ago in demand for a minimum

# Strikers decide to hold out

wage of R3 per hour against the current R1,04 per hour. One employee, Paulos Mahlangu (25), was shot dead by a woman motorist last Wednesday as workers were returning home after being fired for failure to comply with the firm's ultimatum to return to work or be fired.

A moment of silence was observed at the meeting in honour of Mr Mahlangu. Striking workers were asked to contribute generously towards the

bereaved family to help them meet the funeral costs. According to Mr Michael Mahlangu, elder brother of the deceased, Paulos' colleagues are rallying around the family rendering the assistance required. Mr Mahlangu will be buried on Saturday at the Mamelodi cemetery.

Mr Mahlangu appealed to members of the community who would be attending the funeral to exercise extreme calm.

He said he was aware that people were angry with the untimely death of his brother but urged them not to allow their tempers to flare.

"Paulos was a kind and polite man who would not hurt a fly," mourners who converged on his home yesterday said.

The spokesman for Sigma said the company had to deploy extra resources to cope with work-seekers and those who re-applied but could not cope

and as a result others had to be told to return later in the week.

"Management is optimistic that normal production will resume shortly. The calm that has prevailed throughout the strike will continue," the spokesman said.

Asked whether the company considered aiding the bereaved family of their former employee the spokesman said he had not spoken to personnel department about that.

He said the existing Sigma wage agreement with its workers would expire in May and negotiations for the new agreement were underway when the strike started 12 days ago.

"The corporation will make announcements concerning new conditions of service for 1981/82 shortly," the spokesman said.

The striking workers have been given until Friday to re-apply. A member of the Committee of 20 representing the strikers said pamphlets were distributed in the township urging people to pledge solidarity with strikers and not seek work at Sigma until the problem had been resolved.



# Colgate attacks chemical union

By ZB MIDDLEBEE

A dispute between the giant multi-national Colgate-Palmolive company and the Chemical Workers and Industrial Union (CWIU) took a new turn yesterday.

In a statement yesterday the company questioned the union's right to represent their workers.

The 'long and bitter dispute' arises from the union's inability or unwillingness to prove that it represents a majority of Colgate-Palmolive's workforce," the statement said.

The company has now submitted to the Department of Manpower Utilisation its formal response to the union's application for a conciliation board to deal with the dispute. It also pointed out that in terms of the Industrial Conciliation Act the Minister of Manpower Utilisation must be satisfied that the union's representatives of the workers before he can approve the establishment of a conciliation board.

The union's insistence on its right to negotiate on a company-by-company basis is another stumbling block, according to the statement. The statement added "Colgate-Palmolive concedes that the

Industrial Council at present represents the interests of only a small minority of its workforce.

However, an application for an extension of the scope of the Industrial Council's registration is at present pending which would have the effect of covering the majority of Colgate-Palmolive's workforce and which would be materially assisted if the CWIU were to be admitted to membership of the Industrial Council.

The statement also stated that the union has responded to the company's request that it seek such admission to membership by stating that it will only consider doing so if its pending appeal against its racial registration is successful.

"While Colgate-Palmolive

supports the Industrial Council, it denies the fact that the union makes selection of the machinery provided by the Industrial Conciliation Act.

But the union will not undertake the responsibility of membership of the Industrial Council, which is the fundamental underlying intention of the legislation," the statement continued.

The statement also claimed it is an enlightened employer and the rates of wages it pays and benefits it provides far exceed the minimum laid down in terms of the industrial agreement and wage determination. For instance, it pays the lowest shift worker R401 per month and a Grade One machine operator, R700 per month.

# Colgate attacks chemical union

By ZB MOLEFE

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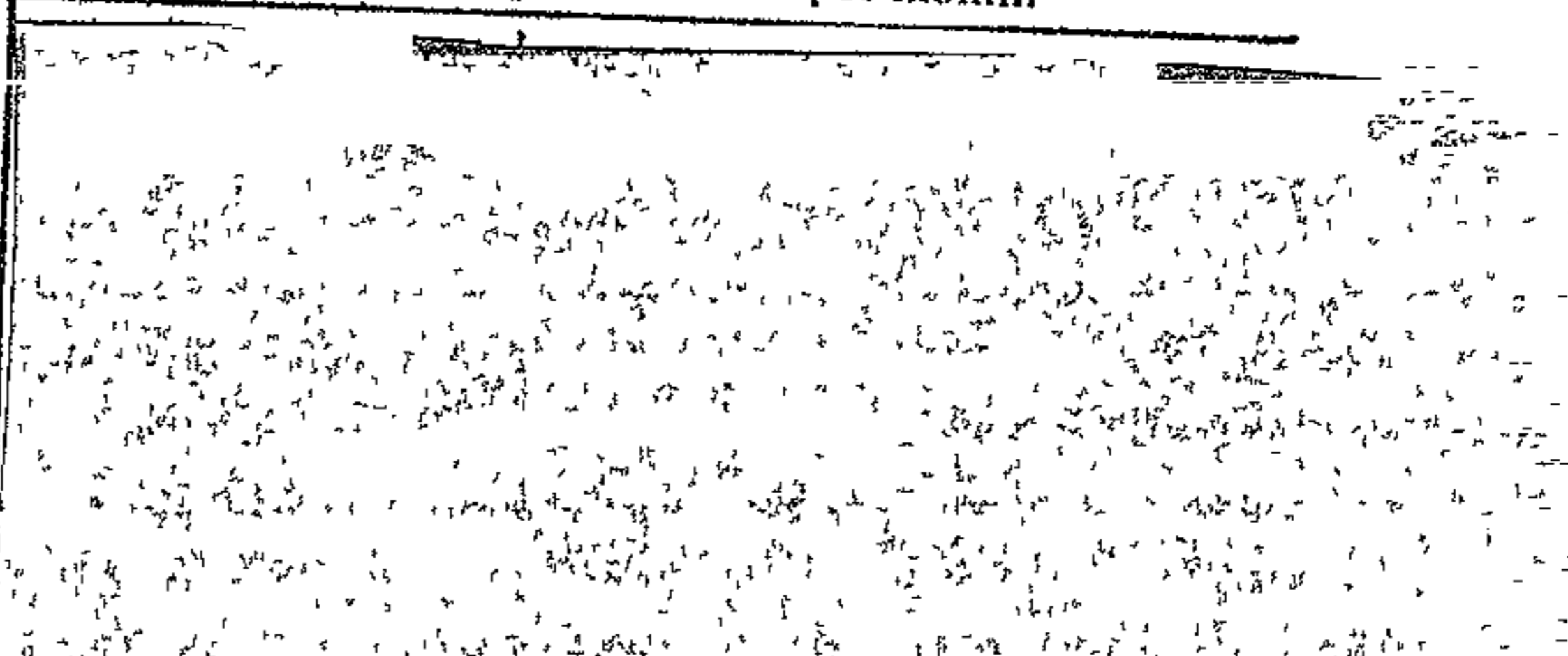
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"While Colgate-Palmolive

supports the CWIU in its appeal, it decries the fact that the union makes selective use of the machinery provided by the Industrial Conciliation Act

"But the union will not undertake the responsibility of membership of the Industrial Council, which is the fundamental underlying intention of the legislation," the statement continued

The statement also claimed it is an enlightened employer and the rates of wages it pays and benefits it provides far exceed the minimum laid down in terms of the industrial agreement and wage determination. For instance, it pays the lowest shift worker R401 per month and a Grade One machine operator, earns in excess of R700 per month.



# Sigma workers call off strike

**MORE** than 7 000 Sigma Motor Assembly Corporation workers decided yesterday afternoon to end their 14 day strike and return to the plant for reinstatement

They were persuaded to do so by the National Union of Motor Assembly and Rubber Workers of South Africa who held talks with Sigma on Wednesday and earlier yesterday on behalf of the strikers.

The strikers assembled at the Mamelodi Community Centre yesterday morning and waited for the response from delegates of the union who had given management their conditions for returning to work.

The conditions were that management recognises the union as their sole negotiating body; the union be allowed time during working hours to report progress to the workers during negotiations; negotiations for the two issues (working conditions and increased wages) must be finalised within a limited period and no worker should be victimised on return to work

Mr Taffy Adler, Transvaal secretary of Fosatu, told strikers at the lunch time meeting report back that they had proved to Sigma they were a force to reckon with

Mr Adler, who came from Port Elizabeth to address the strikers, said they had the support of more than 15 000 members of Fosatu in the region who watched Sigma's development with keen interest

He said that Fosatu offered condolences to Paulos Mahlangu's bereaved family and that the organisation would send a speaker to represent it at the striker's funeral on Saturday

Mr Mahlangu, who was shot near the factory last week, will be buried at the Mamelodi Cemetery on Saturday.

In a joint statement between the union and Sigma's management later yesterday, Mr Leon Shirley, spokesman for the company said after further negotiations the union had agreed to recommend that strikers still on strike should be re-instated.

Mr Shirley said that once workers had returned to work and employee strength had been restored to the level at the time of the strike, the union's membership would be assessed in the light of existing recognition agreement.

He said that after proving that the union represented 50 percent or more of the labour force then negotiations would start. Mr Shirley said a large group of the striking workers were at the factory applying for reinstatement and that it was evident the strike was over

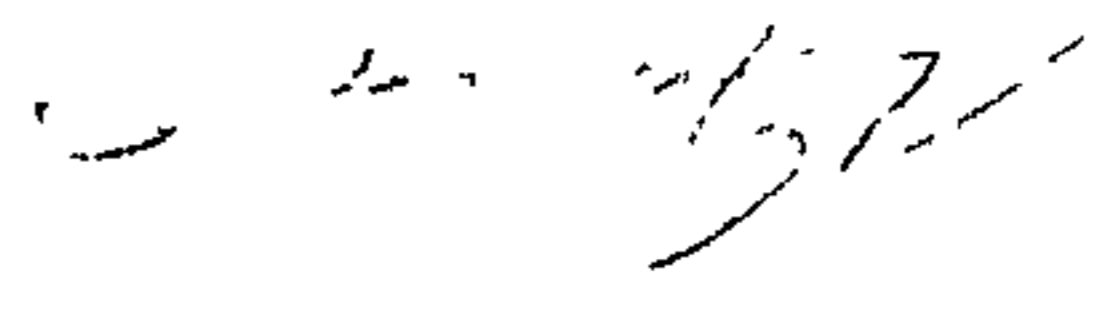
# Sigma switches on as strikers return

DATE: 15/2  
S.M.

**Labour Reporter**  
Production was back to normal today at the Sigma Motor Corporation plant near Mamelodi, a company spokesman said.  
Workers decided to end their pay strike and return to work during a meeting yesterday.  
A Sigma spokesman said that many of the 2 000 who applied to get their jobs back were seen yesterday but there were still about 500 to 600

outside the plant today. Management had given workers until 10 am today to reapply for jobs.  
The National Union of Motor Assembly and Rubber Workers (Numarw), which represented strikers, was recruiting members yesterday and today.  
If Numarw can gain at least 50 percent support of the Sigma work force, the company will negotiate with it over conditions and pay.

PROF. Z.S.A. GURZYNSKI  
DIRECTOR : SCHOOL OF ECONOMICS



Yours sincerely,

I trust that this will be found advantageous to students and to the University.  
Examinations will be held within the framework of Honours and C.T.A. examinations. The degree will be awarded in the Faculty of Commerce.

A)	From the Honours course in Economics:	
	1) South African Economic Problems (compulsory)	1
	2) "Mini thesis" (long essay) compulsory	1
	3) 2½ options	
	(a) Urban and Regional Economics	½
	(b) Income Distribution	½
	(c) Monetary Economics or Capital Theory Debates	½
	<b>Total</b>	<b>3½</b>
	B) From the C.T.A. courses:	
	1) The full final year of C.T.A. courses	1½
	<b>Total for the degree</b>	<b>5</b>
	<b>Weight</b>	

DD 18/4/52 (152)  
**Saawu meeting**

EAST LONDON — The local branch of the South African Allied Workers Union (Saawu) will hold a general meeting tomorrow to discuss support for workers dismissed from local industries, the establishment of a

relief fund for unemployed workers, coordinating the boycott committee and the formation of a steering committee for the unemployed workers' union — DDR

DIVISION  
 DIVISION

Division of Economics

Computer Science

Afrikaans

FACULTY OR DEPARTMENT

MEMBER

ALTERNATE

MEMBERS OF OTHER FACULTIES

Mr M D Scott

Mr J Miller

Mr N H B Faul1

SENIOR CONSULTANTS G.S.B.

Mr M Wormald (Acc)

Mr A Wilson (Acc)

Mr T Wegner (Bus.Sc.)

Mr J Sussman (Acc)

Mr D Schapiro (Acc)

Mrs A Robinson (Acc)

Mr J Rice (Bus.Sc.)

Mr V V Razis (Bus.Sc.)

Mr B D Phillips (Bus.Sc.)

Mr S B Minyuku (Bus.Sc.)

Mr A Mackenzie (Acc)

Ms T Lamprecht (Bus.Sc.)

Mr P K Haupt (Acc)

Mr A Greyling (Acc)

Mr A Gahn (Acc)

Mr M Eccles (Acc)

LECTURERS IN THE FACULTY

Mr R Young (Acc)

Mr M C Vorster (G.S.B.)

Mr E O Ullana (Acc)

Mr T G Thomson (Bus.Sc.)

Mr P Smith (Acc)

Mr G Puttick (Acc)

Mr D Rees

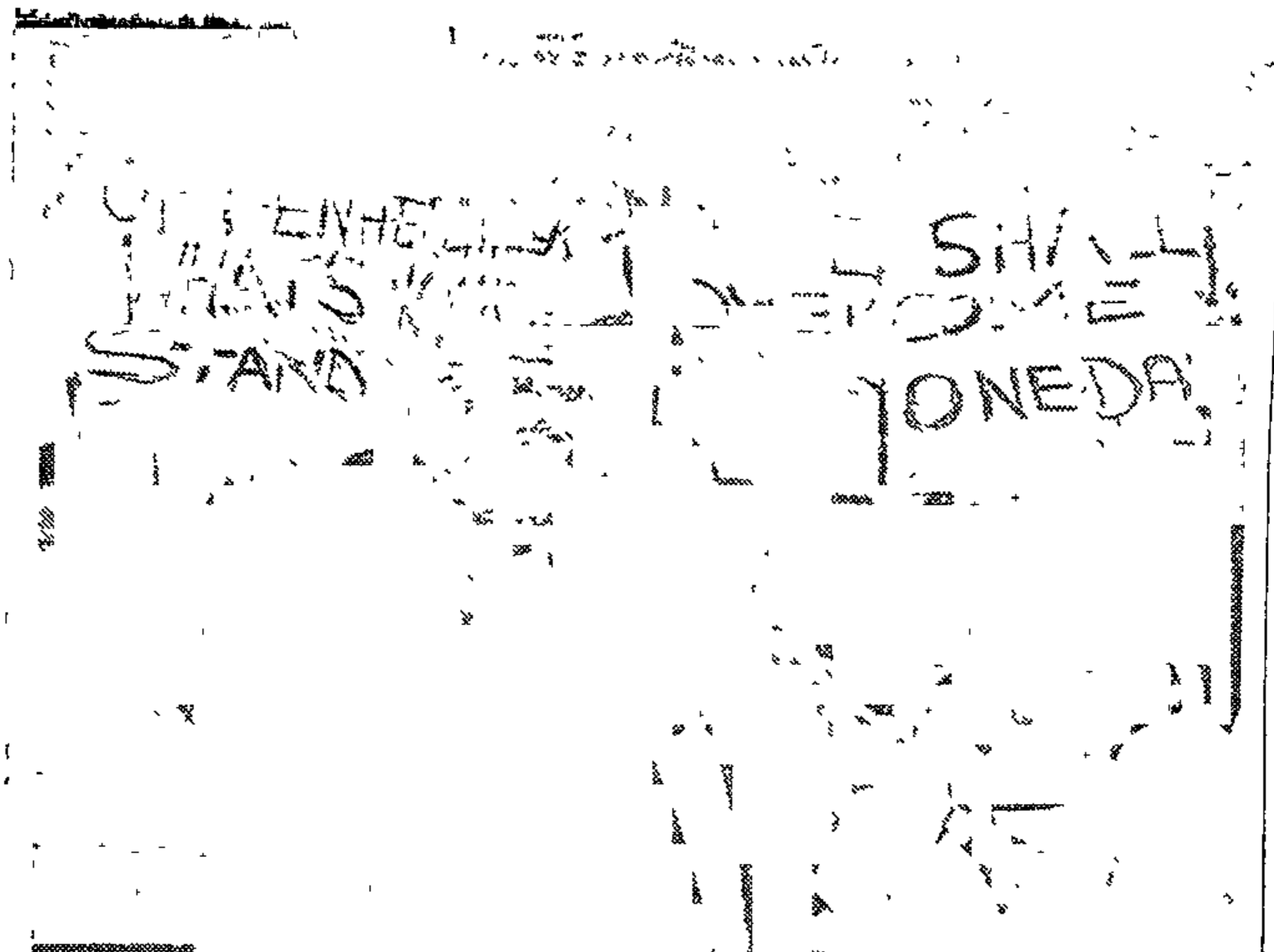
Mr P B Gardner

Assoc Prof S R Schach

Mr M Walters

Prof K J Macgregor

Prof Z GURZVNSKI



Mourners carry placards at the funeral of Mr Paulos Mahlangu.

STAR 27/4/81 (152) (192)

## Shot Sigma striker buried

Mr Paulos Mahlangu, shot during a disturbance following the wage dispute between the Sigma Motor Company and its workers, was buried at the weekend in an emotion-charged ceremony.

Mr Mahlangu, of Mamelodi, was shot by a woman who worked for Sigma, when her car was stoned.

The chanting of free-

dom songs and shouting of slogans characterised the funeral, according to eyewitnesses.

"I did not see a policeman in sight. They kept a low profile," said one of the mourners. The grave at the Mamelodi Cemetery, was only metres away from Mr Mahlangu's namesake, Solomon, who was hanged

for his part in the Goch Street killings in Johannesburg.

The ululating crowd, singing freedom songs and shouting slogans made its way towards the cemetery on foot—a departure from township tradition where buses are hired to take the mourners to and from the service. There were no incidents reported

# 21 go on hunger strike

STAR 27/4/81

USA

USL

Labour Reporter

Twenty-one detainees in the Ciskei went on a hunger strike today to protest at their detention

They are all members of the South African Allied Workers Union (Saawu), and were recently detained by the Ciskei police after the Wilson-Rowntree company dispute

Ciskei's Security Police chief, Brigadier Charles

Sebe, has confirmed the men are being held under section R252 which provides for 90-day detention without trial

Saawu's branch chairman in East London, Mr Sisa Njikelana, said today the 21 detainees went on a hunger strike to protest at their imprisonment

Fourteen other Saawu detainees in the Ciskei were released on bail earlier this month

Nov 1980 + Feb 1981 EXAMINATIONS, Continued

EXAMINATION RESULT SUMMARY AS AT 26 02 81

1 2+ 2- 3 F F/S DPR ABS AB/S PASS UP 3NX 3X O/S TOTAL/PASS

COURSE DESCRIPTION	1	2+	2-	3	F	F/S	DPR	ABS	AB/S	PASS	UP	3NX	3X	O/S	TOTAL/PASS
202205 BUSINESS SCIENCE II	1	1	46	29	0	0	0	0	0	0	0	0	0	0	0
202206 PRINCIPLES OF FINANCE-1/2 COURSE	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
202302 APPLIED BUS STATISTICS I	9	9	29	14	7	0	0	0	0	0	0	0	0	0	0
202303 ECONOMIC STATISTICS	0	1	9	7	0	0	0	0	0	0	0	0	0	0	0
202304 COMP INT & ARDUIT CERTAIN	7	4	3	5	3	0	0	0	0	0	0	0	0	0	0
202305 PERSONNEL MANAGEMENT I	0	1	6	10	2	0	0	0	0	0	0	0	0	0	0
202306 MARKETING I	1	1	16	3	1	0	0	0	0	0	0	0	0	0	0
202308 BUSINESS SCIENCE III	4	6	24	21	3	0	0	0	0	0	0	0	0	0	0
202309 BUSINESS FINANCE I	0	0	10	5	0	0	0	1	0	0	0	0	0	0	0
202401 MARKETING II	1	4	8	0	0	0	0	0	0	0	0	0	0	0	0
202402 ACTUARIAL SCIENCE I	4	1	4	5	5	0	0	0	0	0	0	0	0	0	0
202403 ACTUARIAL SCIENCE II	1	4	5	6	3	0	0	0	0	0	0	0	0	0	0
202409 PERSONNEL MANAGEMENT II	0	0	7	7	0	0	0	0	0	0	0	0	0	0	0
202410 BUSINESS FINANCE - PRE 1978	0	2	4	3	0	0	0	0	0	0	0	0	0	0	0
202411 APPLIED BUS STATISTICS II	1	0	3	2	0	0	0	0	0	0	0	0	0	0	0
202419 BUS 201 INDUSTR MANAGEMENT -3	0	3	8	10	19	0	0	3	0	0	0	0	0	0	0
202422 BUSINESS POLICY I	3	8	23	1	0	0	0	0	0	0	0	0	0	0	0
202423 BUSINESS POLICY II	1	7	18	9	0	0	0	0	0	0	0	0	0	0	0
202421 BUSINESS SCIENCE MASTERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
202901 BUSINESS SCIENCE PH.D.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
202701 ADV. DIP BUS ADMIN(FULL TIME)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
202702 ADV DIP BUS AD(P/T)(1ST YR)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
203001 MASTER OF BUS. ADMIN (FULL TIME)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
203004 ENRICHMENT OF BUSINESS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
203004 MBA(PART TIME)(1ST YEAR)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
203901 BUSINESS ADMIN PH.D.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
COMMERCE	174	229	983	1523	970	0	38	167	0	0	0	0	0	0	0

# Sacked Sigma committee to ask for jobs back

JOHANNESBURG — Eighteen members of the Committee of Twenty at Sigma motor assembly plant in Pretoria who were among those paid off after the 15-day strike at the plant are to appeal to the Anglo American Corporation for reinstatement.

Anglo American has substantial interests in Sigma

The Committee of Twenty, elected by more than 2 000 Sigma workers at a meeting on April 8, was in the forefront during the strike of more than 4 000 workers at the plant

Mr Dontsi Khumalo, the spokesman of the committee, said the action against the 18 was "pure victimisation".

According to Mr Khumalo some of the committee members were bluntly told that their services were no longer needed

The strike was called off after talks between representatives of the National Union Motor Assembly and Rubber Workers of South Africa (NUMARW) and Sigma management

Last Friday a Sigma spokesman said the fac-

tory did not guarantee that all the striking workers could be taken back

By late yesterday, it had not yet been established whether or not NUMARW, now represented a majority of Sigma workers

No negotiations between the company and NUMARW have, therefore, taken place yet

In an agreement which ended the strike, Sigma said it would negotiate this year's wage increases with the union if it had obtained majority membership at the plant — DDC



Union gets  
recognition  
at Sigma

Labour Reporter

The Sigma Motor Corporation near Mamelodt announced today that it has recognised the National Union of Motor Assembly and Rubber Workers (Numarw).

The company agreed to recognise the union after it had attained 50 percent representation among the work force, a spokesman said

Wage talks are expected to be pursued during the week with an initial meeting being held between Sigma and Numarw later today. The strike earlier this month had started over wage demands and a call to recognise Numarw.

It is believed that several hundred of the 4000 Sigma workers dismissed during the strike were not re-employed last week because vacancies were filled by new applicants

*Section 28416*

# 'Sigma 18 fired'

*1977*  
*1972*

SIGMA Motor Assembly Corporation yesterday could not confirm the dismissal of 18 members of the committee of 20 workers who had acted as intermediaries between management and workers during the strike.

According to a committee member, on Friday during processing of returned strikers it was discovered that only two committee members were among those reinstated.

Mr Leon Shirley, public relations manager of Sigma, said yesterday that in compliance with an agreement between management and the National Union of Motor Assembly and Rubber Workers he could not comment until a joint statement was released.

But he conceded that several hundred of the more than 4000 workers who had been on strike for the past two weeks have not been reinstated.

He said the company reserved the right to retain some of the newly employed people who applied for jobs while the strike was on.

Sigma employees had downed tools earlier this month in demand for increased wages.

Management had refused to bow down to their demands and maintained that negotiations for the 1981/82 wage structure was still under discussion when the strike broke out.

Argus 29/4/81  
We've  
been  
victimized  
—union  
leader

Argus Correspondent

JOHANNESBURG —  
Sigma Motor Corporation  
has been accused of victi-  
mising union leaders

A spokesman for the  
National Union of Motor  
Assembly and Rubber  
Workers (Numaw) said  
Sigma has not rehired  
most of the union repre-  
sentatives

Only two of the 'Com-  
mittee of 20' had been re-  
employed at the plant

The committee has held  
wage talks with Sigma  
since the strike began this  
month

Sigma gave the strikers  
until last Friday to reap-  
ply for jobs. However,  
others had been taken on

At least 200 former  
employees were not re-  
employed according to  
sources

Production at Sigma re-  
turned to normal late last  
week as most of the stri-  
kers met the re employ-  
ment deadline

RDM 29/4/81

# Sigma hit an unexpected bump in union's road

By STEVEN FRIEDMAN  
Labour Reporter

NEGOTIATIONS between the Sigma Motor Corporation and trade union representatives have hit an unexpected snag — despite Sigma's decision yesterday to recognise the National Union of Motor Assembly and Rubber Workers

Yesterday Sigma announced that the NUMARW had achieved sufficient membership at the plant to qualify for recognition and that wage negotiations between it and the union would commence

In terms of the agreement, which ended the strike at Sigma, the company said it would negotiate with the union on wages if it found that it now

represented a worker majority

However, a union spokesman, Mr Martin Ndaba, said yesterday it was by no means certain that union representatives would attend the talks — scheduled to begin this afternoon

He said 17 members of the "committee of 20" elected by union members before the strike had been dismissed by the company and would be unable to take part in the talks

He said the committee was the "obvious" group to take part in negotiations with management

Union officials would meet the committee to decide whether to attend today's talks, Mr Ndaba said

workers, not officials, and we may decide that only the committee elected by the workers should negotiate with management"

Mr Ndaba added that, whatever the union's decision, negotiators would request the reinstatement of the committee of 20 members before talks began

Sigma, however, still expect talks to begin today

A company statement says that "the corporation and the union have set into motion those processes which will enable them to meet on a regular basis to finalise negotiations as soon as possible"

It added that arrangements were being made to set up the first meeting

The company's statement said this had followed a count of union membership among workers re-employed after the strike and back in employment on Monday

Part of the agreement that ended the strike was that the company would assess union membership in this way before opening negotiations

The statement said that this count revealed "that the union has achieved sufficient membership to be recognised for negotiating conditions of service for 1981/82"

Meanwhile 17 members of the "Committee of Twenty", who were among those paid off after the strike, are to appeal to the Anglo American Corporation for re-instatement

Mr Dontsi Khumalo, spokesman of the committee, said the action against the 18 was "pure victimisation"

According to Mr Khumalo, some of the committee members were bluntly told that their services were no longer needed

"We now want to contact the Anglo America Corporation to put our case to them about the victimisation," he added

104					
7	1	0	0	1	0
2	0	1	9	9	2
2	0	3	6	1	3
2	0	2	1	0	0
3					
3					
4					
5					
6					
21					
21					
23					
	No Treatment Given	Treated as out-patient then admitted	Treated as out-patient (no follow-up)	Treated as out-patient (with follow-up)	Treated as in-patient at Kpilo Hospital

TABLE III Management Patterns for 104 Patients (According to Diagnostic Categories)

For example, it has been argued that there are certain "acute transient psychoses" peculiar to Black patients (Carothers 1953)(7) (Smartt 1964)(8) Field 1968)(9) which have been variously termed "bouffée délirante" or "nysterephrenesis". On the other hand, it has been pointed out that such conditions are not peculiar to Africa but were well described in the European literature of 50 to 80 years ago (German 1972)(10). Such transient psychoses seem to be characteristic of people living in poverty who are illiterate, undernourished and afflicted with physical diseases. There is a consensus of opinion that hysterical reactions are much more common in underdeveloped countries (Attkower and Rin 1965)(11) and it has been our custom to describe these brief psychoses as frenzied states of hysterical origin (or dissociated states) whilst recognizing that there may well be underlying factors such as schizophrenia, organic illness, temporal lobe epilepsy or personality disorder.

In general our nosological classification has followed that set out by the American Psychiatric Association (DSM II) with minor modifications.

Diagnostic Categories:

Inspection of Table II reveals that more than 60% of the patients were comprised by three diagnostic groups, VIZ: Schizophrenia, Acute Brain Syndrome and Depression. Discussion will therefore be limited to these 3 major groups.

1 Schizophrenia:

There is good evidence for the transcultural stability of Schizophrenia. The International Pilot Study of this illness showed that whilst the absolute frequencies of symptoms varied between centres, the rank orders of frequency were remarkably similar. Further the most frequently observed symptoms in all the centres were those contained in traditional definitions of schizophrenia (Sartorius et al 1975)(12).

Such that the refund for Blacks is about half that for Whites. This has been an area of disagreement between the provincial authorities and the Treasury, since the former regard this as inadequate compensation for services provided to non-White patients. Once expenditure in a base year has been calculated on this basis, an escalation factor based on increases in costs is included. In general, hospital fee increases are not used to cover increases in costs. Hospital fee increases are not used to cover increases in costs. Hospital fees were increased in 1976 and in 1967 before that

RPM 30/4/81  
 (15) (97) (1/1/81)  
**Dismissed Checkers  
 worker reinstated**

**Labour Reporter**

THE strike by black workers at the Checkers store in Sasolburg has ended in the reinstatement of a worker whose dismissal sparked the stoppage

This is the second time in the past few weeks that a strike by black workers at a department store over a colleague's dismissal has ended in the worker's reinstatement

The first was a strike at Pick 'n Pay's Randburg store

On both occasions, the workers were members of the Commercial, Catering and Allied Workers Union of South Africa

Yesterday, striking workers returned to the store but did not resume work. Management told them that they would not be paid for the period they were off work, but the strikers nevertheless elected to stay off work

They resumed work early yesterday afternoon after management had decided to reinstate the worker

"There were faults on both sides, but we accepted that we had been wrong to dismiss the worker and changed our decision accordingly," Mr Vernon Staegeman of Checkers said yesterday

Mr Staegeman said Checkers was "relieved" at the speedy end to the dispute

Mrs Emma Mashinini, general secretary of the union, described the reinstatement as "a victory which is a tribute to the workers' solidarity" and paid tribute to the "courage and solidarity" of the strikers. "They were prepared to lose pay to support a colleague and they won an important victory," she added

hospitals in the Cape Province as opposed to 83 provincial hospitals. (5) They are obliged to cover at least 10% of their costs from their own revenue sources whilst the balance is subsidised.

The core of the homeland health service in the past was the mission hospital - financed by church societies, the funds were collected overseas privately or donated by the mining companies. From the 1950's, the State Health Department began subsidising infectious patients whilst the provincial authorities subsidised non-infectious patients at a fixed rate per day. From the late 1960's, the State assisted far more - it paid for capital expenditure as well.

The State has progressively been buying mission property and paying the missions out. Policy has been to take over all mission property by mid-1973 but in 1976 mission hospitals were still being taken over in Kwazulu. By the end of 1977, 71 mission hospitals had been taken over. (1)

It is current Government policy that the health function be taken over by the various homeland authorities. At the end of 1976, 6 homelands (including Transkei and Bophutatswana) had taken over their health services, although health staff in the employ of the Department of Health are seconded to the Department of Plural Relations and the Department for allocation to these homeland governments (340 at the end of 1976, excluding 76 in Transkei). (2)

**1.3 Provincial Health Expenditure**

Provincial administrations are largely responsible for the curative (as opposed to preventative) aspects of the health care system in South Africa. For example, in 1974 provincial administrations provided 47% of all hospital beds in the country. Table 1 shows the subsidies paid by the Treasury to the provincial authorities of the four provinces in two budget years. The actual subsidy paid is based largely upon factors such as the population of the province, whether or not the province experiences a large influx of visitors during holiday seasons, the number of specialist services offered by teaching hospitals in the province and the current economic situation. The subsidy is also weighted according to the racial composition of the provincial hospital beds in the province, since the refund per patient per day is lower for Coloured, Asian and African patients than for Whites.

Actual Provincial subsidy since 1977 the Executive Services appropriate In addition approximate All private through provincial Boards in the channelled (4) expenses. Within the aided" hospital mostly in co hospitals in the Cape Province as opposed to 83 provincial hospitals. (5) They are obliged to cover at least 10% of their costs from their own revenue sources whilst the balance is subsidised.

# Anglo workers stage protest

Daily Dispatch  
1981  
April

**JOHANNESBURG** — About 60 black employees of the Anglo American Corporation — singing the national anthem Nkosi Sikelel' iAfrika — yesterday held a protest meeting outside the corporation's headquarters here

They were demonstrating against possible state control of pension funds and the company's alleged opposition to withdrawals of contributions to the fund if the proposal became law

By late yesterday afternoon representatives of the company's management were still locked in talks with the workers. The talks had started shortly after the lunch-time protest meeting

A black employee at Anglo said yesterday that the workers had asked the company that if the government's proposal to control pensions became law, they should be allowed to withdraw their contributions to the time when the state took over and start with the government scheme from the time it came into effect

A spokesman for Anglo said yesterday that about a month ago the workers — through their employees' representative council at Anglo — sent queries to management about what would happen to their pensions

"Management undertook to explain how their pensions worked at present and held a series of lectures which explained the benefits of pensions"

This week Anglo distributed a memorandum among all its employees who are members of its pension fund stating its standpoint on pensions

"The corporation has no reason to believe that the government plans to replace the corporation's pension fund with a state-controlled pension fund, and would strongly oppose any such move," the company said

Anglo's pension fund, in accordance with its rules, would not refund a contribution to an employee unless he/she resigned

However, management would not undertake to

re-engage employees who resign"

Meanwhile, negotiations between the Sigma Motor Corporation and the National Union of Motor Assembly and Rubber Workers got under way yesterday, despite fears that the dismissal of worker representatives could delay them

Union spokesman said on Tuesday that they were considering not attending negotiations because 17 members of the worker Committee of 20 elected before the strike had been dismissed and could not attend the talks

In Sasolburg, the strike by black workers at the Checkers store has ended in the reinstatement of a worker whose dismissal sparked the stoppage

The workers are members of the Commercial, Catering and Allied Workers Union of South Africa, whose general secretary, Mrs Emma Mashinini, yesterday described the reinstatement as "a victory which is a tribute to the workers' solidarity" — DDC

## DEPARTMENT OF BUSINESS SCIENCE

### PROPOSED CHANGES OF TIME-TABLE FOR 1981

Course	Existing Times	Proposed Changes
Actuarial Science I	M8, W. 1 & 2	M, W, 4 - 6 p.m.
Actuarial Science II	Tu. 1&2, Th. 8	Tu. & Th. 5-7 p.m.
Applied Business Statistics I	M, W, F, 3	M, W, F, 1
Applied Business Statistics II	Tu, W, Th. 1	M, W, F, 5
Business Finance I	M1, W5, F1	M, W, F, 5
Compound Interest & Annuities Certain	M5, Tu. 8, F5	M, 4-5p.m. Tu, 4-6 p.m.
Management Science	M, W, F, 3	M, W, F, 4
Marketing I	M5, W4, F5	M, W, F, 5
Marketing Research I (Econ. Stats)	M, W, F, 1	M, W, F, 3
Marketing Research II	New Course	M, W, F, 2
NAC(a) (AM 343)	M, W, F, 3	M, W, F, 2 or 3
Personnel Management I	M4, Tu. 3&4	Tu. 3&4, Th. 4&5
Personnel Management II	Th. 4	Tu. 4

latlcs.

h. 3  
F. 3  
F. 3  
F. 4

Th. 4-8W, 6&7

Th. 4

M4, Tu. 3&4

M, W, F, 3

New Course

M, W, F, 1

M5, W4, F5

M, W, F, 3

M5, Tu. 8, F5

M1, W5, F1

Tu, W, Th. 1

M, W, F, 3

Tu. 1&2, Th. 8

M8, W. 1 & 2

Proposed Changes

Existing Times

Course



It would be otiose to document the above position exhaustively. In all non-colonial societies the capitalist economic system has grown out of a previous system in which nearly all individuals had some form of direct access to the means of production, whether as serfs, as yeomen with certain rights to the use of commonage, or as tenant-farmers with traditional rights. However limited these traditional rights, they had to be destroyed by actions which were, in the broad sense, political, and a new legal system had to replace the old.

Thus, to imply that there are two distinct types of economy is slightly misleading. Instead there is probably some kind of continuum, which possibly also represents an historical trajectory (although almost certainly not a 'smooth' trajectory). This continuum does not represent the move from a purely 'politically' created labour supply to a purely market-induced labour supply. Rather it represents changing forms of the political parameters. This could represent a process of institutionalisation in which direct coercion or violence is gradually replaced by socialisation, manipulation of needs, and other more indirect forms of control. Or it could represent a process in which the actual relations are changed by the use of power on the part of those who do not initially have control over the means of production in order, by reform or revolution, to change the politico-legal parameters in their favour. At one end of the theoretical continuum lies some form of slave society. At the other end lies an ideal-type socialist society, in which the labour market has been entirely replaced by some system in which labour is no longer a priced commodity. Whether or not that point can be reached is a matter of debate into which we need not enter here. But short of that point there is necessarily some system which maintains necessity for some people to sell their labour to other people who do not have to sell their labour.

Given that it may not be helpful to ask whether a particular society has a market economy or a labour repressive economy, we should ask instead possibly how the worker group was initially created as a labour force, how and to what extent the power relationships embodied in that process were institutionalised, and to what extent the working class has managed to bring about changes in those power relationships and their institutionalised expression in the politico-legal system. We can then understand the nature of the politico-legal parameters within which the market laws of supply and demand currently operate. The study of the historical development of these parameters will also shed light on the motivations and interests of the various social groups.

#### 4. Questions regarding the historical emergence of the labour force and subsequent development

In the light of the preceding analysis, the following questions are suggestive.

- (a) Until about 1860 South Africa, with the exception of some coastal areas in the western and eastern Cape, was predominantly a society of subsistence agriculturalists and pastoralists. There was a limited amount of wage labour but nearly everybody had some form of direct access to the means of production. How, then, was a labour supply, and hence a labour market created?
- (b) In whose interest was this labour supply created, and what structural relations between classes resulted from this particular mode of emergence of a supply of wage-labourers? How and to what extent were these relations institutionalised?
- (c) How has economic growth affected the structural relations between these groups? What new groups has it brought into being? How has it affected the sources of power of each of these groups? How has it affected the attitudes and the real and experienced interests of members of each of these groups? What structural tensions have thereby been introduced into the system, and to what extent and how have these structural tensions been resolved?

If we approach the problem in this as part of a dynamic process and circuit some of the mutually conflicting two standpoints outlined earlier. Here these questions ourselves. We shall further questions which arise by concealed in each of the above questions.

**4.1. The creation of a labour supply**  
In using the phrase 'creation of a labour supply' we draw attention to the consequence of the elements of which are outlined. Not all consequences were necessarily deliberately intended by those in power (although some undoubtedly were). In other words, we do not assume a conscious and coherent 'conspiracy' of settlers against indigenous peoples, or Whites against Blacks; the assumption, rather, is that similar interests tend to produce similar responses without there necessarily being collusion.

The original conquest played a major role. It severely limited the amount of land available to Africans. Many Africans became designated as 'squatters' on White-owned land, and so were available either as agricultural labour, or, later, could be expelled entirely from the land, either by legislation to satisfy the growing need for urban workers, or else immediately by the landowners when the growing market for agricultural produce made it more profitable to farm more intensively. Although African workers were available in some areas of the country for wage-labour from the 1860's it may well be that at this stage, land shortage was

GEN.

5 Wk  
Sigma talks  
continuing

Labour Reporter

Sigma management and the National Union of Motor, Assembly and Rubber Workers (Numarw) meet again tomorrow to discuss new wage negotiations. The two parties met yesterday to arrange the procedure for further talks which will decide wage and service conditions for 1981-82. The union has questioned Sigma about the position of 18 of the workers' Committee of 20 who were not rehired last week. Several hundred of the 4000 dismissed workers were also not rehired.



Argus  
**Sigma**  
30/4/81  
**accepts**  
**union**  
152  
192  
170A  
177  
**for**  
**workers**

Argus Correspondent  
PRETORIA — The National Union of Motor Assembly and Rubber Workers of South Africa has been recognised as the negotiating body for conditions of service for Pretoria's Sigma workers for 1981-82.

A Sigma spokesman said today that in terms of the agreement reached between the Sigma Motor Corporation and the union a count was made of employees back in employment yesterday and of union membership.

**FIRST MEETING**

'Since this has revealed that the union has achieved sufficient members to be recognised for the purposes of negotiating service conditions for 1981-82, the corporation and the union have set into motion those processes which will enable them to meet on a regular basis to complete negotiations as soon as possible.

'Arrangements are being made to set up the first meeting today,' he said.

The spokesman said production was back to normal after 4 000 striking workers were dismissed about two weeks ago, crippling the plant for about 13 days.

young actors leapt for joy in order and Mary Jo Randle were the Royal Academy of Dramatic Arts

**Nipper around**

**'s wedding**

med Nipper, who normally bits down burrows, has been the television coverage of the wedding of Prince Charles and Lady

ld animal is standing by to assist the television Company on its underground at Buckingham Palace to an outside

a 15 cm duct with a light-

esn't work, Nipper will go in to her tail so that a new

ns Nipper, said the attraction is to persuade his pet through a chunk of ham — Sapa-AP

**LIQUIDATORS**

# Sigma talks likely to abort

By NORMAN NGALE

*Sowetan 30/4/81*  
THE expulsion of 18 members of the committee of 20 Sigma Motor Corporation workers is likely to abort talks between the company and the now recognised union

The negotiations between Sigma and the National Union of Motor Assembly and Rubber Workers (NUMARW) started yesterday within the company premises near Mamelodi

The talks were initiated after Sigma management had satisfied itself that NUMARW represented more than half the staff of workers in the plant, in accordance with the Industrial Act

The 18 expelled workers, have not been included in the negotiating team, despite the fact that they were registered members of the union

A spokesman for the committee said yesterday that in fact they were the legitimate representatives to sit at the negotiating table with management

He said his committee had acted on behalf of the strikers during the strike and that it was the committee which had successfully persuaded workers to return to the plant for re-instatement

He said management could not argue that it was not recognising them, because Sigma did negotiate with the 18 between April 15 and 23, when all striking workers were regarded as fired

A general meeting of Sigma workers was held last night at Mamelodi community centre to discuss, among other issues, the dismissal of several workers whose positions were filled by new employees during the strike

# Why white firms fear black TU's

145A  
SOWETRAM  
30/4/81

LONDON - In East London Africans face white companies determined to hold the line against the local black trade union for fear that they will lose control of their workforce, British television viewers have been told.

But other companies believe that black advancement is not to be feared, said commentator Ian Smith in a BBC documen-

tary on industrial relations in the Eastern Cape seaport this week

The programme dealt particularly with the Wilson-Rowntree strike

The documentary opened with black workers holding up their right fists and chanting 'organise'. It ended with a scene showing them singing 'Nkosi Sikelel' Afrika'.

Smith said the local black trade union, with around 15 000 members, was the

fastest growing black trade union in South Africa. It is also the one the management most like to hate.

The man managements blamed for most of the union's activity was Mr Dsamile Gqweta (28) its national organiser. But Mr Gqweta was philosophic about white opposition to him and his union.

Anything in South Africa designed to fight for the rights of the oppressed masses is never liked by the

people who have played a part in oppressing or victimising such masses," he said.

They don't like us because we are not here to make compromises. We are here to speak on behalf of the workers.

Mr Jock Allison of the East London Chamber of Commerce, said most of the chamber's members disapproved of the trade union as it exists at the moment.

They don't object to the trade union as such, but of the way they are going about things. The union had come as a 'shock,' he added.

He did not see the increasing pace of Africanisation as a bad thing, providing there was control. "We don't want happening here what is happening in the United Kingdom."

465781 STMP  
**Union man's home hit**

Labour Reporter

The home of a trade union leader in Morningside, East London, was petrol-bombed last week.

No one was injured in the attack on the home of Mr Sisa Njikelana, the East London head of the South African Allied Workers' Union (Saawu), although furniture and several rooms were damaged.

Mr Njikelana was not at home at the time. Police are investigating.

DDR 2/5/81  
4 back in  
~~(USA)~~ ~~(USA)~~ ~~(SE)~~ ~~(US)~~  
detention <sup>of</sup> <sub>the</sub>

EAST LONDON — The four former Wilson Rowntree workers who were in hospital following a hunger strike had been discharged and were back in detention, the head of the Ciskei Central Intelligence Services, Brigadier Charles Sebe, confirmed here last night

He said everything was back to normal — DDR

# Africans now taboo - OTM

## Meat Striker

C. Herald  
2/5/81

188 (152)

HIS former boss didn't want to employ Africans any more 'because they like to go on strike' a former meat striker told Cape Herald last week.

Mr Leonard McCoy, 53, of Langa feels he has been victimised

'I have walked all over the Peninsula trying to find work so that I can send money to my family in the Ciskei. But after all these months I am still unsuccessful'

Mr McCoy, who receives an unemployment grant from the Administration Board, is one of many ex-strikers who still find themselves jobless

Almost one year after the 800 workers from 17 meat firms went on strike for the recognition of democratically elected committees — and eight months after the strike was called off without this demand being met — more than 80 of the strikers are still out of work

### PROTEST

The workers first went on strike for one day on May 19 last year in protest at the refusal of the management of Table Bay Cold Storage and National Meat Suppliers to recognise 'democratically elected' workers' committees. They were locked out on their return to work the next day

With the support of the public, the Western Province General Workers' Union was able to give the strikers R15 a week strike pay

However, the union was unable to keep up the payments of R12 000 a week, and in September after the strike had been called off, the R159 765 the union had collected as an emergency fund for the strike had dried up.

Since then, some of the strikers have been taken back by their old firms while some have found other work

But for those who have not been able to find work it is still a case of spending just the basics — when there is money to spend

'For these workers who have been unable to find work, it has been very hard. They are surviving on the bare minimum, and often their families go hungry for days,' the General Workers' Union says in a statement

The union says the high unemployment rate in Cape Town has made it even more difficult for the strikers to find work

'Unsympathetic bosses often refuse to employ someone when they hear that he was a meat worker

'It is unfair that the workers should be victimised in this way, for surely the demand of the workers was a legitimate one. In most Western countries workers have the right to form democratic workers' committees,' the union said

Mr John Nwalasa, 59, of Guguletu, receives no income

'My wife works as a domestic in Sea Point, but she is never sure of her work. I can buy only food when one of my brothers or sisters is kind enough to give me some money

'My children starve, but what can one do?' he asked

Mr Nkwalasa said his diet consisted mainly of rice, samp and bread

There is no money for

meat or other luxuries. We even have difficulty in paying the rent and buying books for the children for school,' he said

Mr Nkwalasa has four children, two of them still at school

Mr Richard Tyala, 59, is another ex-meat worker who has to rely on the kindness of family members and friends to make a living

His diet is similar to that of most of the other workers — samp, and sometimes bread and rice

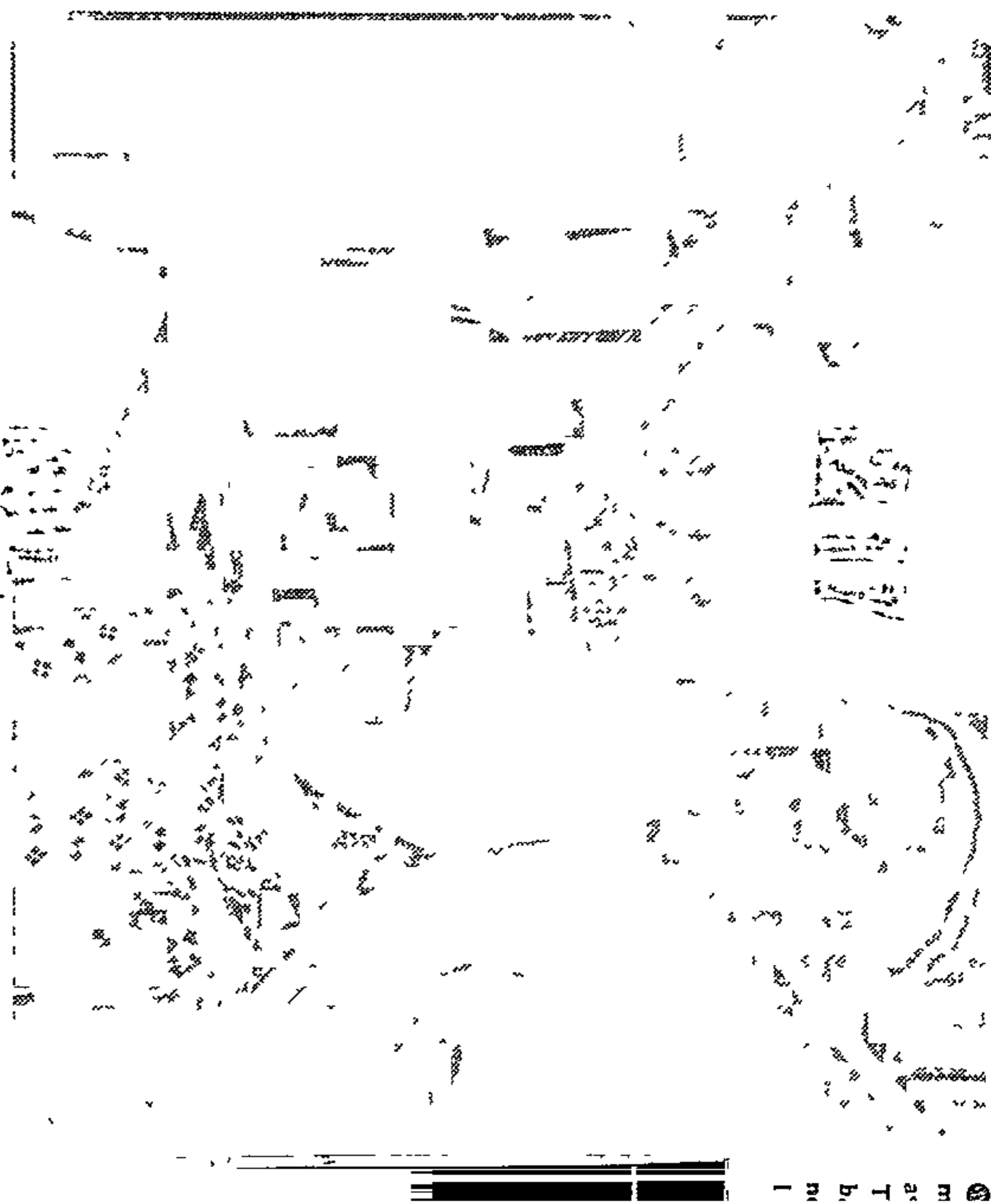
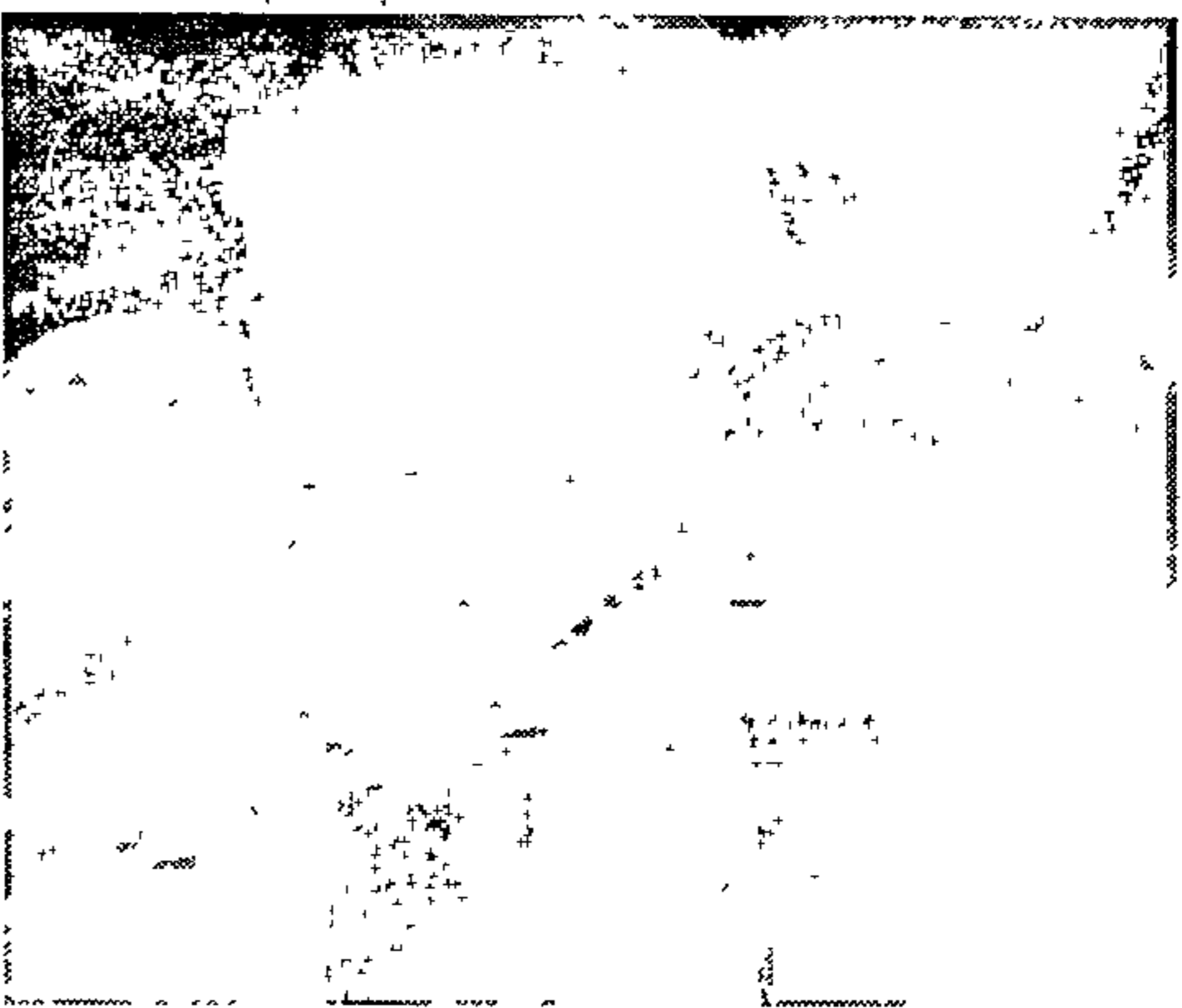
His asthmatic wife, Elizabeth, helps to supplement the income by making dresses

'However she can only make dresses when people want them, so that does not help a lot. The only way we will be able to lead normal lives again is when I find work,' said Mr Tyala

The Western Province General Workers' Union has appealed to sympathetic people in the community to help them find work for the jobless

Employees can phone the union at 67-0870 or contact them at 1st floor Benbow Building, Berkeley Street, Athlone

MR John Nkwalasa — all we eat is samp, bread and rice, and I can buy food only when one of my brothers or sisters is kind enough to give me some money.



# Sigma workers end negotiations

By NORMAN NGALE  
MORE than 2000 Sigma employees decided at a meeting in Mameledi on Wednesday night that the "committee of 20" must be reinstated before negotiations with management over their recent strike could begin.

The meeting was the first report-back on the progress made towards the workers' demands since the workers returned to work last week.

This resolution was passed after it was discovered that at an earlier meeting Sigma management had entered negotiations with officials of the National Union of Motor Assembly and Rubber Workers (NUMARW).

During this meeting, according to a speaker at the workers' meeting, reference on the plight of members of the committee sacked by the company following the strike was not discussed.

The workers made their stand clear that they recognised the committee members who are also members of the union as the rightful representatives of the workers.

Sigma management entered into talks on the working conditions and wage

dispute on the plant with the union officials on Wednesday afternoon after it became convinced the union represented most Sigma workers.

Most workers at the meeting had expressed anger that none of the union officials selected for the wage dispute talks with management was employed by the firm.

The officials in Pretoria who are involved in the talks had been mandated prior to the Wednesday meeting not to enter into talks until the positions of the fired committee members had been settled.

Due to the agreement entered into between Sigma management and the NUMARW officials not to release any statement to the Press unless it was a joint statement, it was difficult to establish whether this issue was discussed.

Mr Leon Shuley, publicity manager of the company whose office had been authorised to issue such statements, refused to comment yesterday on the workers' stand.

Mr Shuley said his management and the union had agreed that no statement would be released until after their second round of talks scheduled for today.

# BBC film on ELI labour

## dispute

## slammed

By IAN HODDS, Daily Dispatch, London Bureau.

following investigations, they concluded there were no grounds for strike action by the members of Saawu. It was now the company's duty to stay in business and guarantee employment for its 1,600 employees.

The Rowntree Mackintosh statement said "The BBC programme, Newsnight, broadcast a one-sided and a very precise view of what in reality is a very complex situation affecting Wilson Rowntree."

"Wilson Rowntree already have a recognised multi-racial sweet workers union representing its black and white coloured and Asian workforce.

"The company explored, with Saawu, ways in which Saawu might have a place in the company's industrial relations structure.

"However, Saawu, which has only black members, was not prepared to sit down with any other union.

"Its condemnation of violence and intimidation of employees in furtherance of political aims discredited it as a genuine trade union with the interests of the Wilson-Rowntree workforce at heart.

"Statements issued from Saawu cannot be relied upon. Since October 1980, Saawu has caused 17 strikes or stoppages and 45 disputes on the basis of alleged grievances which, on investigation, were found to be groundless and were not pursued.

"Physical attacks on employees and petrol bomb attacks on their

homes have been part of the more recent development.

"Wilson Rowntree record as an employer with enlightened policies is second to none. The parcel company is kept fully informed of development and fully supports the local South African movement.

The BBC introduced its 20-minute film report on the Wilson Rowntree troubles, made by a TV journalist, Mr Ian Smith as a study of the progress of black power in white industry" in South Africa.

The introduction said hardline blacks seeking more control were undermining unions and forcing white employers closer to recognising them.

Mr Smith said the East London-based Saawu, which already claimed 15,000 members, was the union management most loved to hate.

The demands they were making, he said, "may ultimately threaten the power of white South

Africa much more than ever the massive public outcry and the support of freedom and political rights of the early 1990s.

He said East London's white top black wage earner still received only 70p an hour more than the lowest paid white earner five years ago, was a fruit full hunting ground for

Conditions and wages had improved under pressure from foreign owned companies but not were enough to overcome the peril of black unemployment.

He said Saawu had regularly proved it had the majority of workers behind it.

He said that in its dealings with Saawu, Rowntrees had been careful not to do anything illegal, but the company's 'legalist' approach to the unregistered union had created "a confrontation with enormous political significance."

Mr Thozamile Gqweta, Saawu's national organiser, who was imprisoned and then released three times last year, was the dominant figure in the report.

He said Saawu was not there to make commitments, but to speak on behalf of the workers and

"But I think that before one enters that stage one has to take cognisance of what people are saying or desiring.

A period of conflict or a form of conflict is probably unavoidable, though I foresee further significant changes taking place.

"I say this because it seems to me the level of participation of those people not participating in the system at the moment is growing, probably at the same speed as government is prepared to make concessions.

So I foresee in the next several years an increasing level of participation, but also maintenance of the gap between expectations and willingness to let people participate.

Mr Ferreira concluded that such time as people are capable of participating on an equal basis as everybody else in the whole process of the industrial mechanism there are going to be strikes and a degree of unrest.

That does not mean I am suggesting that when there is total and full participation there is necessarily going to be industrial peace, because I think one will then start looking at possibly the degree to which people have been excluded in the past and the degree of redistribution almost that has to be made for that."

Mr Gqweta's last word was that black workers themselves had to participate fully in democracy.

"They must not think that Saawu is going to liberate them," he said. "In fact Saawu is the workers themselves."

If Saawu had succeeded in raising the workers' consciousness and in trade unionising them in general, "they shall be able to look after themselves."

unionists, but is of 'finals' who could not be taken to court.

Mr Gqweta responded that he sooner his members were brought to court the better, rather than being thrown in jail without telling them what was happening.

Mr Tony Allison of the East London Chamber of Commerce said in the first part of his remarks he approved of Saawu as it existed at the moment, but when they were proposed to unions as such.

"I do not see the increasing Africanisation of industry and the unions as a bad thing provided control is shared. We don't want happening here what is happening in the UK at the moment," said Mr Allison.

Mr Smith said there were people in South African industry who believed negotiating with an authentic black leadership however militant, would in the end be preferable to revolution.

Mr Fred Ferreira, director of industrial relations at the Ford motor company in Port Elizabeth, said in the film "I think there is a necessity in South Africa to negotiate and I don't believe the acid test necessarily has to be how representative particular people are."

"The more important aspect in my view is to play a willingness to negotiate and to recognise that people aren't necessarily totally representative."

"The question of representation does come in though when one enters the legal area to settle disputes or negotiate national agreements.

Eighty members of the strike committee were arrested on the orders of Brigadier Charles Sebe of the Ciskei security police.

Brigadier Sebe said he had not detained Saawu members as trade

to "tell the bosses and anybody else what the workers actually say."

Mr Smith said the burning down of the houses of some of the Rowntree workers after the start of the strike gave the Ciskei authorities "just the stick they wanted with which to beat Saawu."

Brigadier Sebe told Newsnight that Saawu was not a force for future prosperity.

"There would be chaos," he said. Investment would be frightened off and this was why "we are putting our foot down on this exercise of criminal elements by Saawu."

Thozamile Gqweta, Saawu organiser — a storm around his head.

Thozamile Gqweta, Saawu organiser — a storm around his head.

Thozamile Gqweta, Saawu organiser — a storm around his head.

A BBC television report on the strike troubles at the East London subsidiary of the British colonial giant, Rowntree Mackintosh was described yesterday as biased and unfair.

The BBC programme Newsnight said the company's "legalistic approach" to the two-months long "strike" by nearly 500 blacks at Wilson Rowntree had led to a confrontation of "enormous political significance" for South Africa, and ultimately threatened white power.

In a statement released yesterday, the Rowntree Mackintosh headquarters at York said they fully supported the action taken by their South African management team in East London.

The statement said the actions of the South African Allied Workers Union (Saawu) were political and it was not a true union.

A company spokesman said the dismissed workers at the Wilson Rowntree subsidiary were not on strike but had dismissed themselves by walking out and had now been replaced.

The spokesman said the subsidiary had an exemplary employment record that conditions were well above the Common Market code of practice, and the mer the BBC called "strikers" had been given repeated opportunities to air their grievances.

He claimed there had been intimidation and violence against non-strikers.

About 20 of the men who originally walked out were among those claiming they were victims of intimidation and they were against working for the company.

The spokesman said

The spokesman said



# Black morale, black standards, and the tannies of Groblersdal

The December issue of Frontline carried an article on the strike by the black journalists association Mwasa. Extracts from that article were republished in several publications one of which was *Ecquid Novi*, the journal of the Randse Afrikaanse Universiteit's Department of Communications. At *Ecquid Novi*'s request the writer of the article Denis Beckett wrote a postscript from which the following extracts are taken. The full postscript will appear in the next edition of *Ecquid Novi*.

(Frontline had printing problems leading to the weird situation whereby two separate extracts from the story were published by other papers before Frontline itself was on sale.)

The upshot was that for nearly three weeks there were various stories in circulation about what I had actually said. Some of the Mwasa people understood that this was a full scale attack on Mwasa and black journalists in general and particularly that I was denouncing black journalists as incompetent. Others were antagonised because the story 'should have been written by a black. Others because they felt it was wrong that I, as a white, should have been given so much inside information by blacks.

All in all there was a fair level of hostility, much of it on the general ground that the story did not take the black side. Therefore, not being part of the solution, it was axiomatically part of the problem, which was all that could be expected of the white liberals anyway.

I couldn't make very much sense of most of the complaints which were levelled at me personally, and even less of those which I heard second hand, other than to have my existing view fortified, that there is a lot more complexity in the issue of black/white relationships than can be explained by sheer reason.

However, there was one particular exchange I found interesting. I was with one of the most prominent black journalists in the country, and went something like this:

"The boys are out to lynch you.  
Uh huh. Why, in particular?  
' Because of what you say about the standards of black journalism being low.  
' Well, are they or aren't they?"

Of course they are. They're terrible. We all know that. (And here my friend went on to complain about the standards in terms far more venement than I would ever do, which is not only because of the trusty old hiv livered bend over blackwards syndrome of the white liberals, but also because the more you castigate black journalism in general, the more you advance the expectation of failure and the tougher you make the prospects of those individuals who are really good.)

'But he then went on, you can't say it. It's demoralising. Blacks are badly enough demoralised as it is. You say that kind of stuff and it demoralises us further.

I take his point. You tell a man long enough and loud enough that he's no good and he gets to believe he's no good. And vice versa. Which provides a nice cut and dried principle, but leaves a couple of questions hanging in practice.

And those questions, like much else involved in the Mwasa issue, go way beyond application to journalists only. They are germane to much of what is happening in every field of life in South Africa right now. Perhaps it can be said that the Mwasa strike is a forerunner of things to come. That's logical enough. After all, the newspaper industry is not only the focal point of the most highly educated and politically conscious single category of black employees in the country, it is also the only area, so far, where blacks and whites work side by side in the same capacities in significant numbers.

Accepting that there is a very genuine need for black morale to be boosted, how do you do it? Whether you're white or black? If a pupil adds one and one and comes to three, do you boost his morale by telling him he's got it right? If a reporter

produces a load of pedestrian gobbledygook, do you slap him on the back and say 'Moo, Skoot. This kind of thing does actually happen, partly because some employers get to feel bad about constantly having to reject material. It happens to such people as attorney's clerks and management trainees as well as to reporters. The man later discovers that his piece of work has been amended beyond the point of recognisability before it appears in the paper, or gets sent to the client, or whatever. That certainly doesn't help sustain the initial morale boosting effect of the slap on the back. All it does is absolve the executive concerned of the pain of confrontation or repeated reprimand.

So it goes on. Do you shovel black kids through school or university more leniently than whites? That happens too, for a combination of reasons, not all of which are by any means ignoble. One effect is that the youths in question get out into the wide world with their certificates, which bear the same letters and the same name as the certificates of their counterparts from white universities, and then become legitimately and understandably infuriated when they discover that they carry nothing like the same weight in the commercial world.

One easy answer is that you preserve standards. Simple. No racism. No discrimination. Merely the preservation of a single standard for all. Very ethical. You even provide the people on the wrong side of the line with extra attention to help them along.

That answer is a great one for the ivory towers, especially the homogenous ones. In the thick of the scrum, the best it can do is elicit a slow, hollow laugh.

I don't claim to know the answers, and am having a lot of difficulty trying to figure out what the questions are. One thing I do know, though, is that anyone who thinks he can solve this issue with a nice, simple, pat

DAZ WBI 152

formula would do well to seek psychiatric attention. The closest we can come is to say that the catastrophic effects of Bantu Education have veritably worked miracles in aggravating the problem. But whatever there is to be said about Bantu Education (and there are even things to be said for it heretical as that may sound) the fact is that no power on earth is able to create the ideal education system overnight, and even if that could be done it wouldn't erase the problem.

There is of course the matter of 'black standards' which I touched on in the article and which I think deserves attention to a degree around infinity times greater than it has enjoyed hitherto. But no matter how much there might be to the black standards argument in the literary context, it is difficult to see any such thing as a 'black standard' of running railway systems or computer programmes or banks. Somewhere along the line there is a standard and blacks are going to have to accept the idea that to compete is going to involve prowess in what for right or wrong is an absolute standard. (Whereas those whites who tend to think that whatever they do is an absolute standard, down to eating the fish with the right knife might find it profitable to indulge in a little reflection as to where the absolutes end.)

[Immediately after the strike the government effectively although not literally banned Post just over three years after the banning of World]

Nobody would ever accuse the South African authorities of being overhasty in responding to the lessons of history, but this was ridiculous. Jimmy Kruger's heavy hand on World had backfired devastatingly, and the echoes hadn't even died away yet. Now here was a new and improved Mark II whipping stick getting handed over gratis to the critics even before the last one was worn out.

Perhaps there's a case to be made that the degree of press freedom is nothing like as crucial an arbiter of a society's state of health as it is cracked up to be. But it certainly gets used as such partly, no doubt, because of the Press' own direct interest in the matter, and partly because it is a lot easier to comprehend than are complicated and disputed stories about economic deprivation and educational disadvantage.

In any case, it is difficult to imagine that World's banning achieved anything at all, even by Kruger's lights. Maybe there were tannies in Groblersdal who slept better for knowing that another communist/terrorist/satanic plot had been nipped in the bud, but I suspect that even here a large part of the effect worked in the opposite direction. There were some fairly hair-raising stories wandering around about World after the bannings. I particularly remember meeting one woman who after digesting her surprise at the fact that I did not have horns and a long fork (I had been

## The scars and blemishes were lost beneath a mythology of martyrdom

assistant editor of World) told me that she had it on the highest authority that we were using a code system to instruct guerillas who to kill and what to blow up. Okay, "highest authority" turned out later to be something to the effect that her brother had a friend whose wife knew someone whose uncle lived next door to a captain in the security police, but the point is that she was frightened. (I told her that the mind of man has not yet devised a code system which would have made it through both the sub room and the setting department.)

What the banning did do apart from fuel international odium was provide World, in death, with a level of repute it had never enjoyed in life. Its scars and blemishes and inadequacies were lost beneath a constantly growing mythology of martyrdom. The practical effect was that the more World's successor Post felt over shadowed by the memory of World, the more it tried to outworld World.

So what do we get now? A third verse, same as the first? Presumably not.

Twice bitten must surely mean third time shy, and the Sowetan, which if not exactly a successor to Post was at the least reborn out of Post's ashes, already differs from Post in several more ways than Post differed from World. But it does mean another martyr, and a redoubled set of pressures on the Sowetan to live up to its inheritance of the mantle of now not one but two fallen heroes.

Although it is eminently understandable that the government did not smile with favour on Post, it is another matter entirely to try to discern what exactly the government expected the final outcome of its banning to be.

Clearly, the government would greatly

prefer to have a major black newspaper which did not discount every small reform as a sop, did not constantly deride the Buthelezi, the Thebeles and their ilk, did not give the ANC as much respectful attention as it felt it could get away with, and did not cultivate in readers' minds the notion that the Great Day of Blackness offered the only release. (Post would no doubt argue that it did not do these things anyway, but it is legitimate that rational examination, at least by a hostile eye, might have concluded otherwise.)

However, how was it expected that banning Post would help? Presumably the government had in mind, as a first step, that Argus would pack in its black Transvaal operations. But Argus as a company is not especially offensive to the government, and surely the government did not believe that Post was what it was because the board directed it to be that way. No, the problem was that Post was editorially independent, as newspapers are universally meant to be.

Even if Argus did close up Post, what then? Was that intended to open the field for rival concerns to set up "responsible" black dailies which would not employ those obstreperous Post journalists?

If it was, I greatly doubt it would have succeeded. Places like Soweto are, in comparison with white society, astonishingly interactive. Everybody knows everybody, relatively speaking, and it is awful hard to see any reputable journalist attaching his name to a clearly controlled substitute for a banned voice of the people, which is what Post would of course have become.

And if the substitute was not controlled, would it have been much different to Post? That seems doubtful. It assumes that Post was in the grip of a bunch of unrepresentative radicals, whereas Post in fact was no more hostile than those other black publications in which blacks do have some sort of effective say (which is a minority - most black publications are controlled by whites, although some have nominal black editors).

Could it be then that the journalists are playing to a limited gallery consisting of just a knot of fashionable intellectuals? Or, could it on the other hand be that Post was actually on balance more moderate than its environment? There's a case to be made both ways, but suffice it for the present to say that there seems very little chance that any daily publication run by Soweto people would ever in the long run be significantly less obnoxious to the government than Post was. Black opposition is real and not, as people like Louis le Grange seem to think, a kind of accidental function of press agitation. It is not a thing which can be wiped out by edict. Considering how much of the current rhetoric of government revolves around hearts and minds, it is remarkable how effective the practice is at putting backs up.

PLEASE TURN OVER

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# A one-eyed form of patriotism

CONTINUED

(The aftermath of the strike also saw a batch of personal banning orders. Firstly on Mtwasa's president, Zuelakhe Sisulu, and then four other leading members - among them his successor, Phil Mtshkulu)

The bannings Sisulu is in particular were no great surprise. Sisulu had in fact already stayed at large somewhat longer than normal after the customary pre-banning intimidation/questioning session - presumably the government wanted to wait until the strike ended (His banning order had in fact been signed about a month before it was served)

No surprise, but were they constructive? Even from the government's own point of view?

Let's leave the matter of "black reaction" out of this. Of course, there were the usual Shock Horror Outrage headlines, and the usual loud assurances that practically every world leader short of Leonid Brezhnev had been approached to intervene (Which often means no more than that someone nobody ever heard of has bothered to send a telegram to some big name). My own feeling is that many blacks see individual bannings as a routine hazard and - short of banning a Tutu or a Motlana - I doubt that they create anything approaching the same degree of animosity as the banning of a major institution.

Be that as it may, there are two other factors

The first of these is simple. It is that black talent is thin on the ground in the first place, and when the government removes the prime examples of what real leadership and real ability there are, it is damaging South Africa. Not just blacks, or the "black cause", but South Africa. It is the most one-eyed form of patriotism which assumes that the perpetuation of black helotry is in the interests of anyone. And it is outright blindness to delude yourself that the most intelligent and most up-and-about blacks are going to be anything but radical. Afrikaner history teaches the point convincingly enough for even the dumbest eye, and since despite temptation one can not realistically suggest that the cabinet consists of dullards, one can only assume that some more fundamental imperative takes over. Reason falls away, obscured by errors of parallax and to some extent also by the inevitable stumbling block of our form of democratic oligarchy, the inability of the people in power to do what they

know has to be done because the rank and file won't swallow it.

I'm not arguing here against bannings as such. That is not to say that I approve of the principle - I certainly don't. But nor do I ever expect to see South Africa give a free rein to individual liberty whatever the government and whatever the colour of its skins or its policies. We're a volatile society and will remain one for a long time to come - and moreover the pattern of authoritarianism has already been established. What I'm suggesting right now is if we have to ban anyone, let us at least not ban the wrong people.

Sisulu is wrong particularly wrong. Firstly because he is black and purely and simply competent and our need to develop a spirit of competence and confidence among the most dispirited part of our population is surely in the long view the most dire need we have.

## The real enemies are those we cannot see

Second - and this is the difficult one - because finally the Sisulus, Mtshkulus & Co are on the same side as the government. Even on the same side as Jaap Marais.

Now hang on, you say, that's the most ridiculous thing I ever heard. Sisulu and P. W. Botha have got nothing in common whatsoever.

Oh yes, they have. The fact that they are both in their different ways looking for some form of good society. True, the one's paradise is the other's purgatory, but that is secondary. The real importance is that they are each looking for whatever they think the good society might be. Which puts them in a common mould, and a long way removed from the people we really have to fear in South Africa.

Those are the people who aren't looking for any future at all, but are merely responding with either active or latent violence to the pressures of the present. On the one hand, people like the Lieut. Botha of recent notoriety who told his troops that if they each killed ten kaffirs they'd be doing the country a favour, and promptly proceeded to practise his preachings on a couple of black kids on the roadside. On the other hand, the '76 mob who battered Melville Edelstein to death because he was white.

In most societies, the real spectrum of attitudes is more or less the same thing as

the apparent spectrum. Not so in South Africa. We're in the very odd situation where the extremes of the real spectrum never show up anywhere in public debate. Every white knows that there are white people around who have no interest at all in forms of government, economic policy or whatever, but who will happily and blindly shoot blacks if the opportunity offers. Why should we assume that these morons (who incidentally have very little to do with party-political affiliation) do not have their counterparts among blacks? True, black racism is not often a racism of contempt, but that may well be compensated for by the fact that it underlies a very high level of resentment.

In other times and other places it may be realistic for the forces of authority to look on those who express dissidence most harshly as their true enemies, but not here. The people we have been systematically putting out of action for decades are the Mugabes and the Nyereres and the Kaundas of South Africa. Maybe, to whites, the Mugabes and the Nyereres don't look all that exciting. But who needs the Amin's? It's useful to remember that while Milton Obote was making noises the British government thought were treasonable, Idi Amin was a loyal soldier in the colonial forces, ja-baasing himself into a sergeant-majorship and his mind into a sullen explosive compound awaiting detonation.

(One of the black journalists' complaints which the original story touched on was the matter of 'beats' - specific areas of reporting responsibility such as labour, politics, and crime. The blacks alleged that they were discriminated against by not being put on beats.)

After the strike several black reporters on the white papers were given beats. I saw one shortly afterwards, and asked how things were going.

"Terrible", he said. "We're discriminated against."

Uh, huh. What now?

"Yeah, they've put us on these beats, but they don't give us training like they train the white reporters. They just push us into the beat and don't tell us anything. They want us to fail, so they can defeat us."

What!!!? Training for beats??? Who ever heard of training for beats? Maybe there should be, but there isn't. And now that comes across as yet another White Man's Plot. How did it ever get to be the Americans who invented the term "no-win-situation"?

Sometimes it's enough to make one want to emigrate to Iceland. But since we don't, we've got to accept that getting it right isn't going to be easy. And we've got to make a lot of large leaps of faith and trust if we're ever going to do so. That's my understanding of patriotism, anyhow.

# 4 detainees in hospital

EAST LONDON — Four of the 21 former Wilson Rowntree employees detained under the Ciskei emergency regulations are in hospital after going on a hunger strike, the Secretary for the Ciskei Central Intelligence Services, Brig Charles Sebe, confirmed yesterday

Brig Sebe, who returned to his office yesterday after being away for three days, said he did not have the names of the men with him but had received a report that the men were in hospital in Mdantsane

There was nothing special about their admission to hospital, he said

"As a matter of routine we always take prisoners who are on a hunger strike to hospital," he said

Brig Sebe said charges were being preferred against the men and they would all appear in court soon

The men were detained four weeks ago — DDR

D. J. 15/81 (329) (4) (152) (706)

# Traders may be compelled to boycott

Staff Reporter

TRADERS affiliated to the Western Cape Trade Association (WCTA) would be "compelled" not to stock Wilson-Rowntree products if the 500 dismissed workers were not reinstated by the end of the month, a spokesman for the WCTA said yesterday.

The executive of the WCTA had decided in principle to support a boycott of the products, but the final decision would be taken at the general meeting to be held at the end of the month, he said.

"At this 11th hour, we ask the management to reinstate the workers or force traders to take their business elsewhere," he said.

The workers who all belong to the South African Allied Workers' Union (SAAWU) lost their jobs in February after demanding the reinstatement of three workers dismissed over a dispute.

"With the trade unions and the university students supporting the boycott, it won't be long before the consumer will force the traders not to stock the products," the spokesman said.

## Boycott call

Last week, the two strongest unions in Cape Town, the Food and Canning Workers' Union and the General Workers' Union, gave their support to the call to boycott all products of Wilson-Rowntree.

Support for the boycott also came from students at the University of Western Cape and the University of Cape Town on Friday.

According to one of the dismissed workers, Mr Johnson Ndidwa, who addressed students at the two universities last week, the dispute which led to the dismissal of all the workers arose when three workers refused to fit belts that had come loose.

They refused because they had been warned last year to leave such jobs to the fitters, he said.

At that time, they had to sign reprimand slips agreeing not to fix the machines.

## Dispute

Mr Ndidwa said that on the night of the dispute the workers had demanded written authorization to go ahead and repair the belts because they feared dismissal. They had also asked to be paid for doing work which was not their job.

"After the three had to leave, 49 others downed tools, followed by another 40 workers, demanding the reinstatement of the three. All were dismissed," he said.

After two weeks, the rest of the workers downed tools and they were dismissed.

The workers and SAAWU were demanding the reinstatement of all those presently dismissed, he said.

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# Sigma talks open on new pay deal

**By Drew Forrest**  
Formal wage negotiations between Sigma management and the National Union of Motor Assembly and Rubber Workers (Numarw) begin today.

There is deadlock over 18 workers' committee members who have not been re-hired.

The union considers the re-instatement of the full "Committee of 20" —

-elected before the recent strike to represent the workforce — "fundamental." It says it will "take advice" on the matter.

But it has agreed that the issue will not stand in the way of negotiations in wages and union recognition, or the implementation of an agreement.

The union is understood to be demanding a R2-an-hour minimum wage. It originally demanded R3 an hour.

A company spokesman said today that an agreement on wages would have to be reached by Friday, as workers were impatient for their annual increase.

In the absence of a negotiated increase, the company "would go it alone."

The talks follow a two-week strike at Sigma. Close to 400 of the strikers were not re-engaged by the company.

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# Transport firm fires 300 striking workers

By Drew Forrest

About 300 drivers and conductors employed by Cargo Carriers transport company in Vanderbijlpark were dismissed today, after a two-day strike in support of wage demands

The general secretary of the Transport and Allied Workers Union, Mr Mike Mohatla, said today the workers were demanding

a 60 percent rise in wages, which currently ranged from R57 to R62 a week

Management was insisting on the selective re-employment of strikers, Mr Mohatla said

A company spokesman has said that the wage demands are "ridiculous" but that management would consider other grievances if put forward in a proper manner

# No solution in drivers strike

## Vereemging Bureau

The wage strike by Cargo Carriers workers in Vanderbijlpark entered its third day when about 350 workers did not report for work this morning.

The talks by the two parties reached a deadlock yesterday when management told the workers' representative and trade union officials it would re-employ some workers on a selected basis.

This offer was rejected. Mr George Nene, a worker spokesman, said today they could not accept the offer, as this was victimisation of workers not eligible for re-employment.

"The company must re-employ all workers on strike and it must also meet their demands as submitted to management."

A management spokesman said it was still waiting to hear from the workers, whether they would accept the re-employment offer.

Mr Michael Mohotla, general secretary of the National Transport and Allied Workers' Union said workers were demanding a wage increase of 60 percent for drivers and a general increase for other workers. He said drivers were also demanding better working conditions as they had to work long hours and were inadequately paid for this.

Cargo Carriers is contracted to Iscor works to transport orders to various parts of the country and to black states. Since the beginning of the week white drivers were hired to keep the company going while black workers are on strike.



# Sigma stall on 18 workers

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By MONK NKOMO  
THE National Union of Motor Assembly and Rubber Workers is standing firm on its demand that Sigma Motor Corporation re-employ the 18 committee members who acted as intermediaries during the recent strike.

A statement issued by Sigma yesterday said "Management has made a statement on these workers which the union has not accepted and on which it will take further advice"

But a spokesman for the company declined to reveal the contents of the statement saying a joint statement will be issued soon, he said

Talks between management and the union continued yesterday with hope that a solution would be reached before Friday

According to the statement, matters discussed at a meeting on Monday included the proposal of minimum wages, conditions of employment and

the recognition of the union. The meeting also discussed priorities for negotiation and the case of 18 of the workers who were not re-employed by Sigma. "Management has responded for the union to consider the demands when formal negotiations continue," said the spokesman

The union, however, regarded the issue of the 18 workers as most essential

While the union considers the issue fundamental, it is not the condition that will delay negotiations or the implementation of the agreement," the statement added

The 18 employees were members of the committee of 20 workers who had acted as intermediaries between management and workers during the strike. The 4000 employees were fired after they had struck in demand for more wages early last month

Most of the workers were ultimately re-employed after the union had persuaded them to return to work

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# Sigma talking to union

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By  
**MONK NKOMO**  
EXTENSIVE negotiations on a wide range of subjects were yesterday held between the National Union of Motor Assembly and Rubber Workers and the management of Sigma Corporation, according to Mr Leon Shirley, public relations manager of Sigma.  
Talks between the two parties continued yesterday to

discuss and consider proposals presented by both parties at Tuesday's meeting.  
Mr Shirley declined to comment on the sort of proposals presented by the parties for fear of jeopardising the talks. Asked if any progress had been made so far, he said "I am terribly sorry that nothing can be said at the moment except that the negotiations are continuing. Otherwise I will be violating

the agreement reached between both parties that no statement be issued until a solution had been reached and a joint statement released."  
He added "The two parties met on Tuesday for extensive negotiations on a wide range of subjects raised by both parties and negotiations would continue."  
The re-instatement of 18 of the dismissed workers, who

acted as intermediaries during the strike is among the top priority issues being discussed at the meeting which continued yesterday.  
About 4 000 employees at Sigma went on strike early last month in demand for higher wages. Sigma refused to re-employ the 18 committee members when the workers called off the strike after management had terminated their services.

# Eight workers angry over 'unfair' sacking

By LEN KALANE  
EIGHT men have been sacked from a Fordsburg factory after complaining about the firing of a colleague.

The men said they were disgruntled and had stopped working on Tuesday until a satisfactory reason was given for the sacking of their colleague.

The manager at Name-Plate Centre in Fordsburg, Johannesburg, Mr Selwyn Uria, then told them to go home "to make up their minds" and return the following day.

But on their return to the factory yesterday, all the men found that their pay packets were ready and they had been signed off.

They told SOWETAN "We were also fired without cause, in the same way as our colleague"

The eight men said trouble started on Monday when one colleague was injured by another. The two were busy offloading steel sheets from a railway truck when one cut his right hand after a mistake by the other.

The workers' spokesman said "We were surprised the next day when Mr Uria fired our colleague. He told us that he was firing him because he had injured the other man. He also told us that our colleague had been drunk and had been drunk at work for most of the five years he was working there"

7/5/81  
SOWETAN  
He added "We don't think this is legitimate. All of us have been getting injured at the factory. We are doing a very dangerous job there. I was once injured myself. We think there were racial reasons behind the sacking of our colleague."

They explained that the injured man was a so-called "coloured"

The workers said they went to the manager to demand reasons for the sacking of their colleague. It was then that he gave them time off to go home but sacked them the following day.

Mr Uria told SOWETAN: "Those people only see things from their side. I am now busy with an inspector from the Industrial Council

and I'm telling him the whole story. If you want details follow it up with the Industrial Council."

Mr Uria refused to disclose why he has fired the eight.

He said "I am not going to discuss this with the Press. Those people were not fired, they left on their own."

Among the sacked men, one has worked at the factory since 1968 and the others have service of between three and five years. The men also said they were still owed some money.

The one with the longest service said, "He has ripped us off. He's given us peanuts. This is not the kind of money I should get. We have no union representing us and he took advantage."

# Anatomy of a labour dispute

## A view from the outside

By ALLEN HIRSCH, lecturer in Economic History, UCT, and PHILIPPA GREEN, researcher, South African Labour Development Research Unit.

FOR nearly three months now, 500 workers from the Wilson-Rowntree Factory in East London have been out of work after downing tools in protest at the dismissal of fellow workers

The dismissed workers and their union, the South African Allied Workers Union (Saawu), have called for a boycott of all Wilson-Rowntree products in support of their demands for reinstatement and recognition of their workers committee

The dispute began on February 9 when three workers on night shift were dismissed for refusing to repair a machine — a job usually done by skilled workers. According to Saawu, workers were formally reprimanded in October last year for damaging a machine which they had been asked to repair. Consequently the three night shift workers were reluctant to undertake machine repairs. They asked the foreman instructing them for written permission from management and for skilled rates of pay if they did the job

The foreman refused to agree to this and after consulting with management dismissed the workers for "refusing to carry out instructions"

After negotiation between the (formally unrecognized) Saawu workers' committee and management on the reinstatement of the dismissed workers had failed, a total of 500 workers who, department by department, had protested about the dismissal, were in turn dismissed

Saawu then sent a telex to the management of the parent company in Britain, Wilson-Mackintosh (Pty) Ltd appealing to them to intervene. In his reply, the company's chairman Sir Donald Barron accused Saawu of intimidation of the workers

This dispute at Wilson-Rowntree has been the culmination of an involved series of struggles between workers and management

The issue has been complicated by disputes between two unions — Saawu and the Sweet Workers Union (SWU), a Tucsa affiliate

Although the SWU claims to have been operating in Wilson-Rowntree for almost 40 years, Saawu claims 90 percent membership of the workers. Subsequent events seem to confirm the substantial support enjoyed by the Saawu-organized workers' executive committee

Workers claim to have been victimized because of their Saawu membership. Although management has negotiated with this workers' committee

on at least four occasions, it still has not recognized them officially

Disputes over the dismissal of workers in the moulding, toffee and gum departments at different times last year were settled after management had negotiated with the unrecognized workers' committee

Wilson-Rowntree workers also reacted strongly to the government's controversial proposed legislation on pensions. Again management negotiated with the Saawu committee and workers' pension contributions were refunded in December 1980

Since the re-opening of the factory this year, after the Christmas break, the workers' executive committee and management have been negotiating about official recognition for the union. Management said it would recognize only a black workers committee. The workers rejected this as they organize on a principle of non-racialism. It was in the midst of these negotiations that the three workers were dismissed on February 9

But it is important to understand these disputes in the context of the history of the Saawu in East London

The Saawu was born in March 1979 after a controversial conference of the Black Allied Workers' Union (Bawu). It was decided to dissolve the black consciousness union, in favour of a new non-racial union, Saawu. It emerged first in Durban and then in East London in November

Since March 1980, when its offices were established in East London with Mr Thozamile Gqwetha and Mr Sisa Njikelana as principal officials, the Saawu has grown rapidly. Its leaders attribute its growth to the success of its "democratic factory committee policy" and the frequent popular mass meetings it organizes for the East London workers

The Department of Manpower Utilization has been concerned about Saawu's rapid rise to popularity because of its militance and its stand against the State's current labour dispensation. The Saawu has refused to consider registration under the Amended Industrial Conciliation Act, even when promised recognition by employers under those conditions. It regards the system as a form of state control of trade unions

The government's "concern" has taken several forms. In October last year, the Minister of Manpower Utilization flew down to East London to encourage employers to "hold out" against Saawu until new legislation was introduced that would assist them. The department has also intervened in strikes in

There have been calls by some trade unionists for a boycott of the products of Messrs Wilson Rowntree following a labour dispute at the firm's East London plant. Here is the story of the dispute as seen by outside observers and by the management of the firm.

an attempt to counter the Saawu

More serious has been the frequent harassment of Saawu officials and shop stewards by the police. Both the South African and the Ciskei security police have detained Saawu officials and members under security legislation. Charges of incitement to strike were laid against Mr Gqwetha and others last year. However, in February this year the State withdrew the case before evidence was heard

In spite of the open antagonism of various departments of the South African state, the Saawu in East London has had a great deal of success. By February this year estimates of membership varied from 10 to 20 000,

spread over 22 industries. Furthermore, it has been officially recognized by two firms in East London — SA Chloride in November last year and Johnson and Johnson in April this year. Referenda held at the factories showed that over 90 percent of the workers favoured Saawu

These companies, both subsidiaries of international companies, represent the exception today. Most firms in East London are wary of Saawu's growing strength and are following Mr Fanie Botha's recommendation to "hold out"

Wilson-Rowntree's uncompromising attitude in the February dispute was the first sign of an employers' offensive against Saawu. The Wilson's example has been followed by another East London firm. Everite first refused to recognize a workers' committee formed by Saawu workers and then dismissed about 230 workers who struck during a dispute over the dismissal of two workers

The situation in East London is clearly an explosive one. On the one hand there is a militant trade union which has immense popular appeal little more than a year after its foundation, and on the other, there are some hardline managers who refuse to negotiate with unions or committees not of their own choosing

In a final attempt to get management to back down on its uncompromising stand, the Saawu and the workers have organized a boycott of Wilson-Rowntree products in East London. A call for support has already gone out to other major centres. And now the possibility of another national boycott looms

## The view of management

MESSRS WILSON-ROWNTREE, East London, responded as follows when asked for their comments.

THE FACTS are The three workers were never dismissed and the 500 workers (actually 470) workers were never dismissed. They walked off the job and broke their contracts and the allegations made by the machine operators in respect of what they were asked to do are completely false. We have evidence both written and on tapes to prove this and we are prepared to produce this evidence. The facts are not as stated by Saawu and the three workers

This was not by any means the first incident in which the employees were concerned, many of whom had been involved in some 17 strikes or work stoppages and 45 serious breaches of discipline during the four months from the Saawu's appearance in September last year until February 1981

There is no doubt that these were attempts at contrived confrontation aided and abetted by the Saawu's executive

Wilson-Rowntree is an apolitical company and has a multiracial work force. Indeed, it is a founder and prime mover in enlightened industrial relations practices. The Saawu's disregard for other ethnic groups at Wilson-Rowntree, particularly the coloured people, as evidenced in the first strike of last year, is both repugnant and disconcerting from an industrial relations point of view

The article claims that the South African Allied Workers' Union represents the workers at Wilson-Rowntree. This is incorrect. It should be stressed that our 350 coloured employees neither supported or participated in the strikes and confrontations indeed they see Saawu as a threat to their job security

The article claims that workers have been victimized for joining Saawu. No Wilson-Rowntree employee has ever been victimized for joining any trade union or association. This company believes in freedom of association

We have evidence that Saawu intimidated and coerced many of its claimed membership at Wilson-Rowntree into joining its ranks which the victims did as a form of insurance to protect themselves and their families

We will not comment on the subsequent bombings and violent attacks on loyal Wilson-Rowntree employees and their houses as these events are awaiting adjudication by the criminal courts

The article claims that Wilson-Rowntree management will not recognize Saawu. The company at the time of the incident had given de facto recognition to the workers' central executive committee and was exploring ways of including Saawu in the negotiating process. Again, the company has written evidence if it is required

This was in spite of Saawu's refusal to deal with or even talk to the SWU (the Sweet Workers' Union). The SWU is a multiracial union which we officially recognized in 1942. Currently its membership consists of 36 percent of the white employees, 94 percent of the coloured employees, 72 percent of the Asian employees and 83 percent of the black employees of Wilson-Rowntree

We would gladly have accepted Saawu had Saawu adopted a different and non-racialistic approach and taken into account our coloured, Asiatic and white employees. Our philosophy basically is that it does not matter whom we negotiate with. All we want to do is reach agreement with the true representatives of all race groups knowing that the agreement we have established is valid, binding and equally enforceable on all parties

Mr Steve Scheepers, deputy vice-president of the Trade Union Council of South Africa has gone on record as saying "I think Wilson-Rowntree went out of their way to meet the demands of Saawu — but they were demands that couldn't possibly be met by any reasonable management"

"I blame the Saawu leadership entirely for the workers losing their jobs and believe that Wilson-Rowntree showed considerable restraint in their dealings with strikers"

We believe our efforts to improve the future of all employees are substantial and in the best interests of both management and workers. A senior employee of the company would be happy to go to Cape Town to give you any further facts or figures you require, if you feel this would help us to get a fair and honest hearing

We believe the boycott, as referred to in the article, is completely unwarranted and prejudicial to both employer and employees. This company has an international history of sound industrial relations since it was established

The section of the article commencing "the Department of Manpower Utilization" and continuing until "Mr Fanie Botha's recommendation to hold out" describes issues and events and State views and expressions of persons and organizations not connected with our company and we object to being associated with these comments

The remainder of the article which implies an uncompromising attitude on the part of management is totally incorrect. On the contrary, it was the uncompromising attitude of Saawu in not being prepared to sit down and talk with the Sweet Workers' Union and hammer out some form of agreement and whereby all (black, white, coloured and Asiatic) employees have proper representation which led to the current situation

# Support for sweet boycott claimed

EAST LONDON — The boycott of Wilson-Rowntree products has become a national issue, according to Mr Thozamile Gqweta, the national president of the South African Allied Workers Union.

Mr Gqweta said here yesterday that he was pleased with the support that the boycott had received from organisations in other centres, especially in Durban and Cape Town.

Organisations which were supporting the boycott included the SRCs of the Universities of Natal, Durban-Westville, Cape Town and Western Cape as well as the Food and Canning Workers Union and the General Workers Union.

Mr Gqweta said he could not gauge at present what the effect of the boycott had been on sales of Wilson-Rowntree products.

"That information can only be obtained from Wilson Rowntree and we think it is unlikely they will release it"

The personnel manager of Wilson-Rowntree, Mr Alistair Lightbody, was unavailable for comment yesterday

The Wilson-Rowntree boycott was called after the dismissal of about 500 workers at the firm's plant here in February — DDR

# Wage talks <sup>15/8</sup> break <sup>15/8</sup> down at Sigma

Labour Reporter

Wage talks between the management of Sigma and officials of the National Union of Motor Assembly and Rubber Workers (Numarw) broke down today after Sigma failed to meet union demands

The union demanded a tripling of new workers' wages to R3 an hour during the strike last month when about 4 000 workers were dismissed.

A company spokesman said today that agreement over wages could not be reached. Numarw was going to report to its members and advise Sigma of what course of action it would take.

Sigma is expected to unilaterally announce wage increases today despite the breakdown in talks.

5.1972  
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# Strikes and boycotts on the horizon, says survey

Own Correspondent

PRETORIA — South Africa will again be hit by labour strikes and boycotts this year, according to the Bureau for Economic Research at the University of Stellenbosch

In a revised survey of economic prospects for South Africa for 1981 the bureau says the domestic political situation will remain uncertain and strikes and boycotts may occur as in 1980

But the Government would remain in control of the situation and law and order would be maintained. The country's businessmen were conditioned to the existence of some unrest

The Government would continue to effect changes, especially in the field of labour relations, but this could be accompanied by increased militancy both on the part of white and black trade unions, according to the survey

With the growth in social aspirations among the country's black communities, the pressure for spending on social infrastructure such as housing and education would continue to increase.

The bureau says international pressure for change in South Africa's domestic political system will remain. But the manner of application may alter, with the emphasis on incentives for change rather than on boycotts and other threats

"The full attention of the international community will be directed towards possible ways of settling the South West Africa/Namibia question

"This may lead to increased pressure on South Africa. Nevertheless, no overall mandatory sanctions against South Africa are expected"

**Irish Sasol**  
RDM 8/5/81  
**men leave**

Staff Reporter

152

SEVENTEEN Irish workers from the Sasol II site at Secunda left for Ireland by air on Wednesday night

This was confirmed by a British Airways spokesman yesterday

Mr J Swart, public relations officer for Sasol, said the men's return was normal

The men were working for an Irish sub-contractor



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8/5/81

# Strike at Vaal factory

TANDLA NDLAZI

MORE than 200 employees at a Vaal cartage company have been on strike since Monday and a company spokesman yesterday claimed that the workers have demanded an impossible wage increase.

A company spokesman has claimed that the workers refused a company suggestion that they negotiate with management through a works committee. The spokesman said his company was prepared to settle the dispute.

He refused allegations that employees were forced to do overtime for no pay. In fact they personally request overtime because of the good money they get for it, said the spokesman.

He also refuted claims that some workers were being called "kaffirs".

He said the workers would all be taken back if they returned.

9/18/52  
New wages announced for Sigma

The Sigma Motor Corporation announced new wages for its employees yesterday following a breakdown in talks with the employees' union.

The week-long talks with the National Union of Motor Assembly and Rubber Workers (NUMARW) failed after Sigma refused to meet demands, and Sigma yesterday stuck to its decision to announce new wages unilaterally for 1952.

Although the increases were not made public, it was understood that wages for the lowest grade of unskilled workers had gone up by more than a third — from R1 an hour to R1.60.

9/16/81  
New wages 152  
announced 1982  
for Sigma 1400

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S. Tribune 10/5/81

# Black labour on the march

Tribune Reporter

WHILE more than 300 black workers marched to the Pietermaritzburg Supreme Court on Friday, employers throughout the country anxiously awaited the outcome of their labour dispute being heard there

The workers, from Dalton's Union Co-Operative Bark and Sugar Company, had elected to stay in the city since Tuesday when charges of trespass brought against them by the company were dropped. They, too, were waiting to hear whether or not the court would uphold their application to return to the compound which, they claim, they were unlawfully forced to leave after a three-day work stoppage at the beginning of April.

If they win, this could mean the breakdown of the compound system and ultimately the migrant labour system as workers could no longer be simply sent back to their respective homelands when there is a dispute. A ruling in their favour could mean that employers would not be allowed to evict fired contract workers from their compound housing without a court order, making it virtually impossible for an employer to replace workers before winning such an order.

Already one of them has been granted an interim order instructing the mill to restore his compound housing. This week an urgent application was brought before Mr Willem Booysen in the Pietermaritzburg Supreme Court for 186 others. He will give his judgment next week.

# Irish workers say conned into com

SEVENTEEN Irish workers from the Sasol site at Secunda flew back to Ireland on Wednesday because they were dissatisfied with working conditions at the Sasol II and Sasol III sites. Three more left on Friday night

And on Friday I learned that more than 200 remaining Irishmen are also threatening to walk

Men to whom I spoke said they had been threatened that soldiers would be called to escort them to the airport if they continued to cause trouble

The men are under contract to MF Kent (South Africa) a subsidiary of the Irish firm, Kent Clonnel

A Kent personnel officer, Mr Cliff Dorrington, had a security officer escort me from the entrance to the accommodation camp because I had approached Kent workmen to ask them about their troubles

When one of the Irishmen followed me out Mr Dorrington exerted pressure on him to stop him from talking to me

Rumour was that the men had been flown back to Ireland because they were causing trouble over the death of Bobby Sands, but the workmen to whom I spoke said this had nothing to do with the resignations

They claim that they were misled when they were recruited in Ireland

But for the fact that the company was paying 50c an hour of their pay until they fulfilled their 18-month contract, nearly all the men would resign, I was told.

"The men who have gone

## THEY SIGNED IOU'S

By DESMOND BLOW  
Chief Reporter

back have left without the 50c an hour pay, which amounts to several hundred rands each as all had done six months of the contract," one Irishman told me

He said that the men who had gone had waited until six months had expired so that they did not have to repay the money for the flight to South Africa and had only to repay their return airfare

"They have had to sign IOUs to Kent Clonnel for R1 700 each"

On Friday a committee elected by the remaining men saw a lawyer about the contract they had signed but were told that it was legal and fully binding

Many of the men are married, with families in Ireland, and claim that the company had promised that part of their wages would be paid into accounts in Ireland by the 6th of every month, but that the wages were only paid into the accounts on the 17th

"Our families were left without money for nearly two weeks," one complained

They also complained that

they discovered they were the lowest paid artisans on the site

But mostly they are unhappy about their living conditions

"We were told that we were going on a working holiday. That the swimming pool was within walking distance. In fact it is more than six kilometres away

"One of our chaps, Arthur Ryan, was knocked down in the road on his way to the social club. He died on the way to hospital

"His death occurred because we are not given transport

"We have been continually promised transport, but after six months we still have not received any"

The men said that the camp housed 2 400 men who had nothing to do or anywhere to go at night

The men said they began their protests in January but that little had been done

"We were definitely conned by Kent in Ireland, but everybody shifts the blame. The South African company says we are under contract to Kent Clonnel and the latter says we are under contract to Kent (South Africa), or to the American company, Flour, for whom they are subcontracting"

The workers are mostly electricians

The men refused to disclose their names for fear of victimisation

"We have also been threatened that if we cause trouble and go home we will be black-listed in Ireland"

Repeated attempts to contact the company for comment were unsuccessful

# 310 workers walk out over pay dispute

RDM 9/5/8' (7/20/52) (12/11) (1/13)

By MIKE LOUW

LACK of communication between black workers and management caused a mass walkout this week by 310 employees at the Vanderhul park branch of a cartage company, a spokesman for the workers said yesterday.

Speaking on behalf of 110 drivers and 200 lorry assistants at Cargo Carriers, Mr George Nene told a Press conference in Vereeniging that grievances over low wages and complaints about working conditions could not be solved because management had dissolved a works committee after victimising its members.

Mr Nene said workers were forced to work longer hours and were not paid adequately for overtime. Basic pay for drivers of horse-and-trailers ranged between R57,50 and R62,90 a week while lorry assistants earned R30,60, he said.

Among other complaints he listed were:

○ Workers were called "kaffirs" by whites and were sacked for petty faults.

○ Drivers were sacked if they ran out of fuel while delivering, or if their trucks returned with even minor scratches.

○ A driver was dismissed after he was arrested for contempt of court following his failure to be in court to face a charge of driving the firm's truck while its certificate of fitness had expired.

○ Another driver lost his job when he was involved in an accident after he had said he could not work overtime because he was tired.

Mr Nene said workers involved in the stoppage were not keen to resume duties unless they were all reinstated.

A spokesman for Cargo Carriers, who declined to be named, denied all the allega-

tions. He said the workers demanded on Monday that their wages be doubled and refused to negotiate with management through a works committee.

He said the workers terminated their services by striking. He denied management had dissolved a works committee or had victimised its members.

The firm would decide whom it would re-employ, but most of the workers would be reinstated, he said.

The general secretary of the Transport and Allied Workers Union, Mr Michael Mohatla, said management at Cargo Carriers had evaded negotiating with his union.

A management spokesman had said they could not negotiate with the union as it was registered to cater for the transportation of passengers and not goods, as delivered by his company.

# Boycott of sweet company urged

CT 9/5/81 186 152 144 377

Staff Reporter

WESTERN Cape pupil representatives yesterday called on their parents and all traders to support the boycott of Wilson-Rowntree products

At a meeting of the Inter-Regional Students' Representative Council, representing 60 Western Cape schools and other educational institutions, they decided to boycott all products in support of the "struggle of the workers in East London"

In a statement issued after the meeting, they said they supported the struggle of the workers

"We call on all SRCs to discuss the strike and the boycott and to spread the word in the community," the statement reads

"Our fight for a democratic South Africa can only come about through the unity of workers, communities and

students"

Support for the boycott has already come from Cape Town's strongest trade unions, the Food and Canning Workers' Union and the General Workers' Union, as well as the Universities of Western Cape and Cape Town

The executive of the Western Cape Traders' Association (WCTA) has in principle decided to boycott all Wilson-Rowntree products, but the final decision will be taken at its general meeting

The traders have called on the management of Wilson-Rowntree to reinstate the nearly 500 dismissed workers or "force the traders to take their business elsewhere"

The workers, who all belong to the South African Allied Workers' Union (Saawu) lost their jobs in February after demanding the reinstatement of three dismissed workers

# New wages for Sigma workers

THE Sigma Motor Corporation announced new wages for its employees on Friday following a breakdown in talks with the union

The week-long talks with the National Union of Motor Assembly and Rubber Workers (Numarw) failed after Sigma refused to meet union demands

And Sigma on Friday stuck to its decision to announce new wages unilaterally for 1981-82

Although the increases were not made public it is understood that wages for the lowest grade of unskilled workers had gone up by more than a third — from R1 an hour to R1.60

Numarw meets workers today to report back on the wage talks and is then expected to meet Sigma officials tomorrow

During last month's strike about 4000 workers were dismissed over a wage dispute and most were later taken on again as Sigma recognised Numarw



# Evictions judgment is crucial

152  
SOWETAN  
11/15/81

**JUDGMENT** has been reserved in a crucial Supreme Court action which may significantly strengthen the position of hundreds of thousands of migrant workers who live in compounds.

More than 180 former employees of the Union Co-operative Bark and Sugar Company in Dalton, Natal, are seeking an interim order entitling them to return to the company living quarters from which they say they were removed after a strike in March.

They have argued in the Maritzburg Supreme Court

## SOWETAN REPORTER

they were forced from the compound at gun-point by police, and that the company acted unlawfully by not obtaining a court order of eviction.

A similar application was granted in the case of one worker last week, but lawyers stress that neither this nor success in the present action will create

new law. They do say, however, that their combined effect may be to "create a climate in which existing law is enforced."

They point out that the course of last year's Johannesburg municipal workers strike might have been very different if the city council had followed the due process of law — a lengthy process — in removing workers from compounds.

More than 400 migrant workers at Union Co-operative were sent to the homelands after the strike, and many have returned to Maritzburg on successive occasions for court hearings.

Their legal, travelling and other costs have been met by the Fosatu-affiliated Sweet, Food and Allied Workers' Union.

A second action, in which the workers will allege that their dismissal was null and void because they were illegally locked out of the mill, will be heard later this month.

Pretoria Bureau

SIGMA Motor Corporation near Mamelodi in Pretoria has granted pay rises to workers, according to an announcement by the company's personnel director, Mr S S Lemmer

Mr Lemmer made the announcement on Friday and said the new increase would come into effect the next day

Announcing the the increases, Mr Lemmer said management had been engaged in wage negotiations with the National Union of Motor Assembly and Rubber Workers "over the past week"

He said that although the union and management could not agree on pay levels, the management had decided on rises "in line with its undertaking to announce wage increases by Friday, 8 May 1981"

According to Mr Lemmer's announcement, minimum rises are between 38c and 60c an hour depending on the workers' job grade.

"The new increases will apply from Saturday and will be included in the pay packets issued on Friday, May 22, 1981," he said

"Foremen will, from Tuesday May 12, tell each employee what his or her increase will be. Employees in their eight-week probationary period, and who are graded A1, will receive an increase of 45c an hour"

Meanwhile, the the union has

Sigma  
workers  
gain <sup>RDM</sup> 11/5/81  
sudden  
pay <sup>152</sup> <sup>1/2</sup>  
rises <sup>1/2</sup>

told workers it will hold a meeting at the Mamelodi Community Hall at 5 30 pm today

According to a statement by the national organiser of the union, Mr M D Ndaba, the meeting will be a report-back on wage increase negotiations and it was important for workers to attend as negotiations had reached "an advanced, but critical, stage"

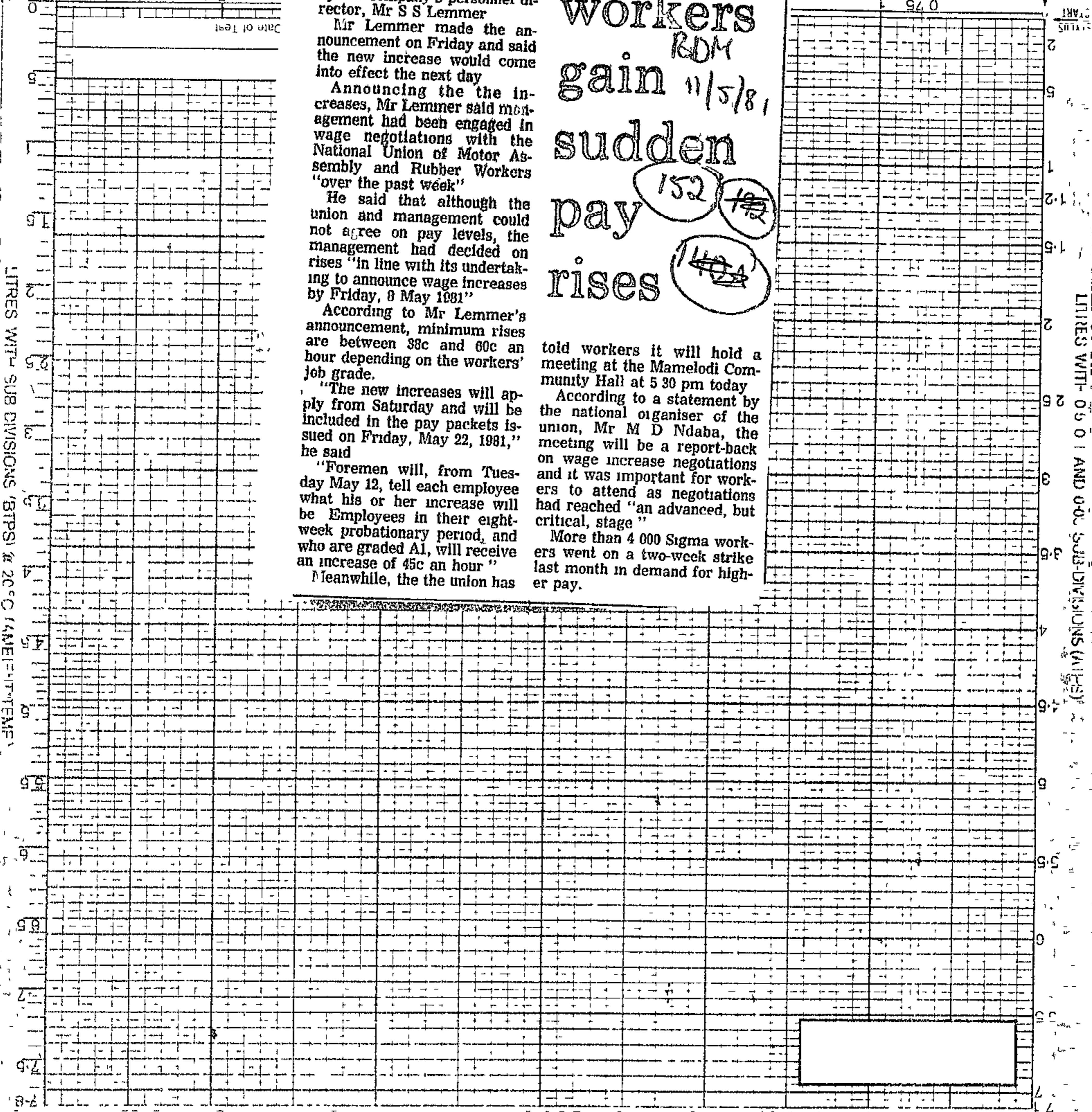
More than 4 000 Sigma workers went on a two-week strike last month in demand for higher pay.

518666  
Date of Test  
(12) 14 6  
(11) 10 12  
(10) 8 6 5

LITRES WITH SUB DIVISIONS (BTSP) @ 20°C (MAMELODI-TREMP)

ZERO POINT  
START  
(3) (2) (1) 0.75

LITRES WITH 0.5 0.1 AND 0.02 SUB DIVISIONS (MHP)



No Irish  
unrest  
says Sasol

STATE  
11/5/81  
152

Labour Reporter

Sasol has denied any labour unrest by Irish staff at its number 2 and 3 sites at Secunda

A weekend newspaper report stated that about 200 employees of a southern Irish firm working at Sasol were threatening to walk out and that a number of them had already returned to Ireland

They were protesting wage conditions and bungling of payment of part of their wages to their families in Ireland, the report said

But a Sasol spokesman today denied there was any threat of a work stoppage by the Irish workers

They are employed by Kent Clonnel of Ireland and are working for its South African subsidiary, one of about 400 subcontractors at the Sasol sites

The spokesman said 17 employees did recently go back to Ireland, but on home leave

Four workers had left their jobs and returned to Ireland

Earlier reports that the dispute centred on the death of hunger striker Bobby Sands have been denied.

Angus 11/5/81  
**Sigma** (152) (192)  
**grants** (152) (192)  
**pay rises**

PRETORIA — The Sigma Motor Corporation near Pretoria has granted pay rises to workers, the company's personnel director, Mr S S Lemmer, has announced

Sigma management have been engaged in wage negotiations with the National Union of Motor Assembly and Rubber Workers over the past week, following a two-week strike last month in demand for higher pay

Mr Lemmer said the rises would be included in pay packets on May 22. Minimum rises were between 38c and 60c an hour, depending on the workers' job grade — Sapa

15/1/61 5006/100

# Cargo strike still on

THE Cargo Carriers strike involving more than 300 workers in Vanderbijlpark yesterday entered its second week with none of the strikers having returned to work

The strikers have since joined the Transport and Allied Workers Union, according to the union's secretary Mr Michael Motlala. But, said Mr Motlala, the company's management has said it did not recognise the union

## NEGOTIATE

"We were told this when we attempted to negotiate with management on behalf of the workers," said Mr Motlala. He said management told his union that it recognised the African Transport Workers Union which was party to the Industrial Council

A company spokesman, who did not wish to be named, said the workers had asked for an "impossible" demand. He explained that they wanted a "hundred percent increase" in wages

GAAC  
Iscor men substitute  
for 200 Cargo strikers (52)

By Melody McDougall  
Vereniging Bureau

A number of white drivers from Iscor have been temporarily hired as substitutes for more than 200 black workers of Cargo Carriers Vanderbil park who have been on strike since last Monday.

The workers went on strike after management refused to increase their wages to R150 a week and

to improve poor working conditions

Mr Michael Mohatla, secretary of the Transport and Allied Workers Union, said that management has shut down negotiations with the union, but has offered to re-employ staff on a selective basis. But, he stated, this had been rejected by the workers

# Workers reject new pay offer from Sigma

THE recent wage increases announced in Pretoria by Sigma Motor Corporation were rejected by more than 300 workers at a meeting on Monday night arranged by the National Union of Motor Assembly and Rubber Workers.

Speaker after speaker condemned the "meagre increases" and declared that "the only possible means of earning better wages was to go on strike" The workers threatened to go on strike yesterday.

Mr Leon Shirley, public relations manager of Sigma, told SOWETAN yesterday that everything was normal at the factory and that there

By MONK NIKOLE

were no signs of tension among the workers

"The Sigma management unilaterally announced the increase after we had requested them to withhold them until we had met with workers", a union member said. He added that the wage issue was still at a deadlock "until Sigma agrees to better

the wages"

The workers argued that the 18 to 60 percent increases were "too little to make a living" A union member asked, "60 percent of what?"

"Sigma told us that they were the first company in South Africa to give a 60 percent increment We told them that it was 60 percent or nothing," he said

The increases range from 38 cents an hour to 63 cents A union official said that "the increases were far from bringing us nearer the living wage. They are too little and unac-

ceptable and will be disputed"

A large number of workers signed a petition which stated that the previous strike was spontaneous and demanded the re-employment of the 18 committee members who had acted as intermediaries during the strike early last month

"The ball is in the unions' court and as far as we are concerned negotiations on the wage issue will not be discussed any more following our announcement last Friday," said Mr Shirley

# Striking 200 to decide on action

By Z B MOLEFE

**MORE than 200 striking members of the Transport and Allied Workers Union will take a decision in Vereeniging this morning whether they will go ahead with a showdown with their management on Friday.**

According to union secretary, Mr Michael Mohatla, this tension has been heightened by yesterday's news that their employer, Cargo Carriers, has instead temporarily employed a number of whites

from Iscor

Mr Mohatla told the SOWETAN yesterday "I'm going to tell our members that our talks with their management broke down. In fact, their management has said it would not talk to us because our union does not sit in the Industrial Council."

The impression management conveyed to the union during a meeting last Friday, pointed out Mr Mohatla, was that it would favour the African Transport Workers Union, which is represented in the Industrial Council.

Mr Mohatla also revealed

that management has offered to re-employ the workers but on a selective basis. Retorted Mr Mohatla "That has led to the showdown planned for Friday. The workers have made it plain that they will not accept that. They have said that they consider that management has dismissed their leaders. And, on Friday they are likely to confront management on this."

The workers, who have been on strike since last Monday, went on strike after management refused to increase their wages to R150 a week. Their wages have been at least R57 a week.

The improvement of poor working conditions has been another demand from the workers. Explaining this, Mr Mohatla said for instance, the workers claim they were required to work something like a 58-61 hours overtime. "This was irrespective whether they wanted to work the overtime or not," he continued.

Yesterday when reporters visited the Cargo Carriers premises in Vanderbijlpark, a number of white drivers and a sprinkling of blacks were driving their trucks. What was obvious were the more than 100 blacks outside the premises looking for work.

Management was unavailable for comment. A security officer told reporters that one of the directors, a Mr Bolton would not be in.

12/5/61 SOWETAN

373  
152



RDM 13/5/81  
Colgate  
workers  
may go  
out on  
strike

By STEVEN FRIEDMAN  
Labour Reporter

A FOSATU-affiliated trade union will call a legal strike at Colgate-Palmolive's Boksburg plant if its recognition dispute with the company is not resolved.

If a strike is called, it will be only the second legal strike by black workers in the country's labour history.

In a booklet called 'Workers' Struggles at Colgate', released yesterday, the union confirms its intention to call a legal strike if the dispute is not resolved.

The booklet which sets out the union's account of the dispute at Colgate, is to be distributed to all members of Fosatu and to international trade union bodies in the Western world.

A Colgate spokesman said the company would comment on the booklet yesterday, but no comment was forthcoming.

It forms part of a concerted union campaign to win from Colgate the right to bargain on wages and work conditions at the Boksburg plant.

Colgate says it will recognise the union but all bargaining on wages and work conditions must take place through an official industrial council only.

The booklet also contains a comprehensive list of Colgate products, as well as a photograph of some of them.

Although union spokesmen would not comment yesterday, it is likely that the list is a precursor to a consumer boycott against the company if talks break down.

The Minister of Manpower Utilisation has appointed a conciliation board to attempt to resolve the dispute. It will meet on Monday.

If it fails to resolve the dispute, the union may call a legal strike after 30 days have elapsed.

The union says it has produced the booklet "in furtherance of a contemplated legal strike".

It adds "It has been produced in order to explain to the public and particularly the unemployed, why workers at Colgate may have to take industrial action in order to secure their basic trade union rights".

The booklet details the dispute between it and Colgate at the Boksburg plant.

Throughout the dispute, which has lasted well over a year the union has accused Colgate of not being prepared to bargain with worker representatives and of violating the Rev Leon Sullivan's labour code for American companies here.

It says that the company's insistence that it will only negotiate on wages and work conditions through an industrial council is an attempt to create a "toothless" union.

Colgate says wages must be negotiated at an industrial council to ensure that minimum wages are uniform throughout the industry.

It denies that it is violating the Sullivan code.

# BASIC CAUSES OF STRIKES

SHABBY and inhuman treatment of black workers is one of the three main causes of strikes, according to a Johannesburg job consultant, Mr Mohale Mahanyele.

Mr Mahanyele, managing director of MM Personnel (Pty) Ltd, was addressing the Institute for Personnel Management in Johannesburg last night.

The other two causes, he said are lack of sensitivity to the economic woes of black workers' and the "unwillingness of employers to advance black workers "

"Our company's findings are that strikes will abound unless and until more meaningful, fair, and just black labour management practices are enforced," Mr Mahanyele said

"Whether you think of the Pound-a-day strike of the fifties, or the poor working conditions of workers who struck in Natal during 1973, or the dictatorial and ruthless 'baaskap' of recent strikes, there is an element of economic distress, bad treatment and poor communication

"Let me hasten to add that there are some companies which are exceptions. But these are really too few and of no serious concern in this study"

## React by sacking

He said some companies were unable or unwilling to root out unfair, unjust and even illegal employment practices in the management of black workers. Dismissal was their first resort in the resolution of a conflict

At such companies, he said, top management and personnel managers' involvement ended at the drawing board stage, and they isolated themselves or were aloof to factory floor problems, until a strike "rudely" awakened them

He listed some evils on the shop as

**Gloching.** Penalties for a few minutes lateness could result in loss of several hours pay. In severe instances, the worker is sent back home without pay or locked outside the company's premises

**Working Hours:** These are stretched beyond agreed and stipulated hours time and again without overtime pay

**Remuneration:** Increments are an arbitrary affair which has little factual relationship to actual performance. Performance appraisal is "sucked from the supervisor's thumb." The worker is not party to the job description and performance appraisal design. During an economic recess they are the first to be laid off and the last to be hired at "boom time".

**Security:** Black workers are subjected to bodily search even at company exits in full view of the public, while white, coloured



Workers on strike at Orlando Power Station last year.

and Indian workers are not subjected to such humiliation and in fact are allowed to drive off in their cars which are parked inside the company's premises

**Job Advancement:** Very questionable methods accompanied by weird aptitude tests are used to select black workers for job advancement. For example, a lady accountant might find herself being asked to state her impressions of some pictures which will supposedly reveal her "reaction to authority, level of maturity, level of Westernisation" and some such absurdities

Queer, meaningless titles are used to describe candidates

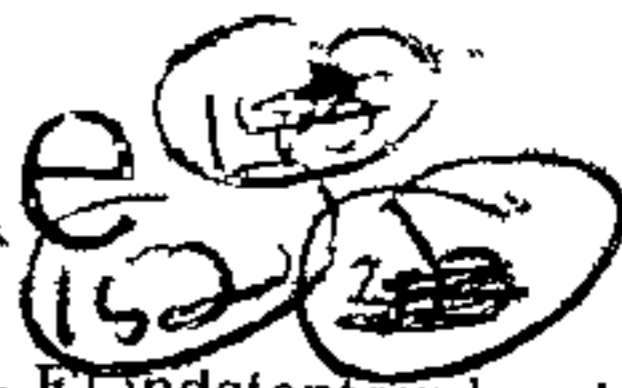
advanced. This inevitably leads to frustration and resentment

**Grievance Procedure:** Despite an elaborate communication procedure, workers find themselves saddled with a grievance machinery which is easily manipulated to suit the idiosyncrasies of managers. Employees are forever faced with the "White man tells no lies" syndrome

**Life Outside Work Place:** Most managers of black workers have never been inside a township house or hostel. They have no idea of the transport problems or of the frustration and time lost getting service at hospitals, superintendents' offices, bus-stops, black commissioners offices, etc

# 290 men on strike

SOWETAN 14/5/81



By Z B MOLEFE

AT LEAST 290 striking members of the Transport and Allied Workers Union resigned yesterday from their jobs in Vanderbijlpark after rejecting management's offer to re-employ some of them on a selective basis

This followed a tense meeting at the offices of the union where they were addressed by their union secretary Mr Michael Mohatla, on the deadlock between the union and management

Mr Mohatla told the members that talks with the management of Cargo Carriers had broken down because management would negotiate only with the African Transport Workers Union which is represented in the Industrial Council

"Management is misinterpreting the whole thing. If they insist on this selective re-employment of us, we are definitely going to resign," one of the workers told SOWETAN

But a company spokesman, speaking

from the company's Elandsfontein head office, said the strikers wanted an impossible increase of 100 percent in their wages

He added "They wanted an answer immediately. We gave them an hour to consider their stand. You can't agree on such a thing on the spot. They refused to listen"

The spokesman also said that 52 of the striking workers had already gone back to work, but he would not say how much they were earning. Asked about the allegation that management has refused to negotiate with the union because it did not sit on the Industrial Council, the spokesman explained that the workers union was registered as a passenger's union

Management said it would deal with the African Transport Workers Union which was registered as a goods union. He added "You can't negotiate with such people. But management is considering their problem"

# Volkswagen heads April sales; Sigma hit by strike

152  
10/11  
STAR  
14/15/81

Car sales last month were slightly higher than in April 1980 but well below the near-record number of new cars bought in March.

Total car sales of 22,707 last month was 65 more than in April 1980, boosting sales for the first four months of the year from 82,083 to 93,379.

But loss of production at Sigma Motor Corporation because of the strike by workers during April affected dealers' ability to meet customers' needs.

Sigma, which topped the list of car sales in March with a total of 5,086, sold 3,648 cars last month.

Heading the list in April was Volkswagen

with 4,162 cars sold, 696 fewer than in March. Third after Sigma was Toyota with 3,404, nearly 500 down on sales in March.

Commercial vehicle sales last month were 11,375 which was less than the record of 12,828 set in March but more than the 9,321 units sold in April 1980.

In the first four months of this year commercial vehicle sales totalled 45,141 against 38,201 in the same period last year.

Toyota again headed the list for commercial vehicle sales with 3,526, followed by Datsun with 2,574 and General Motors with 1,468.

In combined car and

commercial vehicle sales, Toyota held top position with 6,930, Datsun was second with 5,720 and Volkswagen third with 4,698.

Commenting on Sigma's April performance, sales and marketing director Mr Peter Moss said "Sigma's sales have obviously been influenced by the strike, and the momentum which we have maintained this year has been temporarily slowed."

"However, we are back to normal production and we are confident we will shortly be in a position to meet the sustained demand for our products."

— Mervyn Harris.

# Sigma sales down after strike

14/5/81 010 152

JOHANNESBURG — The effects of the strike at Sigma Motor Corporation are reflected in the company's April new car sales figures, which dipped to 3 648 units from 5 086 in March

Sigma's sales and marketing director, Mr Peter Moss, said yesterday "Sigma's sales have obviously been influenced by the strike, and the momentum which we have maintained this year has been temporarily slowed

"However, we are back to normal production, and we are confident we will be in a position to meet the sustained demand for our products shortly

Even without the Sigma figures, however, the sales released by Naamsa indicate a downturn. Total combined sales for April amounted to 22 707 vehicles, down from the 25 993 units sold in March, and only slightly higher than the 22 642 cars sold in April last year

For the year to date, new car sales totalled 93 379, or 13,8 per cent up on last year's 82 083 units. On a

year to year basis, the March sales were 23 per cent up on last year, while sales rose by 18,6 per cent for the first quarter compared with the corresponding period last year

Volkswagen has returned to the top of the manufacturers' table, capitalising on Sigma's decline, with 4 162 cars sold, but this was still well below its March figure of 4 838. Sigma was second, followed by Toyota with sales of 3 404 units, General Motors on 2 774 and Ford on 2 747 units

Toyota, General Motors and Ford March figures were 3 892, 2 831 and 3 622 respectively

Volkswagen's Golf/Jetta range continued to command the top spot in individual sales, with 2 614 units, and Toyota's Corolla moved into second place on 2 171 units, replacing Mazda's 323, which slipped to 1 834 units from 2 616 in March. Ford's Cortina was next best on 1 756

Total commercial vehicle sales fell to 11 375 units in April from 12 828 in March, but were well ahead of the 9 321 units sold in April last year — DDC

RDM 14/5/81 (52) (192) (140A)

## Strike causes a drop in new car sales

Financial Reporter

THE Sigma Motor Corporation's strike problems last month dealt its sales figures a blow, with passenger car output down 28% in April.

Production went from 5 086 to 3 648

Even without the exceptional drop in Sigma's figures there appears to be a downward trend in new car sales, with the total for April 22 707 units, compared with 25 993 in March.

Volkswagen's Golf/Jetta

range maintained its position as the top individual seller, with 2 614 new cars sold. Volkswagen was also the leading manufacturer in April, with sales of 4 162 units, followed by Sigma.

● See Page 12

# Car sales come off

ROM

14/5/81

122 (52)

30 (144)

By JOHN MULCAHY

THE effects of strike action by workers at Sigma Motor Corporation's plant are reflected in the company's April new-car sales figures which dipped to 3 618 units from 5 086 in March.

Sigma's sales and marketing director, Mr Peter Moss, said yesterday "Sigma's sales have obviously been influenced by the strike, and the momentum which we have maintained this year has been temporarily slowed.

"However, we are back to normal production, and we are confident we will shortly be in a position to meet the sustained demand for our products.

Even without the Sigma figures, however, the sales released by Naamsa indicate a downturn. Total sales for April amounted to 22 707 vehicles — down from 25 993 in March, and only slightly higher than the 22 642 cars sold in April last year.

For the year to date, new car sales totalled 93 379, or 13.8% up on last year's 82 083 units. On a year-to-year basis, the March sales were 23% up on last year. Sales rose by 18.6% for the first quarter compared with the corresponding period last year.

Volkswagen has returned to

the top of the manufacturers' table, capitalising on Sigma's decline with 4 162 cars sold, but this was well below its March figure of 4 838. Sigma was second followed by Toyota with sales of 3 404 units, General Motors on 2 774 and Ford on 2 747.

Toyota, General Motors and Ford all fell back from their March sales when the figures were 3 892, 2 831 and 3 622 respectively.

Volkswagen's Golf/Tetta range continued to command the top spot in individual sales with 2 614 units, and Toyota's Corolla moved into second place on 2 171 units, replacing Mazda's 323, which slipped to 1 834 units from 2 616 in March. Ford's Cortina was next best on 1 756.

Commercial vehicle sales fell to 11 375 units in April from 12 828 in March, but were well ahead of the 9 321 sold in April last year.

For the first four months of this year, commercial sales amounted to 45 141 units or 18.2% up on the 38 201 in the same time last year.

Toyota easily outsold its rivals in the commercial field, with a total of 3 526 units, followed by Datsun on 2 574 and General Motors with 1 468.

Strikes by Blacks

344 Dr A L BORAINÉ asked the  
Minister of Manpower Utilization (152)

(a) 56.33.  
(a) How many strikes involving Black workers occurred in 1980 (b) in how many cases did the strikes arise out of wage demands and (c) what were the main causes of the remainder of the strikes?

The MINISTER OF MANPOWER UTILIZATION

(a) 134

(b) 67

333

THURSDAY 26

(c) The remaining 67 strikes were caused by the following—

- (i) the payment of bonuses etc — 10 instances,
- (ii) trade union matters such as the recognition of trade unions or the deduction of subscriptions— 8 instances
- (iii) dissatisfaction with the dismissals of employees or with other disciplinary measures taken by the employer—21 instances
- (iv) other conditions of employment such as fringe benefits—19 instances, and
- (v) various other demands—0 instances



# Crisis week for union in East London dispute

S. Tribune 5/3/81

IS2 #3A 237

THE black South African Allied Workers' Union, holding its second annual congress in Durban this weekend, faced major crises during the week

- Four of its detained 23 members in the Ciskei went on a hunger strike
- The home of one of its senior office bearers was fire-bombed
- And the union was the centre of a row in Britain over a BBC film on the Wilson Rowntree labour dispute in East London

The head of the Ciskei central intelligence services, Brigadier Charles Sebe, confirmed that the four men on hunger strike had since been released from hospital and that everything was back to

## Tribune Correspondent

normal with the detainees.

Police also confirmed they were investigating arson after the home of the East London branch secretary of the union, Sisa Njikelana, was petrol bombed. Hundreds of rands of damage was caused but nobody was injured. Mr Njikelana was on his way to Durban for the congress at the time.

He and the national organiser of the union Thozamile Goweta, said yesterday such acts would not intimate them.

Mr Gqweta said: "We have a history of such harassment. My home was bombed, our general

secretary, Sam Kikine, had his car taken from the airport in Durban and burnt and now Sisa's home is bombed

"We realise we will be the victims of such acts in the future but they only make us more committed in the black struggle"

Mr Njikelana said "I am not prepared to boast that I am prepared to die, but the march must go on and such acts expose the fact that our cause is a good one

"I don't see the attack as one on me alone. It is an attack on the workers' struggle and I can only speculate it is because I am committed to this struggle"

In London, the confectionary firm Rowntree-MacIntosh described a BBC film on its East London subsidiary's dispute with the union as biased and unfair

The company said the union's condonation of violence and intimidation discredited it as a trade union and that the company's East London subsidiary was right in the action it took in hiring other workers when union workers dismissed themselves by walking out

Mr Gqweta said the Wilson Rowntree issue, where 500 workers had already lost their jobs in the dispute, would be cussed at the congress and the union would release a statement later.

# Strike goes on despite warnings

SAPIN

13/3/8

447  
152  
1204

**Labour Reporter**  
Sigma Motor Corporation employees continued their strike today despite pamphlets issued by management stating that 'wage negotiations will only restart when employees are back at work and normal production resumes.'

For the third work day

in a row the Sigma plant in Pretoria was today virtually at a standstill with almost the entire black work force present but not working.

The National Union of Motor Assembly and Rubber Workers has called for a trebling of the minimum wage for new

workers from R1,04 an hour, recognition of the union and suspension of the present workers' liaison committee.

Management has called on NUMARW to show it has the support of more than half the work force while NUMARW had demanded elections.

# Wilson-Rowntree's reply was misleading



CT 15/5/81

145A 186 152

**From ALAN HIRSCH and PHILIPPA GREEN (Economic History Department, UCT, Rondebosch):**

THE REPLY from Wilson-Rowntree management published alongside our article on the labour dispute in East London (Cape Times, May 8) disturbed us. We feel it is misleading and inaccurate and wish to use your columns to set some issues straight.

Wilson-Rowntree went through our article and disputed it point by point. We wish to follow suit with regard to some disputable points they made.

Firstly, they dispute our use of the phrase "dismissal of workers". They argue that the

workers "walked off the job and broke their contracts". What in fact happened, to our knowledge, is that after two weeks of negotiations at which Wilson-Rowntree refused to reinstate the original three sacked workers, another 470 stopped work in protest. They were immediately given an *ultimatum by management* to resume work or leave. They did the latter. As far as we are concerned that constitutes a dismissal.

Secondly, SAAWU is accused of being a racialistic union. This is contrasted with Wilson-Rowntree's philanthropic reputation and the policies of the Sweet Workers Union. Wilson-Rowntree, in fact, refused to recognize the SAAWU committee unless it called itself a black workers committee. SAAWU refused to sanction a separate works committee for African workers precisely because it would have been racially constituted. Moreover, SAAWU has repeatedly publicized its non-racial stance on trade unionism.

The Sweet Workers Union, on the other hand, having been established at Wilson-Rowntree in 1942, had still neglected to open its union to Africans at the beginning of 1980. They limited African workers' participation to a funeral benefit scheme.

## Reputation

We can't dispute Wilson-Rowntree's good reputation. We only question whether they are putting that into practice at present.

Thirdly, as for Wilson-Rowntree believing in freedom of association, it has been alleged that workers employed there now are compelled to sign SWU membership forms as a

condition of employment. SWU membership figures are questionable in this light, particularly as most SAAWU members are no longer employed in the factory.

Finally, Wilson-Rowntree, in their reply dissociated themselves from the uncompromising stand encouraged by the Department of Manpower Utilization. They instead accuse SAAWU of being uncompromising by refusing to sit down with the SWU in negotiations. The latter point is not entirely incorrect and apparently stemmed from SAAWU's reluctance to divide the workers along racial lines between the unions. However, Wilson-Rowntree will have to try harder to dispute the coincidence of their behaviour in the dispute and the hardline attitude encouraged by the state.

Whether they are following instructions or not is beside the point. The point is that the dispute has become a flashpoint in an unstable East London. Wilson-Rowntree's actions over the last few months seem to have done little to settle the dispute or establish more peaceful industrial relations in the area.

CT 15/5/81

# 400 students at rally

Staff Reporter

SWEET WORKERS belonging to the South African Allied Workers' Union (Saawu) were being forced to join the rival Sweet Workers' Union while in detention in the Ciskei, the Saawu vice-president, Mr Sisa Njikelana, alleged yesterday

Mr Njikelana was speaking at a rally of about 400 students at the University of Cape Town. The rally, punctuated by clenched-fist salutes and freedom slogans, was held in support of about 500 workers who have been dismissed by Wilson-Rowntree in East London.

The rally was also addressed by Ms Zora Mehlomakulu of the General Workers' Union and Mr Tony Karron, a member of the UCT committee supporting the dismissed workers.

Saawu is an unregistered trade union in East London with a membership of about 75 000.

The present dispute arose after three workers were dismissed for refusing to fix a machine.

They refused because they were reprimanded in October last year for damaging the machine while repairing it.

They insisted on written permission to fix the machine, which was refused.

Wilson-Rowntree management insists that the workers dismissed themselves, but Mr Njikelana denied this.

He said three large British trade unions were to meet representatives of Rowntree-Mackintosh, the Wilson-Rowntree parent company, on Monday to press the company into unconditionally reinstating all the dismissed workers.

The three British trade unions are the Transport and General Workers', the General and Municipal Workers', and the Shop Distributors and Allied Workers'.

# Ford puts cost of the 17-day strike at R4,5 million

EP 4/48  
152  
~~124~~

Post Reporters

THE 17-day strike, which involved about 3 500 Port Elizabeth car assembly workers, which ended yesterday, cost Ford about R4,5 million

Strikers have agreed to return to work on Monday

Ford's director of industrial relations, Mr Fred Ferreira, said today workers had lost about R50 000 in wages a week

The managing director of Firestone, Mr Peter Morum, described the strike as an "expensive exercise"

Production at General Motors, one of the affected companies where 170 striking workers were joined by another 130 workers on Tuesday and Wednesday, was not affected

The strike started when Ford workers refused to handle Firestone tyre, unless Firestone re-employed 160 workers who were dismissed during a pension dispute this year

Three of the former Firestone workers have been arrested and charged under Section 6 of the Terrorism Act

Mr Abner Majamba, Mr Jackson Yeko and Mr Joseph Makaza appeared briefly in the Port Elizabeth Magistrate's Court on Friday. They were remanded in custody to June 12

Mr Government Zini, organising secretary of the Motor Assembly and Components Workers Union of South Africa (Macwusa), told a report back meeting yesterday that Firestone had agreed to reinstate 21 of the 160 dismissed workers in the 50 and over age group

He said the rest would be taken back as vacancies arose — probably at a rate of about 15 to 20 a month

Mr Zini said union members accepted the

new proposal though it meant some of the former Firestone workers would probably still be out of work by November

In a new development, Macwusa will hold talks with the managements of a cleaning service and catering firm whose employees joined the strike

Mr Ferreira said the discussions held with Macwusa related only to those workers employed by Ford, and did not affect the 32 cafeteria and one cleaning staff worker who joined the strike

Macwusa would have to negotiate with the managements of Modular Integrated Systems and Industrial and Commercial Cafeterias separately.

The managements of these two firms were not available for comment today

When asked whether Ford intended to recognise Macwusa as representing Ford workers in future negotiations, Mr Ferreira said "We have been involved in discussions with them, and if they wish to continue with these discussions, we will meet them"

A spokesman for GM said they would recognise any union that was representative of the work force

"If Maswusa gives us documentation, and if they can prove to us that they represent the majority of the workers, then we will recognise them," he said

Mr Morum said Firestone would be holding talks with the union

"There are many issues to be resolved, including the one of recognition. What we have to clear up is exactly what is meant by recognition"

①  
②  
152  
5/10/61  
5/15/61

# 'Literacy skills vital to labour development'

## Labour Reporter

Wildcat strikes will continue to be a major threat to South Africa until workers are given proper literacy training, says Mr John Butler, training manager for the Barlow Rand group

In a recent article Mr Butler states that an "alarmingly high" percentage of the country's black work force is either illiterate or semi-literate

Because of this lack of literacy many workers cannot understand negotiating skills nor represent other workers on committees or works councils, Mr Butler says.

### UPGRADE

Skills must be upgraded but this can only be done for employees who have a basic education and command of the language

Mr Butler complains that many semi-literate people are already in supervisory positions and because they lack basic skills they in turn have to be supervised by other workers. This results in a waste of manpower.

"Under-educated or uneducated workers can also contribute to high costs through wastage, because of an inability to understand instructions or utilise machinery effectively," Mr Butler says. With proper literacy skills this wastage could be eliminated, he concludes

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~~514K~~  
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~~15/1/81~~  
We accept  
living wage  
— Sigma

**Labour Reporter**

Sigma accepted the concept of a living wage for its workers, the corporation's chairman, Mr Chris Griffith, said in Johannesburg yesterday.

Addressing a business conference at the Carlton Hotel, Mr Griffith said Sigma had granted workers new wage terms after talks with the union broke down last week.

The minimum hourly wage for less skilled workers had increased from R1,00 to R1,60 and for skilled workers from R2,70 an hour to R3,12.

He outlined the development of the strike in which about 4 000 workers lost their jobs last month, most were subsequently rehired.

Sigma was presently waiting for the National Union of Motor Assembly and Rubber Workers (Numarw) to return to negotiations on recognition and employment.

What had been achieved during the dispute was that the union was finally able to prove it had worker support and was recognised.

A Numarw spokesman said that the union would meet with Sigma workers to decide on action in light of the breakdown of wage talks.

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ROM 15/5/81 152 125 156  
**Decision on migrants**

By **STEVEN FRIEDMAN**  
 Labour Reporter

JUDGMENT is expected today in a court case with major implications for employers and contract workers

In the case, 180 workers at a Natal sugar mill Union Co-Operative Bark and Sugar Company, are asking for an interim order instructing the company to restore their compound housing

The workers were fired after a work stoppage at the mill. They were allegedly removed from their compound housing and sent back to the homelands

The recent decision of Mr

Justice Page to grant such an order to one former Union Co-Operative worker, Mr Cyprian Ngewu, was seen by labour lawyers as one holding "major implications" for employers in key industries such as the mines, as well as hundreds of thousands of migrants

Lawyers say the decision means employers can no longer remove their workers from compound housing unless they obtained a court order or the workers contracts had ended. This would significantly increase the bargaining power of contract workers, they argue

This, they said, could apply

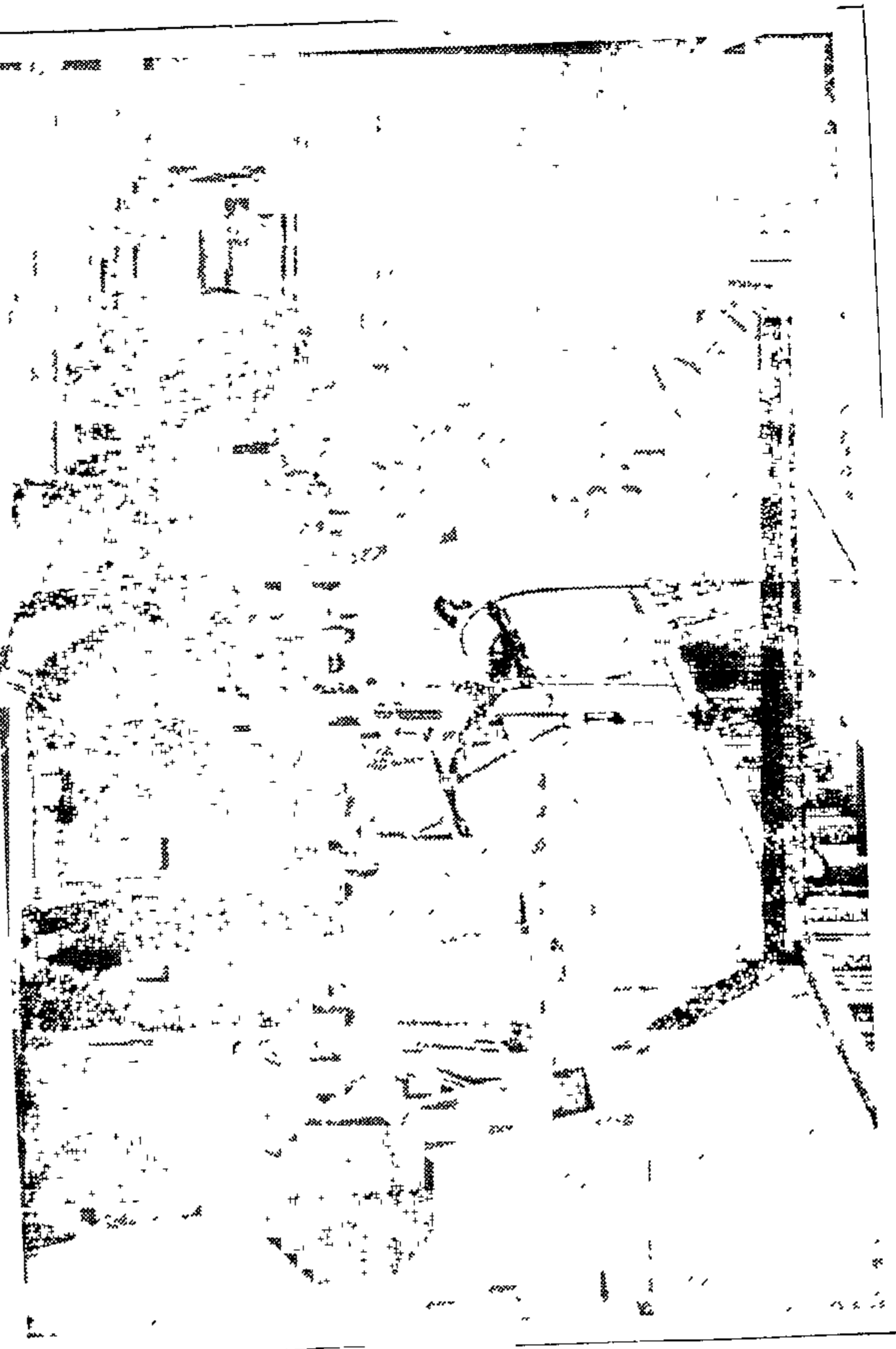
not only in the case of work stoppages, but also in cases of individual dismissal

While Mr Ngewu was awarded an order, the application of 45 other workers was dismissed because of technical defects in their submissions

These workers, together with about 140 others have now returned to the court to ask for the same interdict as that granted to Mr Ngewu

Meanwhile, unionists report that the powerful Geneva-based International Union of Food and Allied Workers had been briefed on the dispute and was expected to take action in support of dismissed workers





SOME of the 2 000 striking workers at Leyland's Blackheath factory stood around in the sun to-

# Agus 15/5/81 ~~152~~ ~~182~~ ~~191~~ ~~192~~ ~~193~~ ~~194~~ ~~195~~ ~~196~~ ~~197~~ ~~198~~ ~~199~~ ~~200~~ ~~201~~ ~~202~~ ~~203~~ ~~204~~ ~~205~~ ~~206~~ ~~207~~ ~~208~~ ~~209~~ ~~210~~ ~~211~~ ~~212~~ ~~213~~ ~~214~~ ~~215~~ ~~216~~ ~~217~~ ~~218~~ ~~219~~ ~~220~~ ~~221~~ ~~222~~ ~~223~~ ~~224~~ ~~225~~ ~~226~~ ~~227~~ ~~228~~ ~~229~~ ~~230~~ ~~231~~ ~~232~~ ~~233~~ ~~234~~ ~~235~~ ~~236~~ ~~237~~ ~~238~~ ~~239~~ ~~240~~ ~~241~~ ~~242~~ ~~243~~ ~~244~~ ~~245~~ ~~246~~ ~~247~~ ~~248~~ ~~249~~ ~~250~~ ~~251~~ ~~252~~ ~~253~~ ~~254~~ ~~255~~ ~~256~~ ~~257~~ ~~258~~ ~~259~~ ~~260~~ ~~261~~ ~~262~~ ~~263~~ ~~264~~ ~~265~~ ~~266~~ ~~267~~ ~~268~~ ~~269~~ ~~270~~ ~~271~~ ~~272~~ ~~273~~ ~~274~~ ~~275~~ ~~276~~ ~~277~~ ~~278~~ ~~279~~ ~~280~~ ~~281~~ ~~282~~ ~~283~~ ~~284~~ ~~285~~ ~~286~~ ~~287~~ ~~288~~ ~~289~~ ~~290~~ ~~291~~ ~~292~~ ~~293~~ ~~294~~ ~~295~~ ~~296~~ ~~297~~ ~~298~~ ~~299~~ ~~300~~ ~~301~~ ~~302~~ ~~303~~ ~~304~~ ~~305~~ ~~306~~ ~~307~~ ~~308~~ ~~309~~ ~~310~~ ~~311~~ 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# Workers will stand firm

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# WORKERS' STRUGGLE AT COLGATE

THE bitter union recognition dispute at the multinational Colgate-Palmolive's Boksburg plant took another turn this week when the Chemical Workers Industrial Union (CWIU) released a booklet "produced in furtherance of a contemplated legal strike".

This booklet, "Workers' Struggle at Colgate", comes days after Colgate's United States-based chairman, Mr Keith Crane, visited the plant.

Mr Crane's visit was surrounded by controversy as the union claimed workers had twice tried to meet Mr Crane during his visit but that he had ignored a letter and telegram requesting a meeting.

But the Boksburg plant denied this. It said Mr Crane attended meetings at the plant on May 4 and 5 far from avoiding employees, Mr Crane had conversations with many employees, black and white.

The booklet charges "this union will not sell out its basic right to negotiate wages and working conditions for its members. This is what is at issue. Colgate wants to turn the Union into another liaison committee dealing with 'shop floor grievances' only."

The 30-page booklet then details worker grievances at Colgate and says, despite management denials in the Press, black workers claim

- they are discriminated against
- factory facilities remain racially segregated even though the signs have come down
- there are unfair dismissals
- they have no proper representation

Supporting the charge that the plant's facilities are segregated, the booklet runs an interview with Mr Simon Khumalo, a shop steward at the plant. Mr Khumalo tells of an incident at a previous whites-only shower room. There was a fight between him and a white engineering foreman who insisted that Mr Khumalo was not allowed to be there.

Mr Khumalo's interview ends in a bitter note: "all this happened to me in 1977. Up to now no black goes near what used to be the whites-only change rooms, or uses their toilets."

## Violations

Colgate, in relation to the Sullivan Principles, comes under the spotlight in the booklet. The booklet says that the union accused Colgate of violating the Principles by not acknowledging the rights of black workers to form their own union or be presented by trade unions where unions already exist.

When Rev Leon Sullivan visited South Africa in September last year, the booklet says, the union asked him to clarify his position on the recognition of black trade unions. As reported in the Press then, Rev Sullivan said the Principles committed companies to recognise black trade unions — whether or not they were registered with the South African Government.

The booklet points out "if a company, rated as one of the most progressive in terms of the Principles, can so blatantly resist the implementation of the most crucial Principle, the code is clearly useless to African workers."

By Z B MOLEFE

"Colgate demonstrates what trade unionists have been saying since the Codes of Conduct and Principles for foreign companies have become fashionable. The Codes assist companies with their image overseas, and remove pressures to disinvest. The companies benefit — not the black workers."

A liaison committee is an institution of apartheid, the booklet emphasises. It points out that since 1953, while the Government recognised white unions, it tried to impose an inferior committee system on black workers. The Government instituted the system to bleed the African unions to death.

## Toothless

Workers reject the liaison committee system, the booklet says, because

- it is toothless — the constitution only empowers the committee to "consider matters of mutual interest and to make recommendations"
- the workers have no say — the committee never asked for workers' opinion.

Another example, is the fact that the committee alters its constitution without reference to workers.

- it deals with trivial points — this committee will discuss "bins and towels"
- it is undemocratic — workers sent petitions to their so-called "representatives" and called upon them to resign. 198 workers signed these petitions. Nevertheless the committee unanimously resolved

that there were no valid reasons to resign and that they were strongly of the opinion that the liaison committee serves a useful and effective means of communication."

A notice to Colgate employees from the managing director, Mr GW Nocker in August last year reveals that all is not well at the Boksburg plant. Some of the points raised in the notice are that employees work as slowly as possible, and are reluctant to get on with the job willfully disregard legitimate instructions and requests given by superiors in the course of their duty and challenge the authority of an immediate superior by being hostile and using abusive language.

The booklet becomes fascinating reading when it reveals that while these events were taking place, union recognition within the Colgate group surfaced in Natal.

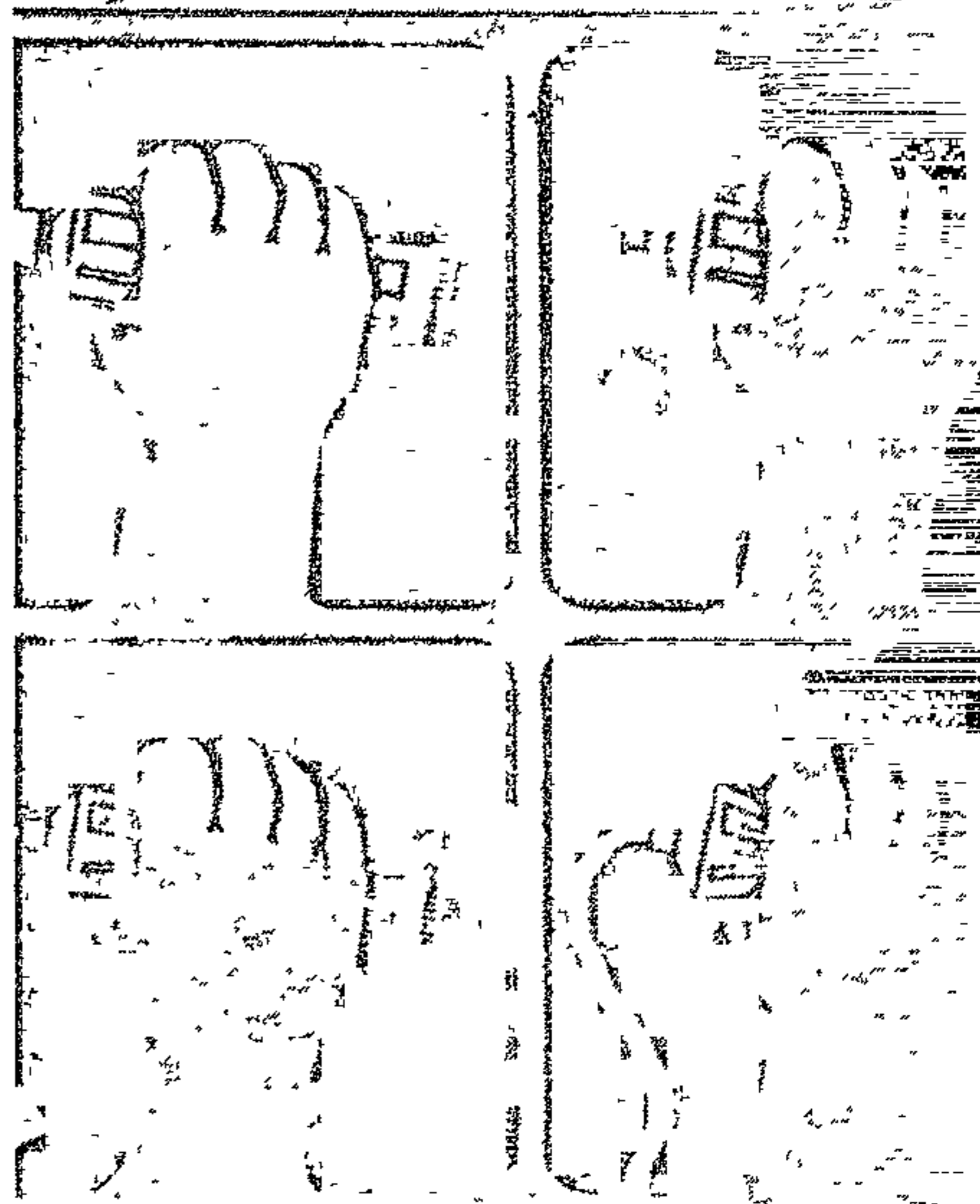
Black workers at Aunt Caroline Rice Mills — a subsidiary of Colgate — in Pietermaritzburg began to organise themselves. They joined the Sweet, Food and Allied Workers Union, another Federation of South African Trade

Unions (Fositu) affiliate.

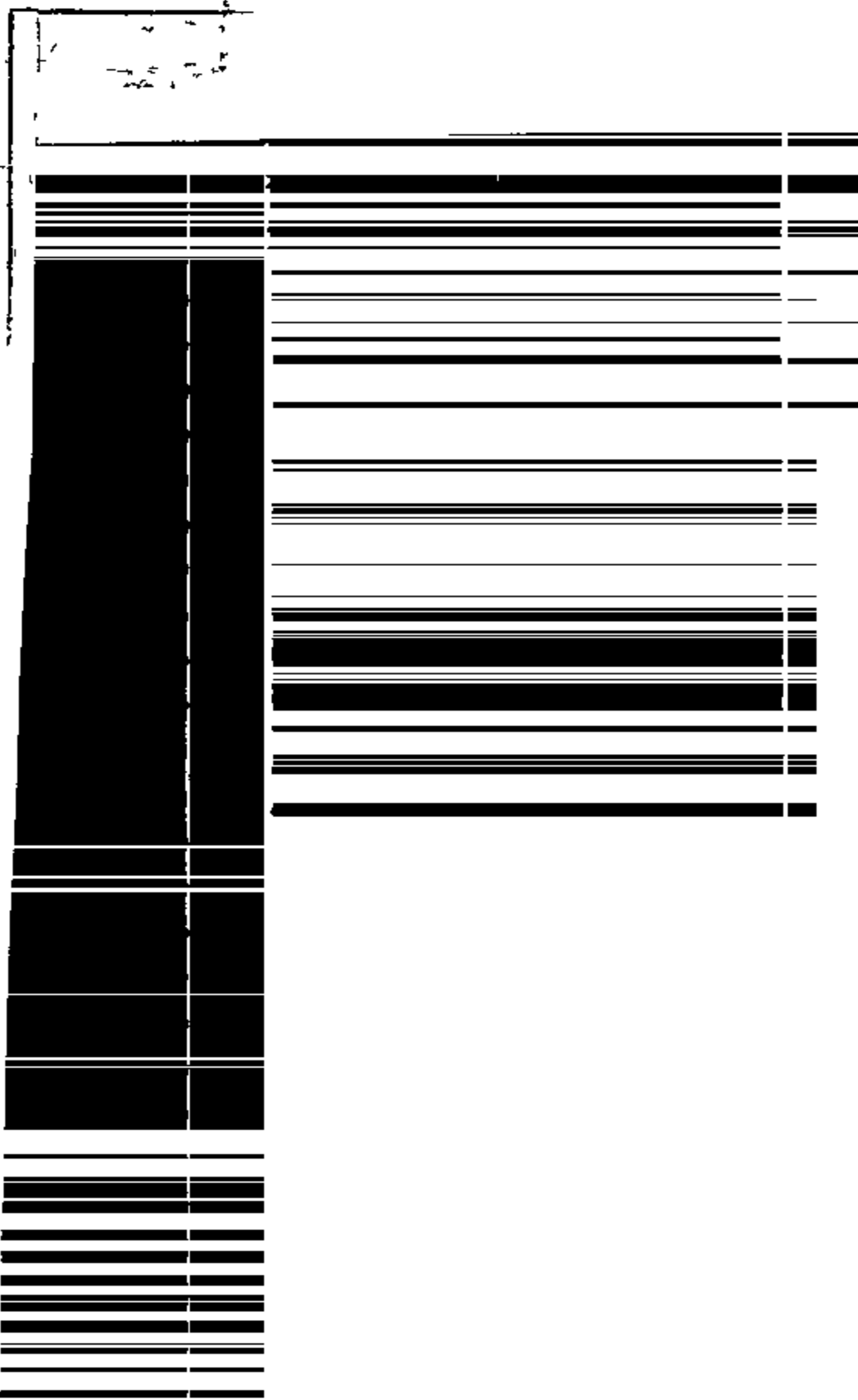
A Colgate executive, in the role of consultant — employee and Industrial Relations visited the Aunt Caroline factory. He attempted to persuade workers that the union was no good for them, and later told them his firm could never recognise a union properly registered and the name of his firm appearing in the gazette. The booklet quotes minutes of a general meeting.

This episode ends in a sour note. "If it were whites who wanted the recognition of their union in the factory, he (a Colgate executive) is certain that this would have been granted without all this fuss that is being made on them as black people. The whole question of this dispute he said was based on racism."

- The Chemical Industrial Workers Union has declared a dispute on the issue of recognition and an official conciliation board has been appointed to resolve it. This is the first step to a legal strike by Colgate workers.



The cover of The Chemical Workers Industrial Union booklet detailing black worker grievances and union recognition at Colgate-Palmolive's Boksburg plant which has led to the first step to a legal strike.



# 'Vital role' for students in SA

## Labour Reporter

STUDENTS had a vital role to play in the struggle for genuine democracy in South Africa, the vice-president of the SA Allied Workers' Union (Saawu) said at the University of Cape Town yesterday.

Mr Sisa Nkkelana was speaking on the three-month long strike by more than 500 workers at the Wilson-Rowntree factory in East London.

He said it was not enough for students to share in the struggle for democracy. They had to make sacrifices and intensify the struggle.

## DECISIONS

Saawu stood for non-racialism — 'the only way to establish and maintain racial harmony for the future South Africa' — and for the masses to share in decision making.

'We believe that before you are a member of a trade union, you are a member of society as well. Whatever affects you as a worker will also affect you as a member of society.'

He said it was argued by management at Wilson-Rowntree that the striking workers had dismissed themselves.

'The workers ask the question: are they insane to dismiss themselves in view of the massive unemployment in East London, where they won't get jobs for a year or more?'

The students resolved to support Saawu in its struggle by continuing to boycott Wilson-Rowntree products.

Argued 15/5/81

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# 2 400 in work stoppage at Cape Leyland plants

CT 16/5/81 (152) (172) (67) (174A)

Staff Reporter

WORK at two Leyland manufacturing plants in the Western Cape was still at a standstill last night with about 2 400 employees refusing to resume work till demands for more pay had been met

About 2 000 workers at the Leyland factory in Blackheath downed tools at 1 pm on Thursday after a last-minute bid by shop stewards and the secretary of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), Mr Joe Foster, had failed to gain an agreement with management for higher wages

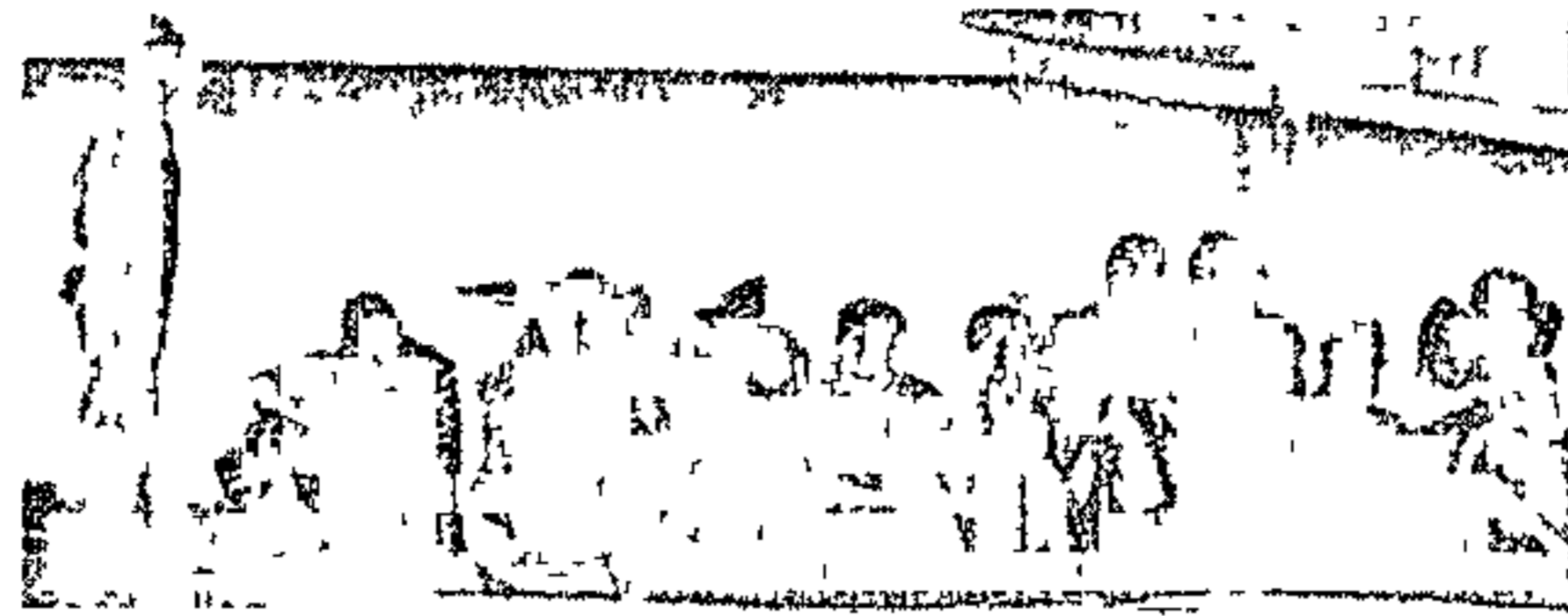
They were followed by about 400 workers from the factory in Elsie's River

By last night a deadlock situation had been reached

The workers were suspended yesterday for three days and told to report for work at 7 30 am on Wednesday

The director of communications and public affairs for Leyland, Mr A Pitlo yesterday denied that a strike was in progress. When pressed, however, he admitted that there was "a refusal to work" on the part of the workers

He emphasized that the "re-



Some of the 2 000 workers who have stopped work at Leyland's Blackheath plant

fusal to work' was in spite of an agreement that had been concluded in December between management and Numarwosa a non-racial registered union representing about 85 percent of workers at the Blackheath and Elsie's River plants

"The basis of the problem is that we had a request for wage increases over and above the increases contained in the December agreement

"That agreement was signed by both parties. We have always honoured the obligations of any contract this one included, and we expect the union (Numarwosa) to honour it too

"The primary obligation now lies with the workers to return to work in terms of the December agreement. Only once they return to work can we negotiate

with them'

Until then, he said, the management's policy would be "no work no pay"

Management had always been willing to negotiate with the workers through the proper channels. These, he said involved the union making representations to management

This "distinct means of negotiation" had been ignored. There had been no official communication between management and Numarwosa since December's mutual agreement

A spokesman for the workers at Blackheath, most of whom spent the whole of Thursday afternoon and yesterday morning in the grounds of the plant, said yesterday that the decision to down tools had come after a meeting between shop

stewards, Mr Foster and management at 11 am on Thursday had failed to get the raise sought

Mr Foster had later told them of the management's refusal to consider further wage increases. The workers had then unanimously decided not to resume work at 1 pm, the end of their lunch break

He added that the workers were determined not to go back to work till their hourly wages had been increased. The increases granted in January, he said, had been overtaken by the cost of living and the further increase due in July would still leave them well short of it

Mr Foster could not be reached yesterday for comment

Before leaving he had told reporters that he had met management on May 7 and told them workers were dissatisfied with their wages. Management had asked for one week to consider the matter. Thursday had been the deadline. On Wednesday management had announced it was not prepared to alter the wages over and above the December agreement

© British Leyland continues into the red — page 2

RDM 16/5/81

# Two car plants in pay standstill

(152) (192) (140A)

Own Correspondent

CAPE TOWN — Two Leyland plants in the Western Cape were still at a standstill last night with about 2 400 striking workers demanding higher pay

About 2 000 workers from the Leyland factory in Blackheath downed tools on Thursday after a last-minute bid by shop stewards and the secretary of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), Mr Joe Foster, had failed to gain an agreement by management for higher wages

They were followed by about

400 workers from the Elsies River factory

Last night the management was refusing to negotiate until all workers had resumed work

They were suspended yesterday for three days, and told to report at 7 30am on Wednesday

The director of communications and public affairs for Leyland, Mr A Pitlo, said yesterday that the basis of the "refusal to work" stemmed from a "request for wage increases over and above the increases contained in a December agreement"

20M 1/5/81 (202) (152)

# Big delay in sacked sugar workers' case

## Labour Correspondent

JUDGMENT might be delayed, for several months in a Natal court case which may have major implications for employers and contract workers

Mr Justice W Booyesen called for oral evidence before deciding an application by 186 former workers at the Union Co-operative Barl and Sugar Company in Natal, for an order instructing the company to restore their compound housing and restoring their jobs

The workers were allegedly removed from the compound

and sent back to the homelands after a recent work stoppage

The company has filed a counter application asking that their dismissal be confirmed

A judge recently granted an order to a former worker, Mr Cyprian Ngewu restoring his accommodation

Labour lawyers said this meant employers could no longer remove workers from compound housing unless they obtained a court order or the workers' contracts had ended — strengthening the bargaining position of thousands of contract workers

# 186 Dalton strikers must go to court

NATAL MERCURY 16/5/81

152

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202

Pietermaritzburg Bureau

THE 186 Dalton strikers who brought a court action contesting their eviction from factory-owned lodgings will have to appear in court personally to make their claims

The decision to refer the matter for hearing was made by Mr Acting Justice Booysen yesterday when he gave judgment on an urgent application by the men who contended that they had been forcibly ejected from the married quarters at the Dalton Union Co-operative Bark and Sugar Company's premises after a three-day strike

The dispute began shortly after the company had joined the Industrial Council, the Judge said

Because they could not afford the minimum wage paid by more profitable companies, they were granted a differential pay rate 15 percent below the minimum, Mr Acting Justice Booysen said.

However, the company subsequently agreed to pay the higher wages but informed labour they could no longer supply free rations

But, because the average increase would be about R59 and the subsidised food cost about R24 per man, they

would be getting an effective increase of R35 a month, they were told

The men appeared to have accepted this, the employers said, but on March 31 had demanded a R24 increase over and above the increases. When this was refused they had gone on strike

After three days they were warned to leave the premises and, when they failed to do so, were arrested by police.

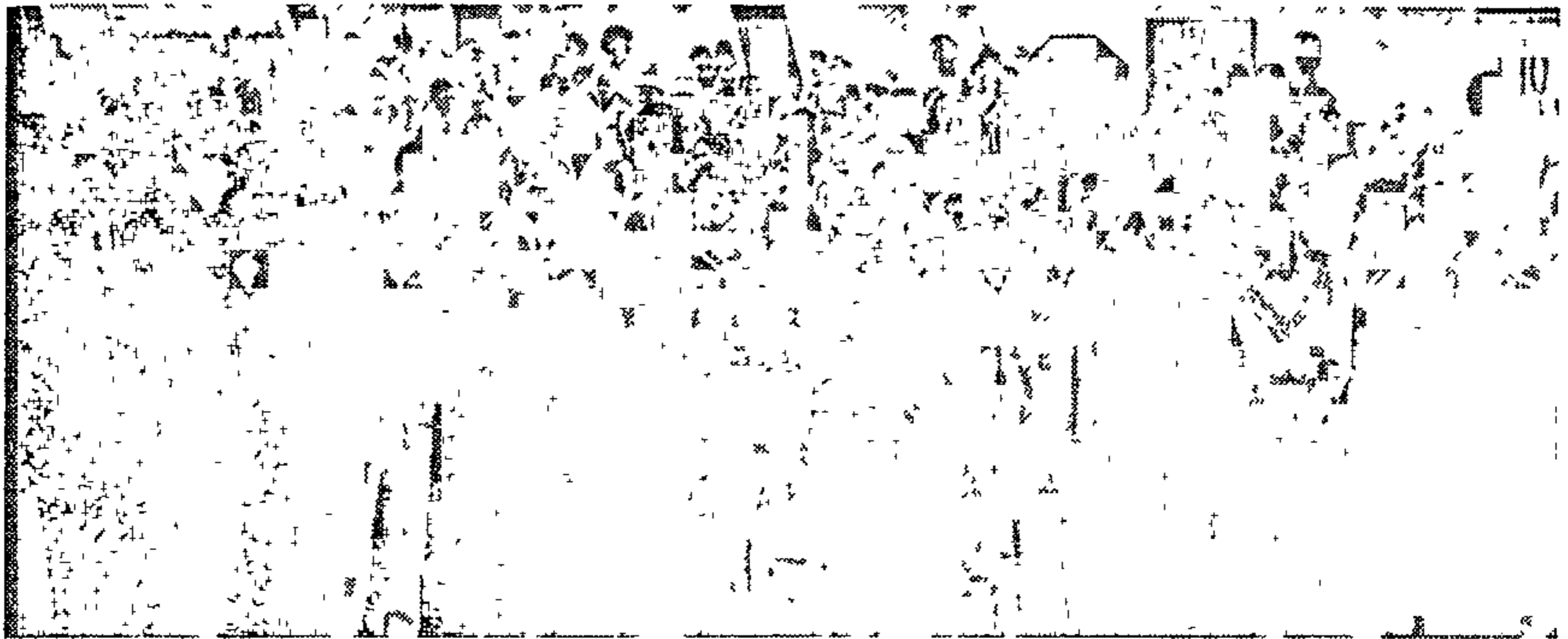
Almost the entire labour force of 414 appeared in court on the charges which were subsequently withdrawn

Because there was a dispute over the facts of the case this should be resolved before the action went further, the Judge said

The men should appear personally to give oral evidence on their affidavits which ran to 1312 pages, he said

The case was adjourned to a date to be arranged

The awarding of costs for the original application was reserved until the hearing had taken place



SUSPENDED Leyland workers gathered in the grounds of the firm's Blackheath factory today. It is the third day of a pay strike which has halted production at Leyland's Blackheath and Elsie's River plants. *Argus 18/5/81* (152)

# R70 000 diamonds — acquitted

Staff Reporter

MALMESBURY. — Paternoster businessman, Mr Manuel Isadora Correa Walters, 36, was acquitted in the Malmesbury Regional Court today on a charge of dealing illicitly in uncut diamonds

He was also acquitted on an alternative charge of being in possession of 327 uncut diamonds weighing 278,9 carats and valued at R70 000

Mr Walters had previously pleaded not guilty to both the main and alternative charges

Giving judgment, the magistrate, Mr J S C van Graan, said that although the court was suspicious of Mr Walters's evidence, it could not be rejected as false and could be true

'He was either a guileless liar or a victim of fate who landed innocently in this predicament,' he added.

#### GOOD WITNESS

He said that the accused was a good witness and so was the single witness for the defence, Mr Andre Snyman

On the evidence of Mr Chris Lyon of Stellenbosch, Mr van Graan said the fact that Lyon acted as a police trap and was entitled to a reward of R22 000 should be considered

'His evidence must be looked at with caution. It can only be accepted where corroborated'

Mr Walters was caught in a police diamond trap on a Stellenbosch farm in July last year

Colonel Johannes Bornmann of the gold and diamond squad had previously said in evidence that he had posed as a diamond smuggler and handed over R55 000 to Mr Walters for uncut diamonds on that day

Mr Walters denied this and said the money was owed to him by Mr Chris Lyon. He claimed he had lent him the money to settle a R60 000 racing debt

Mr D J P Jonker appeared for the State. Mr A J Burger appeared for Mr Walters



Ford  
Argus 18/5/81  
sends  
hundreds  
home

Argus Bureau

PORT ELIZABETH

Most workers at Ford Motor Company's Struan-dale assembly plant were sent home today after production had been disrupted by some workers who refused to handle products from a tyre company.

About 1 000 were asked to go home.

Ford's industrial relations director, Mr Fred Ferreira said that soon after work started this morning, a number of workers refused to handle Firestone tyres on the assembly line.

DISCUSSIONS

Discussions between these employees and labour relations personnel showed they did not intend resuming work and they were suspended.

Their action resulted in a disruption of production, and workers on the trim-line and in the body and paint shops were requested to stop work.

Mr Ferreira said the company had been advised formally by employee representatives last week that certain employees would refuse to handle Firestone products from today.

The company was informed that the act stemmed from a dispute with Firestone, which had allegedly refused to rehire a number of employees previously dismissed for taking part in a strike at that company.

Gord had pointed out to all employees what its position and stand was, saying it had more than 300 individual suppliers and it could not interfere in other companies' domestic affairs.

May 1961

# Leyland workers down tools

Sigma  
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The entire workforce at the Leyland motor plant near Cape Town downed tools yesterday and demanded new wage increases.

All 1500 workers returned to the plant today but have refused to start work.

The dispute started yesterday morning when the workers in the Blackheath engine plant downed tools. The stoppage spread throughout the complex.

At noon workers met and made

demands for wage increases.

The union representing Leyland workers is the National Union of Motor Assembly and Rubber Workers (Numarw) — the union involved in the Sigma dispute last month.

A Leyland spokesman said there would be no negotiations until work started again.

He said management had repeatedly asked employees to start work and said Leyland did not pay for no work done.

# Leyland workers ignore suspension

Argus 18/5/81

152 144

STRIKING Leyland workers streamed into factory premises in the Peninsula today in spite of a management order suspending them until Wednesday.

Workers entering the Blackheath car manufacturing plant said they did not expect to be working today.

More than 2 000 employees at

the Blackheath plant and the Elkes River commercial vehicle plant downed tools at the end of last week in support of a demand for higher wages.

Management suspended them for three days but a worker said today 'The suspension has nothing to do with us'.

Another said there would be a

meeting of workers during the day. Most of the workers at the two factories are members of the National Union of Motor Assemblies and Rubber Workers of South Africa (Numarwosa). They are demanding an increase in excess of the 9c an hour which is due from July in terms of an agreement signed last December.

Mr Joe Foster, secretary of the Western Cape branch of Numarwosa, said workers were feeling the effects of rising prices and they felt management could afford to pay more.

Leyland has said in a statement that it would abide by the agreement and 'looked to the union to do the same'.

Picture, Page 3.

Argus 19/5/81

# Car strike deadlock

Staff Reporters

THE STRIKE by about 2 000 workers at Leyland's Blackheath and Elsie's River factories entered its fourth day today with no indication of an immediate end to the dispute.

Meanwhile, in an entirely unconnected strike at the Ford Cortina plant in Port Elizabeth, about 1 000 black workers were sent home for the second day today for refusing to handle Firestone products on the assembly line.

At Leyland, management suspended the workers last week and

instructed them to return to work tomorrow. Workers ignored the suspension and reported to the plants yesterday and today, although they are not working.

'Judging by the workers' attitude, there is no chance that they will be returning to work tomorrow,' said Mr Joe Foster, secretary of the Western Cape branch of their union, the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa).

Mr Foster handed management representatives a letter during a brief meeting at D F Malan Airport yesterday. The letter confirmed what the union had told management on May 7 about worker dissatisfaction over wages.

He said today the letter did not specify how much of an increase the workers wanted in addition to the 9c across-the-board due in July.

Workers approached by The Argus have complained that they were doing skilled work at unskilled rates of pay.

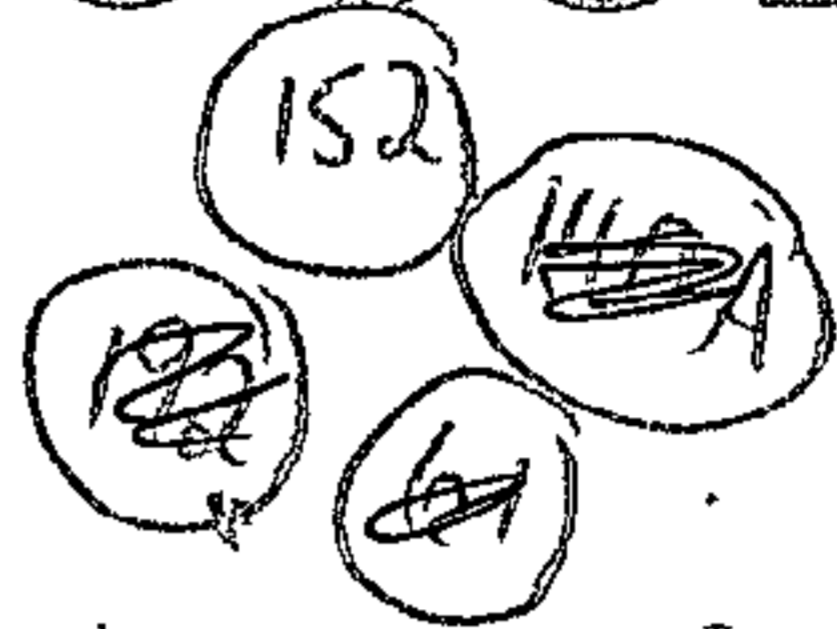
Leyland's director of communications and public affairs, Mr A Piflo, said the firm had not received any official or unofficial notification of the workers' requirements and the situation was unchanged today.

# Strikes hit

# two motor

CT 19/5/81

# plants



# in Cape

**LABOUR unrest in the motor industry erupted again yesterday as plants in Blackheath and Port Elizabeth were hit.**

Leyland's plant in Blackheath was again the scene of inactivity as 2000 workers carried their strike for better wages into its second full day, while at Ford's Cortina plant in Port Elizabeth about 1000 workers on a "solidarity strike" were suspended and sent home.

A union spokesman said last night that the Ford work-

ers would continue their boycott in handling Firestone products till management stepped down. Yesterday Ford management closed production when workers on the chassis line refused to handle Firestone tyres.

Ford industrial relations director, Mr Fred Ferreira said the plant was expected to remain closed today while management met with employee representatives.

The 2000 Leyland workers embarked on their strike action at 1pm on Thursday after management did not respond to union demands that workers' wages be improved over

and above the increases agreed upon in December.

They arrived at the Blackheath plant as usual at 7.30am yesterday, clocked in, changed into their working overalls and gathered inside the main gates.

A number of them said they had been advised by their union to clock in and change into overalls as usual "as a sign that we don't recognize management's suspension and are still employees" of the plant.

When a television camera turned in their direction they became excited, but otherwise they remained quiet and good humoured.

## Meeting

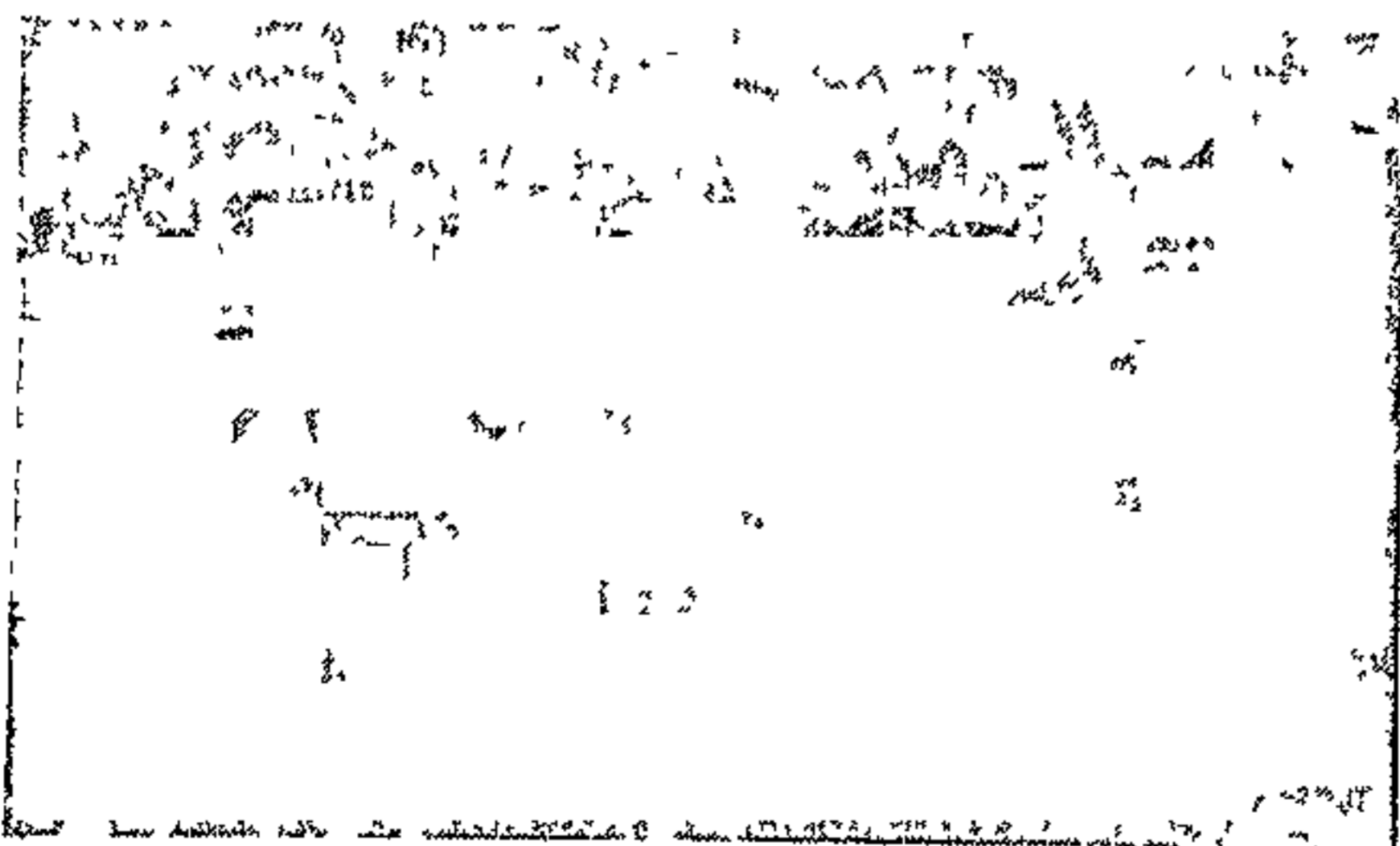
While the Leyland workers sat outside the factory buildings in the sun the National Union of Motor Assembly and Rubber Workers of South Africa (Numerwosa), which represents 85 percent of them, had a 15 minute meeting with management at D F Malan Airport.

The secretary of the Western Cape branch of Numerwosa, Mr Joe Foster, and the chairman, Mr N Gantana, sat down with management in response to a letter the union received from management on Friday.

In the letter, said Mr Foster, management had stated its intention of declaring a dispute and applying for the establishment of a conciliation board unless a meeting had been arranged by yesterday wherein it could be presented with a written application of the union's demands.

## No results

According to Mr Foster the meeting achieved no results. Management wanted us to make specific demands, name figures of the increases we wanted. But we have no mandate to do this. We can



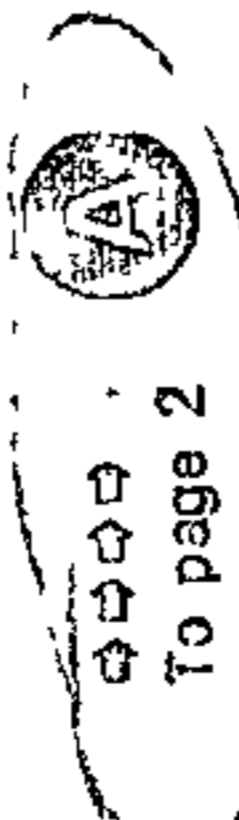
Some of the 2000 striking workers gather at the main gate of Leyland's Blackheath plant yesterday.

on y voice  
workers communicate to us about their wages.

"At the meeting we re-stated in writing what we'd told management verbally on May 7. This was that the workers were unhappy about the increase they were given in January and the one they were due to get in July. They felt the increases were not sufficient to keep up with the cost of living and that management could afford to give them more. We are now waiting for management to react."

Referring to the agreement signed in December by both union and management and providing for a minimum wage increase of 25 cents an hour from R1.05 to R1.30, as from January 1, and an across-the-board increase for all hourly grades of nine cents an hour as from July 1, Mr Foster said that conditions had since changed.

"At the time we made it clear that we were prepared to sign that and not press for more because we appreciated the difficulties Leyland had been experiencing. Since then things have



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# 'Ripple' strike sparked at Ford

By STEVEN FRIEDMAN  
Labour Reporter

LABOUR unrest in the motor industry erupted again yesterday as Ford's Cortina plant in Port Elizabeth was hit by a "solidarity strike" and about 1 000 workers were sent home, while strikes continued at Leyland's Cape Town plants.

Yesterday's Ford strike — in which workers refused to handle Firestone tyres in protest at Firestone management's sacking of workers — could mark a new phase of labour unrest.

Many strikers are members of the Motor Assembly and Components Workers' Union, formed by workers who charged that the Fosatu-affiliated union recognised by Ford was not "militant" enough.

Ford is believed to be negotiating with Macwusa on the stoppage.

The Cortina plant was the scene of previous unrest.

Meanwhile, at Leyland's two Cape Town plants — at Blackheath and Elsie's River — the wage strike by 1 900 workers continued. Workers struck on Friday and were suspended until tomorrow.

Workers returned to the Blackheath plant at 7.30am yesterday, clocked in and changed into their work overalls, but management kept the plant operative in terms of the disciplinary suspension.

A number of workers said they had been advised by their union to adopt this procedure "as a sign that we don't recognise management's suspension and are still employees".

The 400 workers at the Elsie's River plant stayed out throughout yesterday.

Yesterday's Ford strike follows a warning by worker representatives last week that workers would refuse to handle Firestone goods. Firestone recently experienced a strike, after which some workers were not rehired.

According to Ford sources, two Cortina plant workers refused to handle Firestone products yesterday. Soon about 30 workers followed suit.

This disrupted production, as

vehicles could not move on the assembly line.

Ford therefore gave workers in the trimline, paint shop and body shop two hours' notice that work would be stopped.

"It became obvious early on that a chain reaction had set in and that a refusal to handle Firestone products would spread to other workers. We therefore decided to send workers home," a Ford spokesman said.

Yesterday, management held discussions with worker representatives. Although management would not comment, it is understood Ford is dealing with Macwusa, which is understood to represent a majority at the Cortina plant.

The workers who refused to handle Firestone products have been suspended in accordance with Ford's disciplinary procedure.

In a statement issued yesterday, Ford's industrial relations director, Mr Fred Ferreira, said Ford used products from more than 300 suppliers and that labour disputes between suppliers and their workers were regarded as "domestic matters" in which Ford could not "interfere".

He said Ford told representatives — apparently Macwusa officials — that a refusal to handle another company's goods would lead to the suspension of the workers concerned.

This ruling was also posted on the company's bulletin board before yesterday's stoppage, he added.

At Leyland, a spokesman said the strike was a rejection of the increase negotiated between the company and the National Union of Motor Assembly and Rubber Workers.

Workers had stopped work on Friday, saying the planned June increase was too low, but had not named another figure.

Management suspended all workers until Wednesday in terms of agreed disciplinary procedure.

At the Sigma plant in Pretoria, recently hit by a two-week strike, management and union representatives held negotiating talks yesterday.

Yesterday's picture

amid fresh motor industry unrest, a shut-down Blackheath plant in C

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PLEASE CIRCLE ITEMS REQUIRED

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# Wilson-Rowntree rejects 'untruths'

From Mr P. H. PRESTON  
(Managing director of  
Wilson-Rowntree (Pty)  
Ltd, on behalf of the  
Wilson-Rowntree (Pty)  
Ltd board):

ALLEN HIRSCH and Philippa Green in their further comment published on May 15 have compounded the inaccuracies and untruths of their initial article. The management of Wilson-Rowntree did not accuse Saawu of being a racialistic organization. We said that Saawu in its activities at Wilson-Rowntree had behaved in a racialistic way. Draw your own conclusions from the following facts:

- 1) Saawu appointed a workers committee consisting of 34 shop stewards and officials at Wilson-Rowntree — none of these 34 was coloured, Asian or white.
- 2) The election of the Saawu officials at Wilson-Rowntree was carried out at a meeting at which no coloureds, Asians or whites were present.
- 3) Saawu produced its membership list to Wilson-Rowntree — no coloured, Asian or white names appeared on the list of members.
- 4) Saawu refused to have discussion with the multi-racial Sweet Workers' Union, even though they knew it represented inter alia over 90 percent of our coloured and Asian employees and 35 percent of our white employees.
- 5) The first strike contrived by Saawu was in September last year when Saawu claimed, without justification, that preference was being given to coloured employees.
- 6) The Saawu claim that it represents all of our work force is without foundation. None of our coloureds, Asians or whites partici-

pated in the strikes, less than 40 percent of our blacks did. Management certainly did not insist that the workers committee be called a black workers committee. Mr Hirsch's and Ms Green's reference to the fact that in early years African workers were not admitted to the Sweet Workers' Union displays ignorance of the fact that only since Wiehahn have blacks been allowed to join a registered union.

We stress again that their version of the circumstances in which a large number of workers lost their employment is false and readers are referred to our comment in your issue of May 8. There is no substance in the allegation "that workers employed there now are compelled to sign SWU forms as a condition of employment." Mr Hirsch and Ms Green accept such allegations with no attempt to verify the truth thereof.

Finally, persons with their qualifications and profession should know better than to make inaccurate and untrue observations using expressions like "to our knowledge" and "it has been alleged." Have they carried out a fair and impartial investigation?

This company and the Sweet Workers' Union are two of the parties to a three-cornered issue and the remarkable truth is that neither have been approached by Allen Hirsch or Philippa Green. How can they possibly hold themselves out as unbiased observers? Ill-informed public comment must bear some responsibility for the misconceived support for the boycott which is being canvassed in the Cape area.

Management has expended considerable time and patience in replying to a series of allegations and considers that the time has come to close this correspondence.

# Strike

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JOWE TAN 19/5/81

warned. Any employee who refuses to perform his normal job function as a result of the boycott of the product of another company will be subjected to disciplinary procedure.

Explaining the boycott Mr Ferreira said a number of workers at Ford's Struendale plant refused to handle Firestone tyres shortly before 11 am.

After discussions between these employees and labour relations personnel it became apparent that they did not intend resuming work. They were suspended, continued Mr Ferreira.

He also said the refusal by the workers to handle Firestone tyres resulted in a disruption of production patterns at the plant. Consequently we had to request workers in the trimline and the body and paint shops to stop work and go home. These workers were given two hours notice of our intention.

Late last night Ford's management and employee representatives were holding talks in an endeavour to resolve the situation.

# Solidarity strike

MORE than 1,000 black workers at the Ford Motor Company in Port Elizabeth were sent home yesterday after refusing to handle products from a local tyre company.

In a statement to SOWETAN yesterday Mr Fred Ferreira, Ford's Industrial Relations director confirmed that the workers have been sent home.

Mr Ferreira also confirmed that Ford management was advised by employee representatives that certain employees would refuse to handle Firestone products

at their plant yesterday.

The company was informed that the action stemmed from a dispute with Firestone which had allegedly refused to re-employ a number of employees previously dismissed for participating in a strike at that company," continued Mr Ferreira.

Mr Ferreira's statement went on. In response the company stated its position on the subject of employee participation in secondary boycotts to the employee delegation and subsequently brought to the attention of all employees through bulletins in company notice boards.

Ford does not permit other companies to involve themselves in their internal affairs, emphasised Mr Ferreira.

On the other hand he

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# Ford strike spreads to GM

Argus Bureau

PORT ELIZABETH

The strike at the Ford Cortina plant, where 1 000 black workers downed tools for the second day today rather than handle Firestone products, spread this afternoon to two other Ford plants and a General Motors factory.

Ford's director of industrial relations, Mr. Fred Ferreira, said that in spite of negotiations with worker representatives, the situation at the Cortina plant was unchanged today. The black workers there continued to refuse handling Firestone products.

Meanwhile, 400 black workers at the neighbouring Ford engine plant today also downed tools and walked out. They represent about 70 percent of the black labour force there, but essential operations were kept going by the rest of the employees.

Later, about 40 black workers at the Neave assembly plant, which manufactures Escorts, Granadas and heavy lorries, also downed tools.

● Strike deadlock — Page 3.

# Ford strike goes into second day

Labour Reporter

The Ford Cortina plant strike in Port Elizabeth went into its second day today with workers refusing to handle Firestone products.

Yesterday about 1000 workers were sent home after employees at the Cortina plant refused to handle the Firestone tyres in support of their colleagues involved in a dispute at the other Port Elizabeth firm.

Production at the plant was halted.

Workers returned to the plant early today and resumed their stand against Firestone products. They were again sent home.

The strike has now spread to the Ford engine plant.

The strikers are represented by the Motor Assembly and Component Workers Union (Macwusa) and talks between the union and Ford management are expected later today.

Macwusa had called on Firestone to rehire dismissed workers after a

dispute over pension payouts earlier this year.

Ford's industrial relations officer, Mr Fred Ferreira, said domestic matters between another company and its workers should not be permitted to interfere with Ford production.

Any employees who refused to handle goods from suppliers would be subject to disciplinary action, he said.

Macwusa's chairman, Mr Dumile Makanda, said today that the Firestone product boycott could spread to other Port Elizabeth firms and the union had warned Ford earlier about the boycott.

"Firestone must re-employ our colleagues," Mr Makanda said.

He added that Ford had already given workers a written warning about the boycott.

At the Leyland Blackheath and Elsies River plants near Cape Town workers once again streamed back to work although management has stuck to its decision not to start up the plants again until tomorrow.

Motor  
industry  
strike  
grows

Own Correspondent

PORT ELIZABETH —  
Strike action by black motor industry workers was growing today as the labour dispute in Port Elizabeth remained firmly deadlocked

About 1 500 workers from three Ford plants walked out again soon after starting time this morning

The number of supporting strikers at General Motors was reported to have grown substantially from the 175 who downed tools yesterday

Hundreds of workers were reported to be singing as they left the General Motors Kempston Road plant about 8 am today

This means that the labour unrest which started with a refusal by two Ford Cortina plant workers to fit Firestone tyres on their production line on Monday has grown into a fully-fledged strike by about 2 000 workers

The 1 000-strong black labour force at the Cortina plant today repeated their walkout of yesterday and Monday as soon as they saw the company wanted them to handle Firestone products

They were joined yesterday by 400 workers at the adjacent Ford Engine plant, 40 at the Ford Neave plant and 175 at General Motors

Those on strike are reported to be the full membership of the Motor Assembly and Component Workers Union of South Africa (Macwusa) at these plants

The chairman of Macwusa, M. Dumile Makanda, said today Ford had adopted a hardline attitude and that he saw no chance of the union backing down unless Firestone reinstated workers who lost their jobs early this year

If necessary, Macwusa members at four companies supplying Ford with

To Page 3, Col 1

## Unrest growing

MANAGEMENT

products could also go on strike

Mr Makanda said how Firestone was to reinstall workers if they appointed substitutes was "a problem of its own creation"

The strike at Firestone was probably a blessing in disguise because those people who lost their jobs were mostly old people

"They have probably now employed mostly youngsters"

Macwusa expected Ford to contact Firestone and put pressure on it

The union was also disappointed that Ford had ordered 400 more tyres from Firestone last week after being warned of the impending boycott

Mr Makanda said the striking workers were to meet in a church hall in New Brighton today to discuss their position

## Strike continues

Labour Reporter

The strike at the Leyland Blackheath and Elsie's River plants near Cape Town continued today when workers refused to meet management's back-to-work deadline

All workers were suspended until today after last week's strike over wage increases. Although they gathered at the plants they did not start work

Tabel 13 Arbeidskoste per arbeider per jaar vir die Swartland

Jaar	Kon- tant	Bonus	To- taal kon- tant	Meel	Vis	Vleis	Wyn	Melk	Suiker Koffie Tabak	Me- diese koste	Kle- ra- sie	Onge- valle Ass.	Ander	To- taal Nie kon- tant
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"56/57	97,82	7,99	105,81	20,13	18,21	67,60	23,38	/	/	2,77	/	/	7,30	139
"65/66	118,60	/	118,60	21,29	21,72	45,68	32,77	/	2,41	4,30	3,47	2,18	/	133
"66/67	152,43	/	152,43	28,16	26,09	83,23	34,15	8,80	3,51	7,00	8,10	4,22	22,71	225
"67/68	153,68	9,08	162,76	26,86	38,00	52,97	33,00	6,92	/	4,32	4,45	2,51	2,18	171
"68/69	165,76	9,66	175,42	27,79	36,73	79,43	33,37	11,85	/	5,22	8,43	9,62	7,12	226
"69/70	158,49	6,07	164,56	39,12	62,50	93,13	40,07	10,93	/	5,72	9,73	5,17	2,77	269
"70/71	183,24	16,58	199,82	29,13	65,32	87,14	37,63	13,85	/	7,38	12,59	3,30	33,60	289
"71/72	193,46	14,81	208,27	34,33	66,42	99,17	37,76	19,04	/	5,79	11,09	5,73	36,74	316
"72/73	229,44	11,69	241,13	/	63,92	/	44,32	/	/	/	/	/	/	108
"73/74	230,43	21,03	251,47	43,18	65,78	149,31	47,86	14,68	7,00	7,19	15,86	7,59	3,12	36
"74/75	283,60	16,56	300,16	56,88	81,61	254,29	69,10	26,15	7,02	11,83	15,69	7,54	89,06	61
"75/76	276,16	30,20	306,36	60,92	83,60	213,57	96,38	34,47	14,19	11,35	22,42	8,57	66,92	61

Bron: Afdeling Landbouproduksie-ekonomie

# Leyland workers still out

LEYLAND workers in the Cape did not respond to a management call to return to work yesterday and their strike for higher wages continued.

The 2000 striking workers were suspended by

management on Friday and told to report for work again yesterday. They have been at the Blackheath and Elsie's River factories each day this week, but have not been working. Production was brought to a halt.

Yesterday workers at the Blackheath plant were again gathered around inside the factory gate. They said there had been no resolution to the dispute. The workers are demanding an increase in wages higher than the nine cents an hour which is due

from July in terms of an agreement signed by their union and management last December.

Most workers are members of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa).

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61	6,2
81	6,4
19	5,0
34	6,2
19	6,7

Augus 20/5/81

Leyland

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## strike goes on

Labour Reporter

LEYLAND workers did not respond to a management call for a return to work today and their strike in support of a demand for higher wages continued.

The 2 000 striking workers were suspended by management on Friday and told to report for work again today. They had arrived at the Blackheath and Elsie's River factories each day this week, but had not been working.

Production was brought to a halt.

This morning workers at the Blackheath plant were again milling around inside the factory gate. They said the dispute had not been resolved.

The workers are demanding an increase in wages higher than the nine cents an hour which is due from July in terms of an agreement signed by their union and management last December.

Most of the workers are members of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa).

● 2 000 on strike — Page 3.

# STRIKERS CLOSE SIX CAR PLANTS

STRIKING workers yesterday brought production at six motor car plants in the Cape to a halt.

• Two Leyland plants — at Blackheath with 2000 employees and Fies River with 400 — were hit by a strike over wage demands

• At the Ford plant in Port Elizabeth, 1000 workers were suspended after a number of them refused to fit tyres made by the Firestone Company which has refused to rehire workers after a recent strike

• About 200 black workers at the General Motors Kempston Road plant in Port Elizabeth downed tools and walked out yesterday morning also refusing to handle Firestone products

• It was reported late yesterday that another two PE plants had joined the Firestone solidarity strike but no details were available

Tuesday's events at the Ford Cortina plant repeated itself yesterday when about 1000 black workers were sent home again when refusing to handle Firestone products on the assembly line

The plant was expected to remain closed yesterday while management continued to meet employee representatives in an attempt to resolve the situation

The boycott is linked to a protracted labour dispute between the Port Elizabeth-based Motor Assembly and Component Workers' Union of South Africa (Macwusa) and Firestone management

BY SOWETAN REPORTERS

Cape branch of their union the National Union Motor Assembly and Rubber Workers of South Africa

Mr Foster handed management representatives a letter during a brief meeting at DE Malan Air-

port on Monday. The letter confirmed what the union had told management on May 7 about worker dissatisfaction over wages

It is up to management to react. The people are expecting something but

so far there is no indication of progress that we see

• In Pretoria former employees of the Sigma Motor Corporation who were not reinstated after their recent strike refused yesterday to fill in application forms for new jobs because they do not accept their dismissal

Firestone have refused to re-employ a number of former employees — apparently about 300 — who lost their jobs during a strike at Firestone early this year over a pension fund dispute

All the strikers in PE are members of Macwusa

The chairman of Macwusa, Mr Dumile Makanda has said it was Ford management's "hard line attitude and insensitivity" to the issue which ultimately led to the drastic action by the workers

The strike by about 2000 workers at two Leyland factories entered its fourth day yesterday with no indication of an immediate end to the dispute

Management suspended the workers last week and instructed them to return to work today. However workers ignored the suspension and reported to the plant yesterday and the day before although they are not working

Judging by the workers' attitude there is no chance they will be returning to work today said Mr Joe Foster secretary of the Western



Argus 20/5/21 (152) (192) (139) (12)

# PE — 2 000 on strike

**Argus Bureau**  
**PORT ELIZABETH.** — The strike action of black motor industry workers was growing today with the labour dispute in Port Elizabeth still solidly deadlocked.

About 1500 workers from three Ford plants walked out again soon after starting time this

morning, and the number of supporting strikers at General Motors was reported to have grown substantially from the 175 who downed tools yesterday.

Hundreds of singing workers left the General Motors plant in Kempston Road about 8 am today.

The labour turbulence which began with a refu-

sal by two Ford Cortina plant workers to fit Firestone tyres on their production line on Monday now involves about 2000 striking workers

The 100-strong black labour force at the Cortina plant today repeated their performance of yesterday and Monday by walking out when they realised

they had to handle Firestone products

They were joined yesterday by 400 workers at the adjacent Ford engine plant, 40 at the Ford Neave plant and 175 at General Motors.

Those on strike are reported to belong to the Motor Assembly and Component Workers' Union of South Africa (Macwusa).

The union took a resolution last week — which was conveyed to management — that its members would refuse to handle Firestone products until the 150 workers dismissed following strikes at Firestone over proposed Government pension legislation were re-instated.

The chairman of Macwusa, Mr Dumile Makanda, said today that Ford had taken a hardline attitude and that he saw no chance of the union backing down unless Firestone re-instated the workers who lost their jobs early this year.

#### NEW THREAT

If necessary, Macwusa members at four companies supplying Ford with products could also go on strike, he said

How Firestone would re-instate the workers if they had already taken on substitutes was 'its own problem of its own creation.'



Argus 20/5/81  
PE — 2000 on strike

**Argus Bureau**  
**PORT ELIZABETH** — The Holy Spirit Church Hall in New Brighton here was still packed with about 2 000 striking motor industry workers late today, locked in a meeting with their union leaders to discuss their position. Some of them reported being 'intimidated' by

police on their way to the hall after leaving their work places, while a spokesman for General Motors said there had been reports of much intimidation of black workers by others wanting them to down their tools.

A spokesman for the Port Elizabeth based Motor Assembly and Component

Workers Union of South Africa (Macwusa), claimed there were 2 600 people at the meeting, of which many had to stand outside. He claimed 2 000 were Ford workers and that there were 600 from General Motors. The 100-strong black labour force at the Cortina plant today repeated their

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Argus 20/5/81  
PE

2000 on strike

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How Firestone would re-instate the workers if they had already taken on substitutes was 'its own problem of its own creation.'

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20/5/81



A group of workers from Ford plants at Struandale sang freedom songs and gave the Black Power salute from the back of a panel van today. They were on their way to a meeting in the Holy Spirit Church Hall.

# Strikers are still out at PE motor plants

By JIMMY MATYU

THE strikes at Ford and at General Motors in Port Elizabeth continued today

According to Mr Durbar Bucknall, Ford's

The meeting was told that Ford management said today that the men would not be paid for the hour of 1 Last.

20/5/81

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142

121

public affairs director, the stoppage has cost the production of 300 units worth R1,8 million

The Struandale plant was shut down for the third day, while the other two Ford plants in the city have had to reorganise staff in order to keep the assembly lines moving

At General Motors some 200 workers were out today — partly in sympathy with two Ford workers who were suspended by management for refusing to fit Firestone tyres to cars rolling off the line

However, the strikers at GM have listed several additional grievances

As happened yesterday, a crowd of Ford workers estimated at 2 000 gathered today at the Holy Spirit Hall in Kwazakele. They were addressed by the chairman of the Motor Assemblies and Component Workers Union of South Africa (Macwusa), Mr Dumile Makanda

Members of the Federation of South African Trade Unions (Fosatu), a rival union active at Ford, have mostly remained at their posts, although some have joined the strike

About 30 Fosatu members at today's Kwazakele meeting applied for Macwusa membership

At General Motors a few police vehicles cruised the nearby streets. According to a GM spokesman, production was "continuing normally"

He said that no workers had been suspended and they could return when they had resolved "their differences with Firestone"

Names of those who have defied the walk-outs were read out

managing director, Mr Peter Morum, said

"Firestone will give top priority to the re-employment of former Firestone workers. But the firm could not be expected to re-employ all the former employees immediately"

He said that the 160 former employees lost their jobs after walking out in protest against proposed legislation which would freeze pension funds until retirement

Mr Morum said Firestone had stressed that the workers were not dismissed but had resigned

They had ignored a management ultimatum to return to work

Mr Morum said he had met officials from Macwusa and told them that the firm was willing to re-employ the 160 dismissed workers as vacancies arose

"If Macwusa had accepted the offer, at least 40 workers would have been rehired by now," he said

But Mr Makanda said when they met Firestone management on Saturday, Mr Morum was not available

In addition to reasons for their refusal to handle Firestone products, the 175 General Motors workers allege.

- Unfair employment practices
- Job reservation
- Lack of communication between management and workers
- Limited scope for promotion of black employees.
- The use of abusive language by white foremen when addressing black workers

## Call to union to negotiate end to the labour dispute

*E.P. 20/5/81*  
152 ~~153~~ Post Reporter ~~412~~ ~~127~~  
THE chairman of the Federated Chamber of Industries Labour Affairs Committee, Mr R J Ironside, has called on the union involved in the strikes at the Port Elizabeth motor plants to negotiate an end to the dispute.

He said it was an open question whether all alternative channels of communication had been exhausted in seeking a solution.

Mr Ironside said the labour unrest undermined efforts being made to "formulate and develop an industrial relations framework which could contribute to sound relationships".

# 3 car plants now hit by strikes

Own Correspondent  
PORT ELIZABETH — A strike by 1500 workers at three Ford Motor Company plants yesterday spread to General Motors when about 175 workers at the Port Elizabeth car plant downed tools in sympathy with a bid by 350 dismissed Firestone employees to be reinstated.

Production at the Ford Cortina plant at Struandale was at standstill for the second day in succession yesterday after 1000 workers — all members of the Motor As-

sembly and Component Workers Union of South Africa (Macwusa) — had arrived at the plant at 8 am but walked out 30 minutes later.

Meanwhile the deadline for 2000 workers at Levland's Blackheath plant near Kraaitfontein who have been on strike since Thursday to return to work is 7.30 am today.

Yesterday evening the workers according to the secretary of the National Union of Motor Assembly and Rubber Workers of

South Africa Mr Joe Foster were adamant about continuing their strike till their wage demands were met.

The strikers at Struandale were later joined by about 400 workers from the engine plant at Struandale and 40 assembly line workers from the Neave plant.

More than 175 of the 4000 GM workers employed in the Kempston Road car plant downed tools yesterday morning and after meeting factory heads and personnel managers walked off the premises. They are striking in protest against the suspension of two Ford employees and a GM worker for refusing to work with Firestone products.

The union's resolution taken last week — which was conveyed to management — is that members would refuse to handle Firestone products till the 350 workers who were dismissed following strikes over proposed government pension legislation were reinstated.

In a statement yesterday the Ford director of industrial relations Mr Fred Ferrena said the engine plant employees who stayed at their stations had been re-organized to continue with essential operations to support production.

Mr Ferrena said management would continue to discuss the issue with employee representatives.

A Ford spokesman said disciplinary action against the strikers had not been considered yet. Employees who refused to work would be automatically suspended and go without pay until they returned to work.

A statement released by General Motors yesterday said it was expected that the striking workers would return once the dispute with Firestone had been resolved.

A spokesman said production at the plant was not affected.

# Union calls on masses to boycott Rowntree products

STAR  
21/5/81

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The consumer boycott campaign against Wilson Rowntree products has moved to the Witwatersrand

The boycott, which is being spearheaded by the South African Allied Workers Union (Saawu), is the latest of series of black consumer boycotts

The Wilson Rowntree boycott is a natural sequel to the Fattis and Monis and the red meat boycotts.

The dispute originated in East London and resulted from a strike at the Wilson Rowntree plant there in February

About 500 workers were dismissed — many of them supporters of Saawu — and the boycott began in an attempt to force the company to reinstate the workers

The strike itself saw an escalation of tensions and even violence between

**The South African Allied Workers Union's call goes out this week for a consumer boycott of Wilson Rowntree products. The Star's Labour Reporter, TONY DAVIS, examines the move and the industrial dispute from which it arose.**

Saawu and the Sweet Workers Union, which was recognised by Wilson Rowntree

The boycott is being promoted by distribution of pamphlets and stickers and mass community rallies. Traders and other unions, including international unions, have been called on for support

Wilson Rowntree products are identified in pamphlets and an abbreviated version of the dispute is given

Saawu's vice-president, Ml Sisa Njikelana, recently travelled throughout the country discussing boycott plans with local "boycott co-ordinating

committees" which quickly sprung up

Local support has been voiced by the African Food and Canning Workers Union and the General Workers Union which are both unregistered

"Only consumer pressure will make traders boycott Wilson Rowntree products" Mr Njikelana said, "and we expect the support of the masses"

Speaking at the University of the Witwatersrand in Johannesburg yesterday, Mr Njikelana told students that he had travelled throughout the country

The boycott was already

"snowballing" and relief funds were being raised for unemployed former Wilson Rowntree workers, he said

Mr Njikelana also said that two workers had already been arrested in Natal for distributing or carrying boycott pamphlets

Wilson Rowntree management has been reluctant to discuss the boycott and the earlier strike. In the midst of the dispute the chairman of the parent company in England, Rowntree-MacIntosh, wrote to Saawu and accused the union of causing violence

Saawu is confident that their campaign will succeed and that Wilson Rowntree will unconditionally reinstate the strikers

But whether the boycott will be as successful as earlier boycotts remains to be seen

# Returning meat men get chop

POST  
Correspondent

**HUNDREDS** of Cape Town meat workers who stopped work on Monday in support of strikers of the Table Bay Cold Storage Company were turned away when they reported for work yesterday.

Workers at the Maitland Abattoir and nearby premises of National Meat Suppliers (Pty) Ltd said they were told to consider themselves dis-

missed because of the walkout.

Police vans holding dogs were parked near the gates and about a dozen uniformed police were on hand.

The gathered workers left peacefully.

The Western Province General Workers Union said nearly 20 factories, about the entire fresh and meat industries, was affected.

The men included some who had worked yesterday.

## POLICE

Most of the workers did not see their bosses but were turned away by police, the Union said.

The lockout appears to be part of a concerted plan on the part of the meat employment to break the strength of the Union in the industry.

Managers of the major factories, however, were not available for comment this morning.

A spokesman for the Western Province General Workers Union said the movement by black people in all spheres of life to demand representation

would not be halted by the crude tactics employed by the meat bosses.

They have embarked on a path designed to bring them into confrontation with the entire black community.

'In turbulent times such as these, they are behaving in an extraordinarily irresponsible fashion.

The spokesman said it was not too late however, for the employers to change their minds. The union was willing to negotiate with them, as it always had been.

'The bosses' refusal to negotiate and their clear decision to starve the black workers into submission established them as the parties responsible for the state of affairs in the Cape Town meat industry,' he said.

The director of the Maitland Abattoir, Dr A J Louw said some coloured labour had been brought in by employers to replace the African workers.

He said cold rooms at the abattoir were full of meat and slaughtering was going on slowly. The sheep line was moving at two thirds of its normal speed and the beef line at half speed.

CI 215181  
FCI call  
to end  
strikes

Own Correspondent

PORT ELIZABETH — The Federated Chamber of Industries yesterday appealed to striking Ford and General Motor workers to negotiate a settlement on the rehiring of 160 Firestone workers

The appeal was made in a statement released in Port Elizabeth yesterday by the chairman of the FCI's labour affairs committee, Mr R J Ironside

The managing director of Firestone, Mr Peter Morum, yesterday reiterated that the company would give priority to the hiring of the workers as vacancies occurred

Of the 1 500 Firestone workers who staged a mass walkout in January over draft pension fund legislation, 160 were not re-employed

Meanwhile, the strikes continued yesterday without management and union representatives meeting

The walkout by 1 000 workers at the Ford Cortina plant at Struandale three days ago led to the complete closure of the plant today. The stoppage has cost the company R1,8 million in lost production

And after reporting for duty at the Nieve plant yesterday morning, 400 workers walked off the engine plant floor and about 40 workers refused to take up their positions

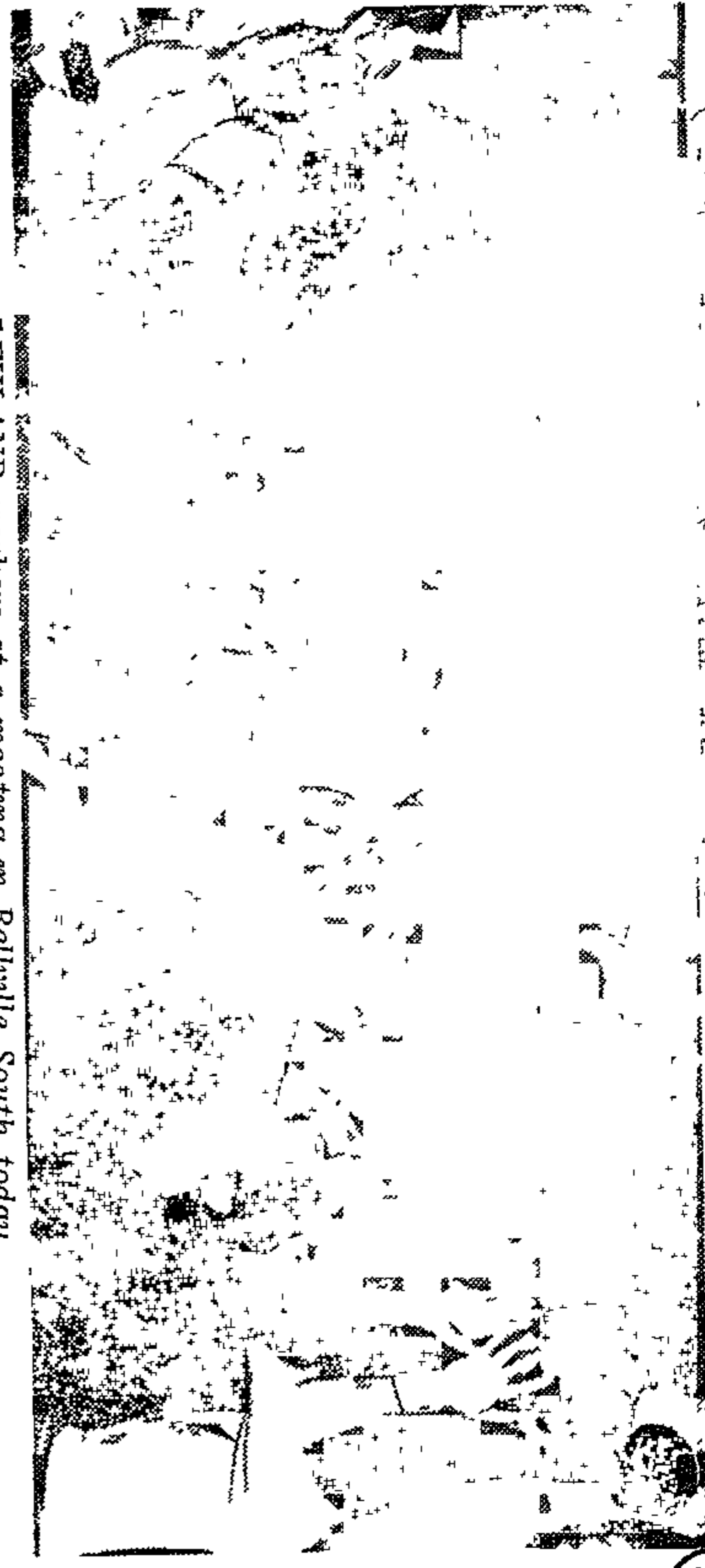


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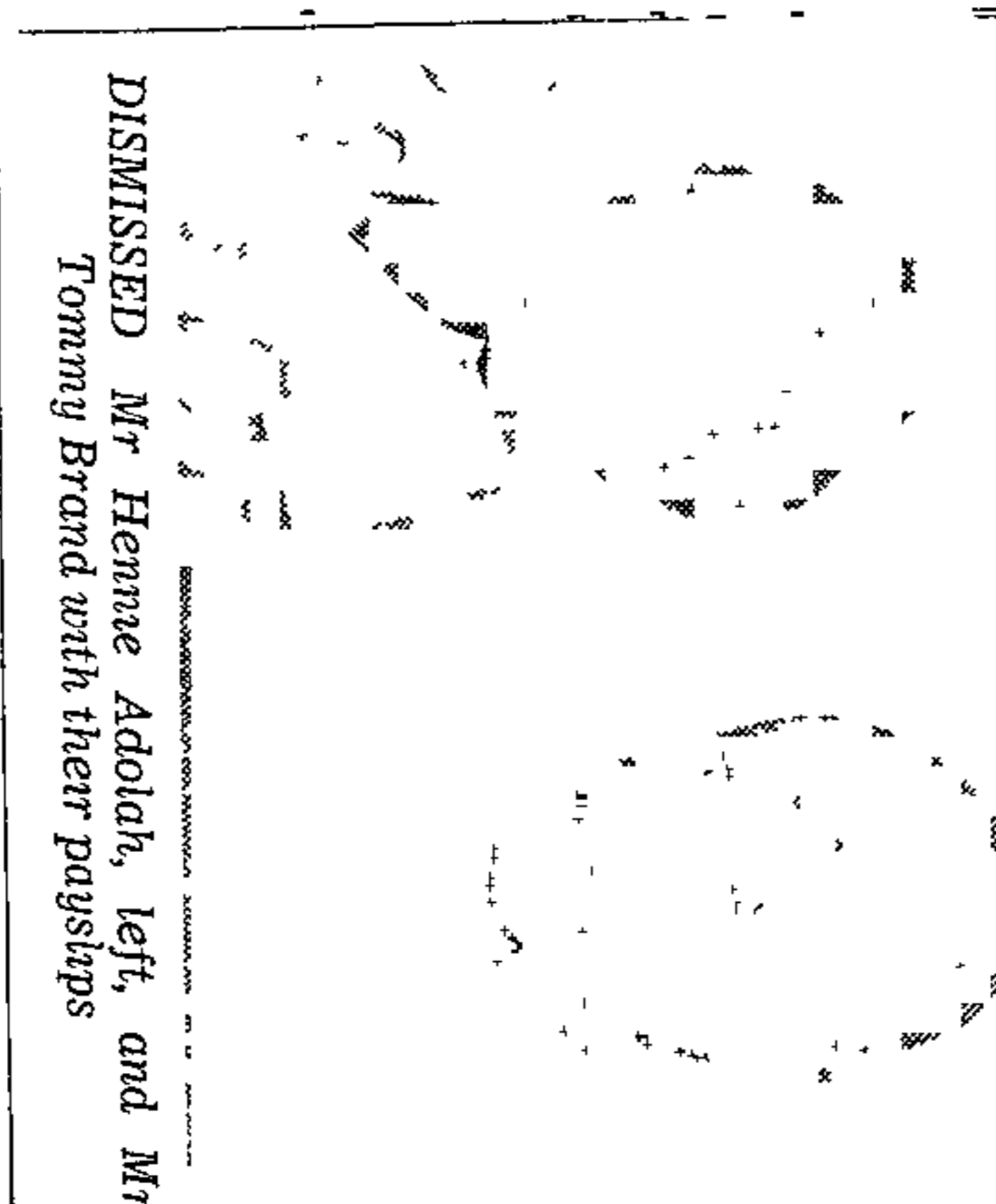
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LEYLAND workers at a meeting in Bellville South today



DISMISSED Mr Henne Adolah, left, and Mr Tommy Brand with their paystips

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*Continued from page 1*

Workers went on a sympathy strike

The strikers are refusing to handle Firestone products because Firestone workers were not re-employed after a walk out in January

The managing director of Firestone, Mr Peter Morum, said today that workers who did not turn up last night and this morning had been intimidated

He had been told that when workers tried to board buses last night to go to work they were ordered by others to get off

Some blacks had turned up for work, as well as the coloured workers who mostly had their own transport

The plant was continuing production

A police spokesman said reports of intimidation had been received, and special patrols had been sent into the townships

Mr Morum had said earlier that there were no vacancies for the 160 workers who had lost their jobs during a strike in January.

'If we employed the 160, we would have to release 160 others'

Mr Morum reiterated that the company would give priority to hiring workers who walked out in January as vacancies arose.

The chairman of the Motor Assembly and Component Workers Union of South Africa (Macwusa), Mr Dumile Makanda, said today that members of his union would not back down

He was interviewed while leaving the Ford Cortina plant, where he worked.

He said union representatives were to meet Ford management for negotiations

**Blackheath**

Mr Makanda said security and riot police had tried to stop General Motors workers yesterday as they walked from the plant to a church hall for a meeting with the union

Black workers who left the Ford Cortina plant this morning jeered and gave black power salutes to white and coloured workers inside the premises. Many also sang.

A Ford spokesman said today that production

worth R2,3 million had already been lost

The Macwusa union has said it expects Ford to put pressure on Firestone, and to allow its workers not to handle Firestone tyres.

Leyland South Africa advertised today for assembly workers at the Blackheath and Eisties River plants

The firm's director of communications and public affairs, Mr A Pfitz, said those workers who had shown a willingness to work would be retained without loss of benefit.

The secretary of the Western Cape branch of Numarwosa, Mr Joe Foster, said today that very few workers had returned to work

He dismissed 'as non-sense' claims by Leyland management that the union did not have the support of the workers

The resolution passed at today's meeting said Leyland had taken a hostile attitude by refusing to negotiate reasonably with the union, as well as through the presence of police

Numarwosa has received messages of support, including a telegram from the secretary of the International Metal Worker's Federation

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**Car Strike Spreads**  
 A1940 2/15/81

# CAR

Aug 21/5/81

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**3 000 out in PE;**  
**Leyland sacks 2 000**

# STRIKE

# SPREADS

Port Elizabeth Bureau and Labour Reporter

**THE strike-beset Port Elizabeth motor industry received a fresh shock today with the news that about 1 000 black workers had gone on strike at the Firestone Tyre Company.**

These are in addition to the 1 500 on strike at three Ford plants and 200 at General Motors, bringing the Port Elizabeth total to about 3 000

Meanwhile, Leyland has dismissed the 2 000 striking black workers at its Blackheath and Elsie's River plants following their refusal to return to work yesterday.

More than 1 000 decided at a meeting in Bellville South today that they would stay on strike until their wage demands were met

## Start

The Firestone strike started about 10 pm yesterday when the majority did not show up for their shift

Today, the 6 am shift followed suit.

Leyland workers passed a resolution at the meeting today demanding a minimum wage increase of 25c an hour to match rising living costs

They demanded that management immediately hold talks with their union — the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwsa) — with the aim of setting a R2 an hour minimum wage to come into effect within the next four months.

## Made clear

Yesterday afternoon, management issued terminology saying that workers had automatically terminated their services by refusing

to work and ignoring instruction to return

'We wish to make it clear that termination for the above reasons does not constitute redundancy and no redundancy payments will be made'

The notices said workers could apply for re-employment today.

In Port Elizabeth the strikes in motorcar plants started on Monday when two workers in the Ford Cortina plant refused to fit Firestone tyres

They had hardly been suspended and replaced when, in a show of solidarity, the 1 000-strong black labour force refused to handle Firestone products.

## Spread

They were asked to go home and the plant was closed

This has happened every morning since, including today

Meanwhile the strike had spread to the Struan-dale engine plant and the Neave assembly plant, where production had been continued through re-organisation.

On Tuesday afternoon, 200 General Motors

(Continued on Page 3, col 8)

ward, author Life, deals was he re-dying of the suf- s not was the iscon-rator. f our that n has rents mane said

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**CORINA STRIKE SPREADS**  
 Pages 21/15/81

(Continued from page 3)

workers who did not turn up last night and this morning had been intimidated.

He had been told that when workers tried to board buses last night to go to work they were ordered by others to get off.

Some blacks had turned up for work, as well as the coloured workers who mostly had their own transport.

The plant was continuing production.

A police spokesman said reports of intimidation had been received, and special patrols had been sent into the townships.

Mr Morum had said earlier that there were no vacancies for the 160 workers who had lost their jobs during a strike in January.

If we employed the 160, we would have to release 160 others.

Mr Morum reiterated that the company would give priority to hiring workers who walked out in January as vacancies arose.

The chairman of the Motor Assembly and Component Workers Union of South Africa (Maawusa), Mr Dumile Makanda, said

today that members of his union would not back down.

He was interviewed while leaving the Ford Cortina plant, where he worked.

He said union representatives were to meet Ford management for negotiations.

Mr Makanda said security and riot police had tried to stop General Motors workers yesterday as they walked from the plant to a church hall for a meeting with the union.

Black workers who left the Ford Cortina plant this morning jeered and gave black power salutes to white and coloured workers inside the premises. Many also sang.

**Blackheath**

Ford's director of industrial relations, Mr Fred Ferreira, said yesterday that the company had become party to a dispute of another company and its workers, and did not intend becoming involved.

A Ford spokesman said today that production worth R2.3-million had already been lost. The Maawusa union has said it expects Ford to put pressure on Firestone, and

to allow its workers not to handle Firestone tyres.

Early today there were groups of workers outside the closed gates of the Blackheath factory, collecting their pay.

Workers said there would be a meeting in Bellville today to discuss the situation.

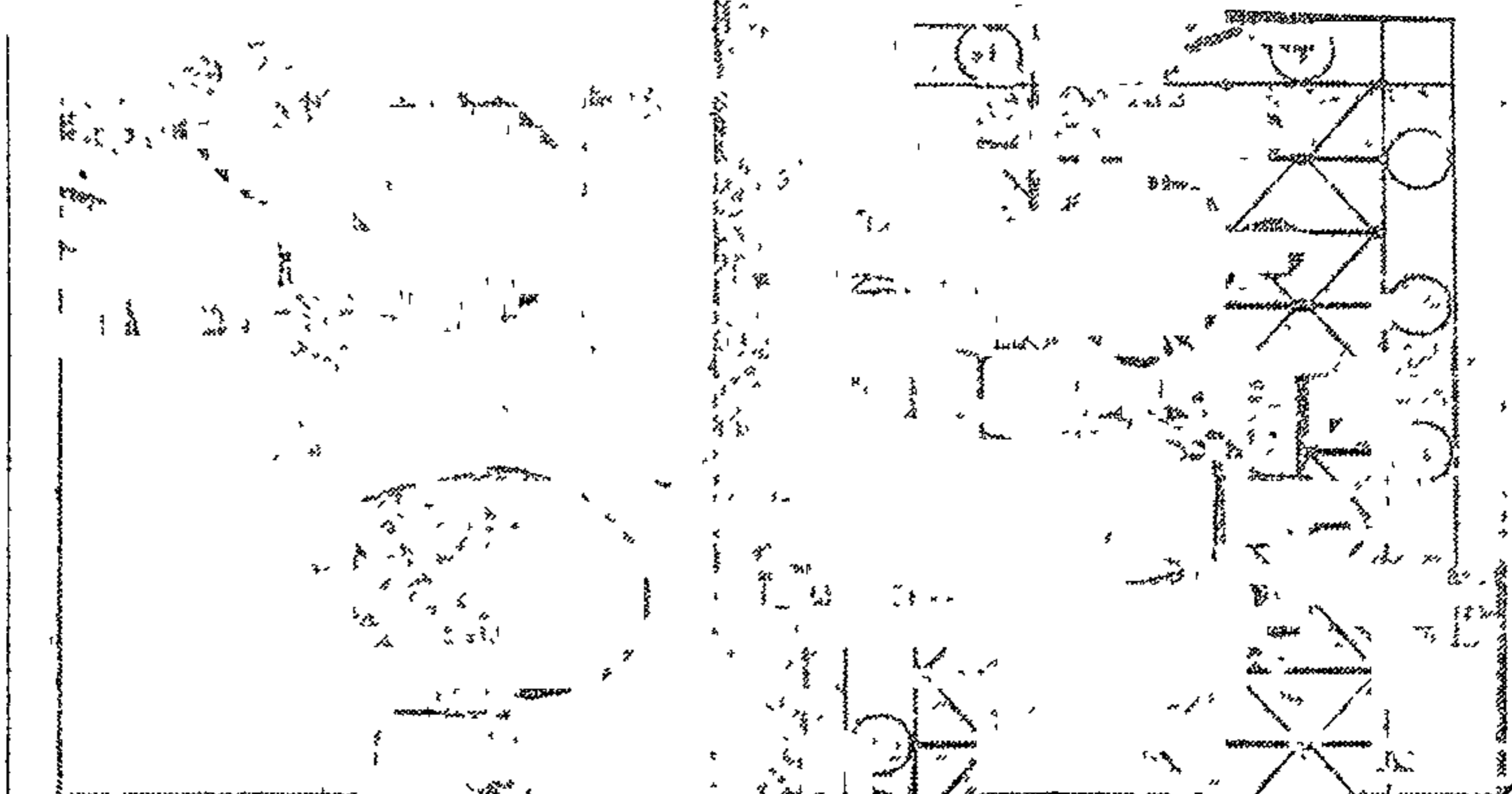
Leyland South Africa advertised today for assembly workers at the Blackheath and Eistles River plants.

The firm's director of communications and public affairs, Mr A Pillo, said those workers who had shown a willingness to work would be retained without loss of benefit.

In a statement yesterday, Mr Pillo said the refusal to work was an illegal action in violation of the terms of the agreement between the National Union of Motor Assemblers and Rubber Workers of South Africa (Numarwosa) and the company.

The Argus Bureau in London today quoted a spokesman as saying British Leyland was very concerned about the strike in Cape Town.

But it regards the strike very much a local affair and says it is leaving it to the South African management to handle.



LUCY WAGSTAFF

Health care teams from Baragwanath Hospital

developed to provide...  
Soweto.

The project was optimal use of available qualified experienced been given intensive, and deal with common Because of the large requiring these services separate groups have patients. This allowed quickly achieved. As paediatric area, this appropriate activity The primary health problem orientated approach and the acquisition of skills in history taking, ination, comprehensive patient care and counselling guidelines for treatment and referral are given, total supervision until the project considered competent and justified commenced in the latter half of forty primary health care nurses they have dealt with over 130, we work as a health care team as consultant (15-20% of all Health Care Nurses), trainer,

### LEYLAND WORKERS GET THE BOOT

From Page 1

union was unable to represent its members effectively

A letter from the union proved equally inconclusive

Throughout the period of the dispute, Leyland

management has kept the workforce advised of their rights, the conditions under which they were suspended and have repeated requests to return to work

Employees who have shown a willingness to work will be retained by the company without loss of benefit," Mr Pitlo said

and the company," Mr Pitlo said

Leyland's action is within the terms of the disciplinary code of the agreement and this action follows a three-day suspension period without pay

This has resulted in the workforce losing over R150000 in wages while

they have not been working The loss of pay is a direct result of the union refusing to honour the agreement it had negotiated and signed with the company in December 1980 covering substantial wage increases for the whole of 1981

Mr Pitlo said the agreement was signed on behalf

of the union members by its secretary, Mr J Foster

"Leyland will not yield to any action in defiance of this argument The company is not prepared to be intimidated by deliberate industrial disruption

Leyland maintains that its wages are the highest in the Cape Town area, and increases of over 32 percent have been provided for in the agreement

Mr Pitlo disclosed that union executives had requested several meetings with management These had repeatedly proved to be unsatisfactory, vague and inconclusive and it became apparent that the

# LEYLAND

Soweto  
2/15/80

# FIRES

# 19000

## SOUTH AFRICAN PRESS ASSOCIATION

LEYLAND South Africa yesterday fired about 1900 workers at its Blackheath and Elsies River plants near Cape Town, and has started recruiting new labour.

Leyland's director of communications and public affairs, Mr Arne Pitlo, said the services of all those employees who had continued to refuse to return to normal working conditions when the two factories reopened yesterday, were terminated at 7.30 am

The 1900 workers, most of them coloureds, went on strike last Friday for bigger increases than those decided on last year They were suspended to yesterday

Their refusal to work is an illegal action and in violation of the terms of the agreement between the National Union of Motor Assemblers and Rubber Workers of South Africa



# Claims about Saawu beside the point

From Dr DAVID E KAPLAN  
(Observatory)

I WAS very interested to read the articles on the Wilson-Rowntree dispute published in the Cape Times

The management of Wilson-Rowntree alleges that Saawu is racist and responsible for the victimisation of the company's workers. But, management allegations concerning Saawu are beside the point

If the company supports the principle of freedom of association, as they insist that they do, it is surely for the workers alone to decide on the nature of the union and whether or not they wish to be represented by the Saawu

Who does represent the workers at Wilson-Rowntree? That is the sole relevant question Management makes claims on behalf of the Sweet Workers' Union Let us examine this claim

## Misleading

The sentence "The Sweet Workers' Union is a multiracial union which we recognized in 1942" is misleading, and one can only assume, deliberately so According to the 'Trade Union Directory 1979/80' published by the Trade Union Congress of South Africa, to which the SWU is affiliated, that union had just 298 members in 1980 Of that number, 76 were white and 222 coloured There were no African members at all

The union had no members outside of East London, and since Wilson-Rowntree is the only significant employer of sweet workers in East London, it seems fair to draw the following conclusions First, in 1980, the SWU had just one-quarter of the Wilson-Rowntree workers as members, and even among the coloured workers barely 60 percent were members (Wilson-Rowntree's reply refers to 350 coloured workers

## Some suspicion

Second, given the absence of any African members at all, in 1980 the SWU was not a "multiracial union"

Consequently, claims by Wilson-Rowntree that their employees have been adequately represented in the past must be regarded with some suspicion, and the sudden increase of SWU mem-

bership this year even more so

One is left to conclude that counter-allegations, to the effect that the SWU is simply a company union to which workers have been recently signed on, have considerable substance

## Heavy-handed

What also seems undeniable is that Wilson-Rowntree management has been very heavy-handed throughout the dispute in effecting mass dismissals and making very serious allegations concerning Saawu (to the extent of linking the union with violent attacks upon the firm's employees)

This uncompromising policy and the sponsoring of an unrepresentative "company union", can only serve to create a climate which is not at all conducive to the maintenance of industrial peace

1 000 stay

STAR 21/5/81

away at

Firestone

PORT ELIZABETH —  
The strike-beset Port Elizabeth motor industry received another shock today with the news that about 1 000 black workers have now gone on strike at Firestone Tyre Company

The Firestone strike started at 10 pm last night when the bulk of black workers did not turn up at the start of their shift. Workers on today's 6 am shift followed suit.

The managing director of Firestone, Mr Peter Morum, confirmed this morning that the black workers on last night's and this morning's shifts had not turned up for work. He attributed their absence to intimidation.

He said he was informed that black workers trying to board buses to come to work were ordered by others to get off.

"If we employ the 160 we would have to release 160 other workers."

Mr Morum reiterated that the company would give priority to the hiring of workers who walked out in January as vacancies arose.

As groups of workers left the Ford Cortina plant this morning, they jeered and gave black power salutes at white and coloured workers looking at them from inside the premises. Ford workers walked out on Monday in sympathy.

A spokesman for General Motors said the number of workers absent today was just below 200.

# Talks scheduled on the Ford 'solidarity' walkout

STAR 21/5/81

Labour Reporter

Ford management was scheduled to meet union officials today for the first time since Monday's mass walkout by workers

About 1500 workers from three of the four Port Elizabeth Ford plants are still on strike in "solidarity" with colleagues who were dismissed from the nearby Firestone plant earlier this year

Workers have refused to handle Firestone tyres and are being represented by the Motor Assembly Component Workers Union (Macwusa)

The chairman of Macwusa, Dr Dumile Mankanda, said today the union would tell Ford that workers were willing to return to work — but they were still not prepared to handle Firestone tyres

# Company faces strike and consumer boycott

STAR  
21/5/81  
152

By Tony Davis  
Labour Reporter  
Colgate Palmolive in  
Boksburg faces a legal  
strike by its employees  
next month as well as a  
consumer boycott after a  
deadlock in talks this  
week

Colgate management

met officials of the Chem-  
ical Workers Industrial  
Union on Monday and  
yesterday at a hearing of  
a conciliation board to  
resolve their dispute

The CWIU, which is an  
affiliate of the Federation  
of South African Trade  
Unions, had demanded

that Colgate negotiate  
wages and working condi-  
tions and union recogni-  
tion talks at the plant  
level

Colgate, however, had  
stuck to its position of  
negotiating only at the  
Industrial Council level.

As a result of the dead-  
lock the CWIU can hold a  
strike ballot in 30 days  
and go on strike if more  
than half its members  
support a strike

A consumer boycott of  
Colgate products also  
looms for the company In  
a recent booklet issued by  
the union, the company's  
products are all listed and  
pictured

Union spokesmen see  
the Industrial Council sys-  
tem as a new means used  
by employers to control  
unions and limit direct  
negotiations

⊗ Page 31: Call to  
boycott Rowntree pro-  
ducts



# PE strikes have wider meaning: labour expert

By SANDRA SMITH

THE strike by Ford and General Motors workers, in support of workers dismissed from Firestone is precisely the sort of development that would be expected of a union which is concerning itself with community affairs on a wider basis

This was said today by one of the authors of the Ford Report and head of the Department of Anthropology at Rhodes University, Professor Michael Whisson, referring to this week's strike by Ford and General Motors workers

The report, commissioned by Ford in 1979, was part of the company's programme of implementing the principles of the Sullivan Code

The Motor and Component Workers' Union of South Africa (Macwusa) is concerning itself with community affairs on a broader basis, rather than simply with worker/management issues on an industrial relations basis," Professor Whisson said today

"It is a demonstration of a move towards monopoly control of labour, dealing with confronting what workers see as a monopoly control of employers," he said

Professor Whisson said he thought Macwusa was trying to unite labour on the same basis as chambers of industry brought together employers

"The problem is going to have to be sorted out in extensive discussion between all parties concerned"

Individual companies would not be able to deal with the issue as an isolated problem

Labour saw a close relationship between the companies concerned, and would regard it as a legitimate tactic to use their strength in whatever direction they felt would be effective

# PE strikes

# spread to third firm

E.P.  
21/5/81

152  
131

By SANDRA SMITH and JIMMY MATYU

**THE strikes at the Ford and General Motors vehicle manufacturing plants in Port Elizabeth have spread to Firestone, where hundreds of workers failed to report for two shifts last night and today.**

The managing director of Firestone, Mr Peter Morum, would not say today how many workers were absent from his factory

"I don't want people to know how many are here. We believe workers have been prevented from coming to work, but some have been brought by friends," he said

Production had been adversely affected, but he was unable to estimate the losses at this stage

The sign of an end to the disputes

A meeting today between representatives of the Motor and Component Workers' Union of South Africa and Ford management failed to bring agreement and the Macwusa leader, Mr D Makanda, threatened to keep the Ford Cortina plant shut for the whole of next week

Today Ford management and a delegation from Macwusa met for 75 minutes behind closed doors. Afterwards Mr Makanda said a deadlock had been reached

As a result the Cortina plant, shut down since Tuesday, would stay closed all next week, he said

He also learnt today that

a delegation of Firestone workers plus Macwusa representatives would seek a meeting with Mr Morum later today

The loss to Ford since the strikes began on Tuesday now totals 400 units valued at R2,5 million

The strikes began with the suspension of two workers at the Cortina plant for refusing to fit Firestone tyres to vehicles rolling off the assembly lines. There are now an estimated 500 Ford workers off work

Strong police patrols were active in Port Elizabeth's black townships today to prevent intimidation reported at bus termini. It was reported that workers were being stopped from boarding transport to the city

A police spokesman said "Patrols have been stepped up. We warn that we will take strong action against any intimidation"

Ford's public affairs director, Mr Dunbar Bucknall, said today the situation was unchanged at the three Ford plants. Production at the Cortina plant had been at a standstill since Tuesday, but production at the engine and

Neave plants was continuing normally after staff had been reorganised

Earlier today a crowd of about 3 500 striking workers from Ford, General Motors and Firestone met at the Holy Spirit Hall in Kwazakale

They were joined by the kitchen staff at Ford's two Strandale plants

Among the Firestone workers were some hired in February to replace about 160 workers who the management claim "dismissed themselves" after failing to return to work.

As with General Motors, where the strike is limited to about 200 workers, Firestone workers have listed a number of reasons for striking other

than their support for workers suspended from Ford

They claim, among other things, that lower wages are paid to black workers and that job reservation is still practised

Mr Makanda called on white-collar black staff in the three Ford plants who had not expressed their solidarity with the strikers to consider their position in the black community

See also Page 2

## Firestone report

IN a report in yesterday's Evening Post about the industrial problems at Firestone, both Mr Peter Morum, managing director of Firestone, and Mr Dumile Makanda, chairman of the Motor Assemblies and Component Workers Union of South Africa (Macwusa), referred to meetings that were held to discuss the points at issue

Because of a misunderstanding between two reporters, the impression may have been given that Mr Morum and Mr Makanda were referring to the same meeting

Mr Morum, at his request, met officials of Macwusa in March to tell them the firm was willing to re-employ the 160 dismissed workers as vacancies arose. Mr Morum said today that 11 jobs were offered after that meeting but only one of the dismissed workers accepted

The offer to re-employ dismissed workers as vacancies arose still applied, said Mr Morum

Macwusa officials met representatives of Firestone management again last Saturday. Mr Morum was not present at that meeting as he was out of the country

STAR 21/5/81 (1429) 152

# Leyland strikers collect pay

CAPE TOWN — Groups of dismissed Leyland workers gathered outside the closed gates of the Blackheath factory this morning, collecting their pay

Workers said there would be a meeting in Bellville later today to discuss the situation

About 1900 striking workers at Leyland's Blackheath and Elsies River plants were dismissed after their refusal to return to work yesterday.

The firm's director of communications and public affairs, Mr A Pitlo, said today that most of the dismissed workers had collected their pay and those who showed a willingness to work would be retained without loss of benefits

The factories were still at a standstill, but management hoped to have them back in production "as soon as possible."

Leyland South Africa placed advertisements in morning newspapers today

announcing vacancies for assembly workers at both Cape Town plants

Although a wage agreement had been signed in December the union warned Leyland workers were not completely satisfied with the settlement

The Leyland spokesman also repeated the company's position that they would not hold negotiations with the union until production was back to normal — Sapa, Labour Reporter.

# Leyland fires 2 000 strikers in Cape

RDM 21/5/81  
192 152 140 129 67

By STEVEN FRIEDMAN, Labour Reporter

**THE Leyland Motor Company yesterday fired more than 2 000 strikers — its entire workforce at two Cape Town plants — after they ignored a management order to return to work.**

Leyland said it would begin recruiting a new workforce immediately, but union sources said this was "totally impossible as there was already a shortage of workers before the strike".

In Port Elizabeth, a strike by Ford and General Motors workers in sympathy with Firestone strikers continued in what is becoming a crucial test for the new brand of "militant" black unionism which has emerged over the past year.

No end of the strike was in sight as employers made it clear they were not prepared to stop using Firestone tyres

The Motor Assembly and Components Workers' Union of South Africa (Macwusa) said the strike would continue until there were no more Firestone tyres in the factories

Firestone's managing director, Mr Peter Morum, told Sapa last night that the company would give top priority to the re-employment of fired strikers

He added, however, that Firestone could not be expected to re-employ all former employees immediately

About 1 500 black workers at Ford, and part of General Motors' black workforce, are refusing to handle Firestone products in protest over firings there

The sackings at Leyland came after workers returned to the Blackheath and Elsie's River plants, but refused to work until they were granted a pay increase over the 9c-an-hour scheduled for June

The company said workers "who have shown a willingness to work" would be retained without loss of benefits

Leyland claimed in a statement yesterday that the strike was "illegal" and a result of the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers (NUMARW) refusing to honour the wage agreement it signed with the company in December

It said Leyland would "not yield to industrial action in defiance of this agreement", and claimed that the wages it paid were the highest in the Cape Town area

But NUMARW's branch secretary, Mr Joe Foster, rejected the company's claims

"Management has acted incompetently throughout," he said, and disputed the claim that wages were the highest in the area

He said workers would meet today to discuss further action

At Ford, the Cortina plant stayed closed and most workers remained on strike at the engine plant

A Macwusa spokesman claimed that most of the 200 black workers at the Neave plant had joined the strike, but Ford put the figure at 40

According to Ford, the strike has cost the production of 300 units worth R1 800 000

Macwusa again held worker meetings in Kwazekhele township yesterday, but there were no talks between it and Ford. The company, however, is hoping for more talks later this week

Ford's industrial relations director, Mr Fred Ferreira, said in a statement yesterday that the company would continue to keep communication channels open. But he made it clear the company would not agree to abandon using Firestone tyres

If worker leaders genuinely wanted a resolution of the Firestone dispute, they should realise that this cannot be achieved "within the domain of Ford", he said

He added that Ford had been drawn into a "domestic dispute" between Firestone and its workers

A Macwusa representative, however, accused Ford of "collaborating with Firestone" and said the strike would continue. "This is a community issue and we have a responsibility to Firestone workers"

Port Elizabeth labour observers see the strike as an attempt by Macwusa to demonstrate its support and to win workers over from the Fosatu-affiliated union which Ford recognises

Tabel 5 Persentasi mag volger 1972/73

Jaar	Blankes	
	Getal	%
	1954/55	7926
1959/60	7695	1,0
1963/64	12443	1,6
1968/69	14623	1,8
1972/73	11799	1,6

⌘ Kleurlinge plus Asi  
Bron: Landbousensus

Jaar	Blankes	
	Getal	%
	1954/55	-
1959/60	1490	0,3
1963/64	-	-
1968/69	1794	0,2
1972/73	803	0,1

ron: Landbousensus



By MONK NKOMO (152)  
THE MAJORITY of the more than 200 former employees of Sigma Motor Corporation (Pretoria) refused to fill in application forms on Monday following the company's alleged effort to re-employ them.

Most of the former employees, including the 13 committee members who acted as intermediaries during the strike last month, told SOWITAN yesterday that they declined the offer because they did not consider themselves former employees.

We regard ourselves as employees of Sigma who were victimised by virtue of being fired during the strike after we had persuaded the workers to call off the strike and return to work, a committee member said yesterday.

Sigma management issued an ultimatum to the 1000 strikers that they return to work or face expulsion. The workers eventually returned to work but a number of employees were not reinstated by Sigma.

A committee member said: We refused to fill in the application forms because we do not accept our termination of service. The majority of those who turned the offer down earned more than R2 00 an hour before the strike.

He added that should they re-apply as new employees they would be paid a minimum starting salary of R1 60.

Thousands of employees were reinstated without re-applying and I do not see any reason why we should re-apply for our jobs, a former employee said.

Mr Leon Shirley, public relations manager of Sigma, declined to comment on the issue. I will be talking about something that I do not know, he said.

An official of the National Union of Motor Assembly and Rubber Workers confirmed that the former workers who were fired during the strike were requested by Sigma to re-apply as new employees. Those who re-applied, he said, would be notified by letter from the company whether they had been successful or not.

According to Mr Shirley, a meeting between Sigma and the union was held on Monday. He said Sigma management and the union continued their informal discussion. They agreed on an agenda of priority items which will form the basis for future negotiations.

Asked which priority items were on the agenda, Mr Shirley declined to comment, except to say they would meet with the union on a regular basis. A union official told SOWITAN that they were to meet with Sigma management on Tuesday.

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125194	16,1	1590	0,2	650388
102495	16,3	388	0,1	523777

isoensarbeds-  
, 1954/55 tot

es	Totaal	
	%	Getal
86,7		841616
84,9		750757
83,9		756581
85,3		830086
85,1		726768

es	Totaal	
	%	Getal
-		-
84,3		591882
-		-
83,5		778966
83,5		627463

# Solidarity strikes still spreading in PE

*Sowetan 21/5/81* (152) (142) (131)

THE strike action of black motor industry workers was growing yesterday as the labour dispute in Port Elizabeth was still solidly deadlocked.

Not only did about 1500 workers from three Ford plants walk out again shortly after starting time this morning but the number of supporting strikers at General Motors was reported to have grown substantially from the 175 who downed tools yesterday.

Hundreds of singing workers left the General Motors Kempston Road Plant at about 8 am yesterday.

This means that the labour turbulence which started with a refusal by two Ford Cortina plant workers to fit Firestone tyres on their production line on Monday have grown to a fully-fledged strike of about 2000 workers.

The 100-strong black labour force at Cortina plant yesterday repeated their performance of Monday and Tuesday by walking out as soon as they saw the company wanted them to handle Firestone products.

They were joined yesterday by 400 workers at the adjacent Ford engine plant, 40 at the Ford Neave plant and 175 at General Motors.

Those on strike are reported to be at least the full membership to the Motor Assembly and Component Workers Union of South Africa (Macwusa) at these plants.

The union took a resolution last week — which was conveyed to management — that its members would refuse to



Motor industry workers during the 1980 wave of strikes in Port Elizabeth

handle Firestone products until the 150 workers who were dismissed following strikes at Firestone over proposed government pension legislation, are re-instated.

The chairman of Macwusa, Mr Dumile Makanda, said yesterday that Ford had taken a hardline attitude and that he saw no chance of the union backing down unless Firestone re-instated the workers who lost their jobs early this year.

In fact, he said if necessary Macwusa members at four companies supplying Ford with products could also go on strike.

Mr Makanda said how Firestone was to re-instate the workers if they had appointed substitutes was 'its own problem of its own creation'.

The strike at Firestone as probably a blessing in

disguise because those people who lost their jobs were mostly old people. They have probably now employed mostly youngsters.

Macwusa at least expected Ford to contact Firestone and put pressure on them. Also the union was disappointed that Ford went and ordered 400 more tyres from Firestone last week after being warned of the impending boycott.

Mr Makanda said the striking workers were to meet in a church hall in New Brighton yesterday morning to discuss their position.

When arriving for work this morning, black workers at Ford were called together and asked if they were willing to handle Firestone products when they unanimously said no, they were told to leave quietly and return when they were in a position to

handle these products.

The managing director of Firestone, Mr Peter Morum, said their company could not dismiss workers to make place for others who were late in seeking re-employment after the strike at the plant. However, those people got preference as vacancies arose.

A spokesman for General Motors confirmed that a number of black workers had again downed tools yesterday. No spokesmen for Ford were available as executives were said to be busy assessing the situation.

Ford has maintained that it could not involve itself in another company's affairs, referring to the Firestone dispute.

• Head of the Black Municipal Workers Union in Johannesburg, Mr Joe Mavi, yesterday announced 'solidarity' with the PE strikers.

# Migrants down tools

Tabel 15 Uiteenset arbeidste

1 op die

Item			Boere wat arbeidste-korte ondervind het
Aantal gevalle			41
Persentasie van di			21,5
1	Gemiddelde aantal betaalde vakansiedae per jaar ✓	dae	14,8
2	Gemiddelde aantal Saterdag wat arbeiders werk per jaar ✓	dae	17,7
3	Gemiddelde aantal werksure per dag ✓	ure	10,1
4	Persentasie boere in betrokke groep wat arbeiders vergoed volgens bonusstelsel	%	76,7
5	Persentasie boere in betrokke groep wat georganiseerde vermaak aanbied	%	28,7
6	Gemiddelde afstand vanaf naaste dorp of stad	Km.	18,4
7	Gemiddelde belegging in arbeids-behuising per permanente vol-wasse manlike arbeider	R	656
8	Weeklikse loon per gereelde arbeider	R	11,14

ALTOGETHER 247 migrant workers are said to have given up their work at a large sawmill in the Tsitsikama area after about 600 workers downed tools over salary demands this week. *Sowetan 21/5/81*

The managing director of Boskor (Pty) Ltd, Mr F Roth, yesterday refused to comment about the labour situation at the plant, but a police spokesman at the district headquarters in Uitenhage said the plant was back in operation. *(152) (201) (14)*

He said at least 600 workers, comprising local coloureds and migrant workers from Ciskei downed tools on Monday after demanding wage increases.

The sawmill was closed and in subsequent negotiations management did not budge, resulting in the returning to work of all but 247, apparently all Ciskei migrant workers.

The rest started work again yesterday afternoon. The Boskor sawmill is on at Kleinbos on the Garden Route near Storms River.

Met die Tabel onder beskouing is dit met die eerste oogopslag duidelik dat daar nie 'n ernstige arbeidstekort in die ondersoek gebied was nie.

Verder kan afgelei word, veral as daar gekyk word na die sosiale faktore (1 tot 3), dat arbeiders van boere wat nie tekorte ondervind het nie, effens beter byvoordele geniet.

Die gegewens van die boere is toe verder verwerk deur gebruikmaking van 'n reglynige regressiefunksie ( $Y = a + b_1X_1 + b_2X_2 + \dots + b_nX_n$ ) om meer spesifiek die betekenisvolheid en korrelasie te bepaal tussen die afhanklike veranderlike en die onafhanklike veranderlikes. In hierdie geval was die afhanklike veranderlike (Y) gelyk aan arbeidstekort en faktore 1 tot 8 soos in die tabel, gelyk aan die onafhanklike faktore in die regressiefunksie.

# Workers 'face the political system'

1522  
Sunder 21/5/81

**By Z B MOLEFE**  
**THE Johannesburg municipal black workers' struggle is not only against low wages and bad working conditions, says the latest issue of the South African Labour Bulletin.**

It necessarily incorporates a struggle against the broader political structures that con-

trol and divide" the workers, the bulletin adds

The structural weakness inherent in the municipal workers' position, the Bulletin continues, present important challenges which confront working class organisations In the case of the municipal workers, this would include formulating strategies to deal with the following issues

- The nature of the strike as an in-plant strike — "The obvious limitations of in-plant unions in large corporations can only be countered by broader-based organisation"
- Organisation of the unemployed — "The prevention of the recruitment of scab labour is crucial to the sustaining of any strike action"

## HUNGER STRIKE IN E. CAPE

- Extra-union organisation — "The case of the municipal workers demonstrated the need for strong political organisation and consistent community organisation"
- The Bulletin also condemns the recent detention of

workers from the Wilson Rowntree factory in East London The 22 workers, all members of the South African Allied Workers Union have been detained under the Ciskeian proclamation which provides for 90-day deten-

tion without trial Four of the workers are reported to be holding a hunger strike in protest against their detention. Their detention follows a long and bitter struggle at Wilson Rowntree plant culminating in mass dismissals in February



# Meeting is adjourned as meat boss stays away

CAPE TOWN — A meeting between traders, organisers and representatives of the Table Bay Cold Storage company adjourned inconclusively yesterday morning after the managing director of the firm, Mr R L Seizer, failed to attend.

Table Bay Cold Storage is the firm where the present dispute in the Cape Town meat industry originated two weeks ago.

About 80 workers walked out in protest at management's alleged refusal to recognise an unregistered workers committee.

Mr Darood Khan, chairman of the Western Cape Traders' Association, said he was hopeful the meeting would be reconvened soon with Mr Seizer present.

### PICTURED

Yesterday morning's meeting was attended by Mr Khan and Mr Cassiem Allie of the Traders' Association. Mr Thomas Madala of the Western Province African Chamber of Commerce, and a director of Table Bay Cold Storage, Mr F Bettesworth.

The Traders' Association said yesterday morning

butchers were very perturbed at the widespread dispute in the meat trade, and felt it was getting out of proportion.

The dispute spread when workers throughout the Cape Town industry walked out on Monday, in support of the Table Bay workers.

The workers returned from their factories when they returned to work on Tuesday.

### GUARANTEE

At a meeting of more than 500 workers in Athlone on Tuesday it was decided no one would return to work without a guarantee of reinstatement for all workers called for the support of the community and a boycott of red meat.

Employers in the meat

industry have been disappointed about the dispute. A spokesman for the board in Pretoria however, said the workers had been dismissed on Tuesday because they walked out without stating any grievances or demands.

### 'UNTRUE'

This was described as 'completely untrue' by a spokesman for the Western Province General Workers Union to which the men belong.

'The workers approached management at each factory several times, but no discussion was forthcoming. They were clearly provoked into taking action', he said — Ogan Correspondent

DEPT OF AFRIC  
10TH MARCH  
SOUTH INTENS  
TEST

# PE fears more labour unrest

Argus 22/5/81 152

**Argus Bureau**  
**PORT ELIZABETH** — In holding its breath over a threat of more black labour unrest while the strike of 3 000 workers at four plants here continues

A rally was to be held in New Brighton today to discuss the deadlock and the workers' position. Pamphlets have been widely distributed among black workers calling for a strike to coincide with the Republic Day festivities

The head of the Eastern Cape Security Police, Colonel Gerrit Erasmus, disclosed today that the pamphlets had been distributed for the past three weeks but there had been renewed activity this week

New pamphlets in the name of the African National Congress were distributed yesterday.

The chairman of the Motor Assembly and Component Workers Union of South Africa, Mr Dumile

Makanda, said today the stalemate between workers and management at three strike-beset car plants could be solved only if 160 former Firestone workers were re-instated

His union has rejected Firestone's offer to employ the dismissed workers as vacancies fell due

The 160 workers lost their jobs during a walk-out earlier this year over draft pension legislation. The company employed replacements at the time

and it now maintains that it will have to dismiss those workers if it is to re-hire others.

A union spokesman this morning described as 'nonsense' allegations that this week's strikes were ANC influenced.

The managing director of Firestone, Mr Peter Morum, said today that he had not yet been approached by worker's representatives to negotiate by workers' approach

at his plant joined the strikes yesterday.

Spokesman for General Motors and Ford said today that the situation at their plants was materially unchanged

In Cape Town, striking Leyland workers have reaffirmed their decision to continue their strike until management meets their demands for higher wages

'The workers are adamant they are not going back,' a spokesman said after a meeting in Bellville South today.

than 500 additional workers those in the plant feel that its financial condition must have improved and that it can therefore afford to pay them more "

He says the union has "bent over backwards" to accommodate the company which he says, seems to have forgotten "the spirit in which the agreement was signed "

The company did not respond to an FM request for comment

plant after refusing to handle Firestone tyres

Workers who have boycotted Firestone belong to the Motor and Components Workers Union of SA (Macwusa) which has only recently risen to prominence in the eastern Cape. The union grew out of the Ford dispute at the end of 1979 and has approached Firestone and Ford for recognition. Negotiations are still under way and a spokesman for Firestone says it will recognise the union once it has proved 50% representation

Government Xini, Macwusa organiser, says the boycott was called in support of some 160 workers who were fired by Firestone after a strike over the pension fund in January. "The union has negotiated with Firestone about the reinstatement of these workers. We have not yet come to any definite decision " he says

A spokesman for Firestone comments, "The company has pointed out to Macwusa that if it re-employs the 160 workers who effectively dismissed themselves in January, the 160 people who have replaced them will have to be dismissed "

#### Internal affairs

"Wait and see" attitudes have been adopted by Ford and GM while Firestone and Macwusa attempt to resolve the problem. Fred Ferreira, Ford's industrial relations manager, says "As a company we do not permit other companies to involve themselves in our internal affairs and, likewise, we are not prepared and cannot be expected to interfere in such matters at other companies "

He says the workers who have refused to handle Firestone tyres have been suspended but can come back to work as soon as the matter is settled. GM has taken a similar line "When the workers are ready to come back, they can come back," says Peter Ray, GM's public relations manager

Both companies insist that a dispute does not exist between them and their workers. "Our doors are open because there is no dispute between us and our workers," says Ferreira. As the FM went to press, the companies reiterated their stand to keep channels of communication open with employee representatives

□ At the same time, in the western Cape, the Levland dispute remained unresolved. Workers downed tools a week ago after management turned down worker requests for a wage increase. At the end of last year the company entered into a wage agreement with the National Union of Motor Assembly and Rubber Workers of SA (Nurmarwosa) in which a R1 30 minimum wage was agreed on, with a further 9c increase to take effect in June

Joe Forster, branch secretary of Nurmarwosa, says workers agreed to the increases only because the company was at the time in dire financial straits "Because the company has employed more

PRELIMINARY REPORT

#### LABOUR MATTERS

#### Solidarity strikes

A relatively new phenomenon in SA labour relations has surfaced in the Eastern Province motor industry — sympathy strikes. Ford and General Motors were faced with a boycott of Firestone products in their plants this week. Ford had to close down its Cortina plant, but managed to keep its engine and Neave plants in full production despite similar boycotts. Only 175 of GM's 4 000 black workers left the

1102  
139  
152  
192

FM 22/5/81

# Cape car plant strikes roll on

STAR  
22/8/81  
152

By Tony Davis  
Labour Reporter

Both major motor industry strikes — at Ford in Port Elizabeth and Leyland near Cape Town — are deadlocked

About 1500 Ford employees have been suspended from work after their refusal to handle Firestone tyres in support of workers at the tyre plant in Port Elizabeth

Ford management met officials of the Motor Assembly and Component Workers Union (Macwusa) and warned them against engaging in a secondary strike at the plant and that suspensions would not be lifted until the workers returned and handled suppliers' products

Ford has closed down the Cortina plant, although production continues at the Neave and

engine plants which have also been affected by the dispute

At the nearby Firestone plant, the managing director, Mr Peter Morum, said there was still a partial stayaway from work which he attributed to worker intimidation

Macwusa held talks today to decide on a new course of action

## STRESSED

At the two Leyland plants at Elsie's River and Blackheath, the company continued to take on a new work force today after Wednesday's dismissal of about 1900 employees

Leyland management has stressed that it will not negotiate with the National Union of Motor Assembly Workers (Numarw) until production has returned to normal

And in Britain, pressure is being brought to bear on Leyland by the trade union movement which

has voiced its support for Numarw

The strikers have demanded wage increases despite an agreement signed last December

Under the agreement workers were to receive nine cents an hour increase. They are now demanding 25c increase

Numarw has repeated demands made last month during the Sigma motor strike in Mamelodi for a R2-an-hour "living wage"

Numarw's Cape Town secretary, Mr Joe Foster, has accused Leyland of being insensitive to worker demands

In both strike situations, unions are calling for reinstatement of employees without any penalisation

Although both involve the motor industry, the Port Elizabeth dispute centres on the issue of "solidarity" with other strikers while the Cape Town area strikes involve wage demands

# Striking workers<sup>STAR</sup> take new path of<sup>152</sup> solidarity

By Tony Davis  
Labour Reporter

The current wave of strikes which is rocking the motor industry involves companies whose names are familiar in households throughout South Africa — Ford, General Motors, Sigma, Leyland...

There are two main motives for the strikes — the issue of wages and demonstration of worker "solidarity".

The former are familiar "we want more money" demands, but the latter are a new phenomenon on the South African labour scene.

The disputes at Sigma and Leyland are similar although the strikes occurred at opposite ends of the country.

The union involved in both cases was the National Union of Motor Assembly and Rubber Workers (Numarw). There were wage demands by the workers followed by work stoppages, mass dismissals, rehiring and subsequent negotiations.

## HANDLE

In the Port Elizabeth dispute Ford was hit by demands from workers in three plants not to handle Firestone tyres.

The workers, represented by the Motor Assembly and Component Workers Union (Macwusa), said they would not handle Firestone products until about 150 Firestone workers who were dismissed earlier this year were reinstated.

Ford found itself in the unenviable position of suffering from loss of production as a result of an external dispute.

Macwusa hoped that Ford would bring pressure to bear on Firestone to rehire the workers. But the company has already publicly stated it will not consider doing so.

The strike has had a "ripple effect" at other firms and earlier this week about 200 General Motors workers joined the protest.

Firestone was hit again as part of the work force stayed away from work. Firestone's managing director, Mr Peter Morum,

attributed the stayaway to worker intimidation.

The concept of the sympathetic or solidarity strike is new to South Africa, but not to the United States.

In the early development of trade unionism in America it was not uncommon for workers at various plants to refuse to handle produce from a company where there was a dispute.

Losses in the current unrest are hard to estimate as firms are reluctant to publically admit losses. But the strikes have lasted for more than a week and production will be slow to get underway once the dispute is settled.

## BEST WAGES

The Leyland and Sigma strikers demanded similar wages to workers in the Eastern Cape.

The Port Elizabeth-area firms pay the best wages in the motor industry and this is largely because there is an industrial council there, according to Volkswagen's industrial relations officer, Mr Ollie Rademeyer.

Highlighted in the recent strikes is the rivalry between two major motor unions — Macwusa and Numarw.

Numarw is affiliated to the Federation of South African Trade Unions (Fosatu) and is based in Port Elizabeth.

Macwusa is also Port Elizabeth-based but does not have the cross-country membership Numarw has.

The Leyland dispute has been seen by labour experts as a test for Numarw's secretary in Cape Town, Mr Joe Foster — who is also Fosatu's new general secretary.

Numarw currently dominates the motor industry, except in some firms such as Datsun, but now finds Macwusa making new converts.

The wage disputes will continue as long as workers in the same industry are being paid differential wages and the solidarity strikes indicate a new direction in disputes.

10. Wyndham, C.H. in press

11. Illich, I. Limits to Medicine Penguin Books 1977

12. Morley, D. Paediatric Priorities in the Developing World

# Public servants strike

THE revenue section of the Soshanguve administration offices of the Department of Co-operation and Development grounded to a standstill yesterday when 13 clerks downed tools

Four of them were later charged under the Public Service Commission Act for insubordination, according to Mr A Boon, chief commissioner of the township.

The clerks were suspended from duty pending the hearing of their case.

*28 (152) Snyman 22/5/81*

## NOTES

1. Henner, J.O. and D.W. The Health Strategy Game  
C.B. Mosby and Co. 1973.
- Muller, J. et al New England Journal of Medicine 286 13
- Levesey, Practitioner 213 1278
- Snenkin, B.N. Journal of Medical Education 49 4
2. Shenkin, B.N. on cit.
3. Hospital and Nursing Year Book of Southern Africa 1976
4. Snyman 1976 South African Medical Journal 1028
5. Snyman Commission 1962  
(Report of Inquiry into high cost of medical services and medicines) page 64.
6. Workshop on the Future of General Practice, August 1977  
University of Witwatersrand, Division of Continuing Medical Education.
7. Minister of Health, The Hon. Dr S. van der Merwe  
quoted in "The Star" 5.8.78
8. Searle 1973 South African Medical Journal 512
9. Wyndham, C.H. and Irwig, I. in press

# Pressure

From Page 1

plant where he worked with the other black workers, on their way to meet in a church hall to discuss their position. He said representatives of his union were to meet with management yesterday for negotiations. When the workers arrived in the plant yesterday morning they were asked again if they were prepared to handle Firestone tyres and they were told to leave when they refused.

Mr Makanda said that General Motors workers on strike had problems with security and riot police trying to stop them as they walked from the GM plant to the Holy Spirit church hall for a meeting with the union.

The Macwusa union has said it expected Ford to put pressure on Firestone and to allow its workers not to handle Firestone tyres.

Leyland strike page 4

market milk with are selling to the 7, she refused to to sell to adopt have but all used when "uses" people have adopted local camp from the dairy to of the dairy, all individual basis taking their milk to "one" began to people began to taking their milk to rich alone" began to people began to taking their milk to rich alone" began to

Reynolds estimates for the government dairy project at the Ciskei (4)

8.

if one considers these inputs and the R879 paid by the members, it is obvious that the costs per job created are miniscule compared with the R7 000

# STRIKES

## ANOTHER 1000 workers yesterday joined the 'Firestone solidarity strike' in Port Elizabeth.

The latest group to join the other 2000 strikers from three Ford and one General Motors plants in PE are from the Firestone plant — the source of the conflict.

The 3000 workers are refusing to handle any Firestone product in protest against that company's refusal to reinstate workers fired during a recent dispute.

The Firestone strike started on Wednesday night when the bulk of black workers did not arrive for the start of their shift.

Workers at today's 6.00 am shift followed suit.

The waves of strikes started on Monday, shortly after two workers in

## BY SOMERBYN REPOBTERS

the Ford Cortina plant refused to fit Firestone tyres on the production line.

Hardly had they been suspended and replaced, when the thousands of black labour force there showed solidarity and said they would refuse to handle Firestone products.

They were asked to go home and the plant was closed down. This has happened every morning since then including yesterday and the plant has been paralysed.

Meanwhile the strike has spread to the companies Struandale engine plant and the Neave assembly plant, where production had been continued through re-organisation.

On Tuesday afternoon, 200 General Motors workers went on a sympathy strike with the Ford workers.

The managing director of

Firestone Mr Peter Morum, confirmed yesterday morning that the black workers on last night and this morning shifts had not turned up for work. He however, attributed their absence to intimidation.

He said he was informed that as soon as black workers tried to board buses last night to come to work they were ordered by others to get off. He said a number of blacks had turned up for work as well as the coloured workers who had mostly their own transport.

The plant was continuing production.

Mr Morum has said earlier that there were no vacancies for the 160 who lost their jobs during a strike in January.

Mr Morum reiterated that the company would give priority to the hiring of workers who walked out on January as vacancies arose.

Meanwhile the chairman of the Motor Assembly and Component Workers Union of South Africa (Macwusa), Mr Dumile Makanda, said yesterday morning that the members of his union would not back down from their strike action.

He was interviewed while leaving the Ford Cortina

From Page 1

7.

LONDON. — The international trade union movement yesterday condemned Leyland South Africa for dismissing workers who had been out on strike.

# Strike in PE plant spreads

Own Correspondent

PORT ELIZABETH — The stalemate between workers and management of the three strike-bound Port Elizabeth manufacturing giants could be solved only if the 160 former Firestone workers were reinstated, the union chief at the centre of the dispute said yesterday.

Mr Dumile Makanda, chairman of the Motor Assemblies and Component Workers' Union of South Africa, yesterday rejected Firestone's offer to employ the workers as the vacancies fell due.

Labour unrest in Port Elizabeth spread yesterday when the majority of black Firestone workers did not report for duty on three shifts.

Firestone management has blamed yesterday's stayaway on alleged intimidation of workers at bus termini in the townships. This has been denied by union officials.

The managing director of Firestone, Mr Peter Morum, said about 40 black workers had approached management yesterday to be allowed to go home for fear of reprisals from other workers. Permis-

sion had been granted.

Police yesterday confirmed reports of intimidation of workers in the townships and patrols at bus stops and the affected motor plants were stepped up.

Mr Morum dismissed allegations that job reservation was practised in the appointment of staff to supervisory positions and a claim by Mucwusa that most of the workers who were not re-employed were elderly with long service records.

Referring to the striking Ford and GM workers, Mr Makanda said if management gave its undertaking not to force workers to handle Firestone products, work would resume immediately.

The Ford director of public affairs, Mr Dunbar Bucknall, said yesterday that the situation at the company's three plants was unchanged.

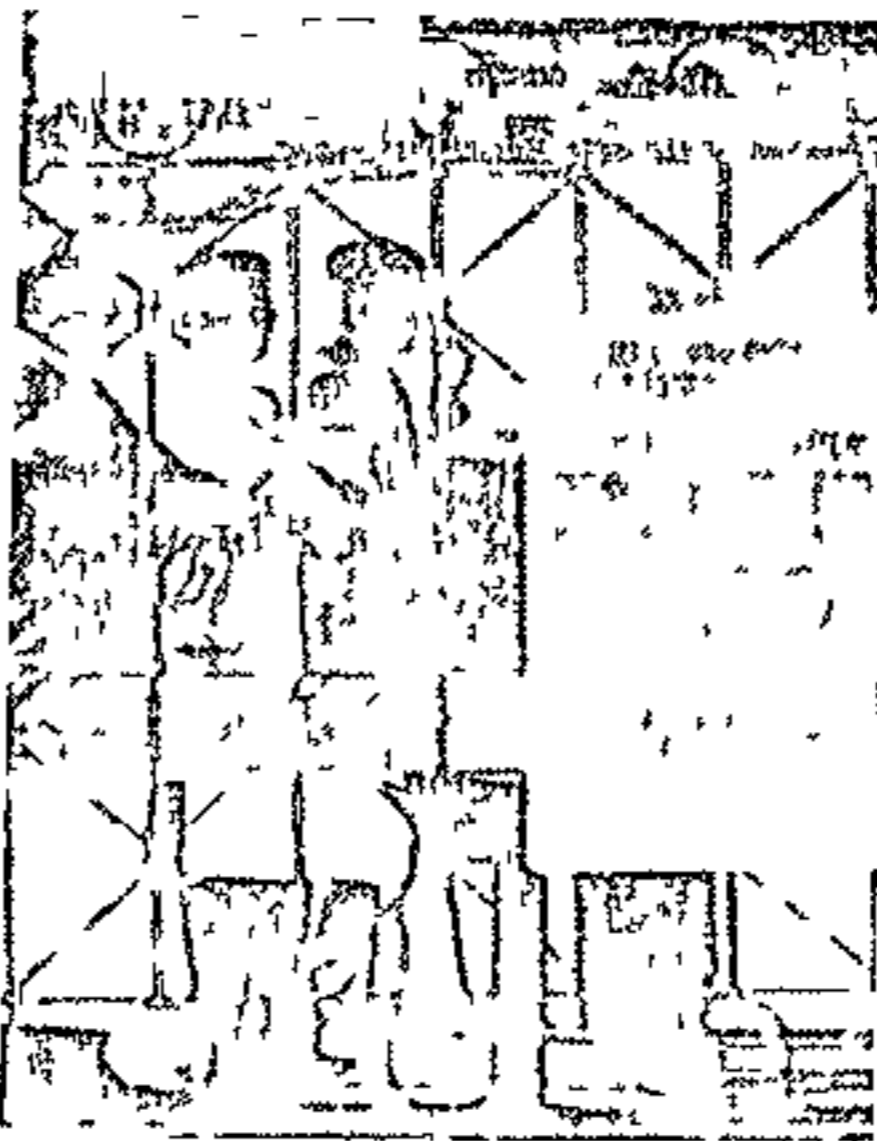
Lost production through the closure of the Cortina plant at Struandale was costing the company R-million a day. By today, the 1 500 striking workers would have forfeited R-million in wages.

International representatives of world trade unionists are backing black workers against multi-national firms which they claim fall lamentably behind the European Economic Community's code of conduct.

The International Confederation of Free Trade Unions (ICFTU) — representing 71-million members — said they took current labour disputes in South Africa very seriously.

The ICFTU is sending a cable of support and solidarity to the National Motor Workers Association in South Africa. They have also cabled the Leyland South Africa management urging them to reinstate the workers and to negotiate with them over their demands.

The ICFTU is the representative body for trade unions throughout the "free world".



A pay point set up behind the closed main gate of Leyland's Blackheath plant yesterday. Many of the workers who were sacked on Wednesday returned throughout the day to collect back pay.

— Western Europe, Britain and the United States.

In current discussions with them over the situation in South Africa were the International Labour Organization (ILO) as well as the International Metal Workers Federation — the union representing car workers.

They were also in touch with the British Trades Union Congress (TUC) to see what action could be taken to exert pressure on British Leyland over the actions of its South African subsidiary.

International trade unionists are also approaching the TUC to make representations to the British Government, which has a financial stake in British Leyland and which they say is partly to

blame for the South African company's "poor labour record".

They blame the British Government for being lax in ensuring that the FEC code of conduct governing subsidiaries in South Africa is adhered to.

The secretary of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) Mr Joe Foster told the Cape Times yesterday that there was nothing in the Industrial Conciliation Act which covered the situation in which members of the union who had been dismissed from Leyland plants in Blackheath and Elsie's River on Wednesday now found themselves.

## Industrial council

There was no industrial council in the Western Cape which catered for the motor assembly industry, he said, and Numarwosa had been left with little alternative but to allow the dispute to develop along unofficial lines.

"We could appeal to the minister for the establishment of a conciliation board but then Leyland could say that the union was no longer representative of the work force because the company had no work force. It had dismissed the work force."

A meeting of workers and union leaders was held in Bellville yesterday and it was unanimously resolved that workers would refuse to seek re-employment with Leyland till a minimum wage increase of 25c an hour to come into effect immediately had been agreed upon.

The workers also demanded that immediate negotiations be held between management and Numarwosa with the aim of setting a R2 an hour minimum wage to come into effect within the next four months.

## Meeting

Speakers at the meeting which was attended by about 800 of the approximately 1 900 workers sacked on Wednesday after beginning a strike for better wages on Thursday last week emphasized the importance of the workers sticking together in their resolve not to return to work at Leyland till their demands had been met.

Leyland's director of communications and public affairs Mr A F Pitlo said yesterday more than 500 people including workers who had been sacked on Wednesday had been recruited and production had recommenced at most of the affected plants.



# Cortina plant still closed as car workers stay out for fifth day

By **BILL GARDINER**  
and **JIMMY MATYU**  
FORD's Cortina plant in Struandale today remained closed for the fifth day, while production at the Firestone factory has been disrupted with most black workers out.

At a meeting in the Centenary Great Hall in New Brighton today about 3 500 workers supported a call by the Motor Assembly and Component Workers' Union chief, Mr Dumile Makanda that workers should not return to work until 160 former Firestone workers were re-hired.

The strike which began five days ago at the Cortina plant

before spreading to Ford's other two assembly plants, to General Motors and to Firestone was called by the Port Elizabeth-based Macwusa.

In an interview today Ford's director of industrial relations, Mr Fred Ferreira said the Cortina plant would stay shut next week but it was hoped to 'reactivate' it next month.

The strike was called in solidarity with 160 former Firestone workers who lost their jobs this year after a walkout by 1 500 tyre workers over draft pension legislation.

At today's meeting it was decided that if workers were victimised or dismissed be-

cause of their involvement in the solidarity strike it would mean all workers were being 'victimised or dismissed' because "an injury to one is an injury to all".

Whites want us to take part in the Republic Festival as they are doing this month but how can 160 unemployed Firestone workers celebrate on empty stomachs," said Mr Makanda.

A meeting between Ford management and Macwusa ended in deadlock yesterday as did one between union officials and management at GM.

The meeting with Macwusa yesterday was not intended to

be in the form of negotiation but to state our position on secondary strikes and to have the union's position," Mr Ferreira said. It was possible further talks would be held.

Macwusa will try to meet Firestone management later today.

Firestone's managing director, Mr Peter Morum, said the firm had not been approached by Macwusa officials since the start of the strikes this week but the firm was "quite prepared to negotiate".

He said there was intimidation of Firestone workers but it was not the firm's policy to call in the police.

EP 2/13/81

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**Boycott planned of sweet firm**

By DIAGOSSEGOLA

A CAMPAIGN to boycott products of the East London sweet company Wilson Rowntree has been launched in Johannesburg after the firm's customers started to lobby.

A boycott of the company's products started at the end of March and has already drawn support in the Eastern Cape, the Western Cape and parts of Natal, according to the SA All-Party Union which is organising the boycott and the campaign.

A support committee has been set up in the township and plans to launch a public campaign to make people aware of the problem in East London.

The committee is drawing from about 10 broad-based organisations thousands of posters and stickers have been printed and letters have been sent to trade unions and other organisations.

Meetings to publicise the campaign are planned for the next 7 days at the University of the North, in Johannesburg, and at the University of the Western Cape.

These meetings are to follow the important part of the campaign to make a public boycott of SAAT's products.

Wilson Rowntree plant in East London has been the centre of labour unrest for the past few months.

The dispute arose after the dismissal of several workers, Mr Pulolana said.

When workers downed tools in support of their dismissed colleagues they were told by management that they had dismissed themselves.

Wilson Rowntree's managing director, Mr Peter Preston, and the company's industrial relations manager (manager) Mr Alastair Fitchford were not available for comment yesterday.

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RDM 22/5/81 (192) (52) (102)

# Leyland criticised for firing workers

## London Bureau

LONDON — The international trade union movement yesterday condemned Leyland South Africa for dismissing its workers who refused to work

In fact, international representatives of world trade unions are solidly behind the black workers and against the multi-national firm which, they claim, falls lamentably behind the European community's code of conduct

The International Confederation of Free Trade Unions (ICFTU) — representing 71-million members — said they took labour disputes in South Africa very seriously

The ICFTU is sending a cable of 'support and solidarity' to the National Motor Workers' Association in South

Africa. They have also cabled the Leyland South Africa management urging them to re-instate the workers

The ICFTU is the representative body for trade unions throughout Western Europe, Britain and the United States

A spokesman for the ICFTU said that a co-ordinated approach was being taken to labour disputes in South Africa

In discussions with them over the situation in South Africa were the International Labour Organisation (ILO), and the International Metal Workers Federation — the union representing car workers

They were also in contact with the British Trades Union Congress (TUC) to see what action could be taken to exert pressure on British Leyland

over the actions of its subsidiary

Mr Andrew Kailembo, head of the African section of the ICFTU, said the international trade union movements wanted to see the workers from Leyland South Africa re-instated

Informed sources said Leyland was one of the chief targets to be raised early next week at the United Nations conference on sanctions in Paris

This comes at a time when the parent company in Britain is relying heavily on its South African subsidiary, which is a profit-making section of the motor corporation

International trade unionists are also approaching the TUC to make representations to the British government which has a

financial stake in British Leyland, and which they say is partly to blame for the South African company's "poor labour record"

They blame the British Government for being lax in ensuring that the EEC code of conduct governing subsidiaries in South Africa is adhered to

They also point to the reluctance by the government to name those companies which paid low wages to black workers

The international trade union movement also rejected the allegation that the workers have been incited by "subversive" organisations

They claim that it is predictable that the South African Government should blame agitators for what is a genuine workers dispute

KDM 22/5/8  
Fosatu

calls for  
~~USA~~ (152) ~~USA~~  
Colgate  
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boycott

By RIAAN DE VILLIERS  
Labour Correspondent

THE Federation of South African Trade Unions (Fosatu) yesterday called for a country-wide boycott of products of the multi-national Colgate-Palmolive company

The call has gone out in support of a Fosatu affiliate, the Chemical Workers' Industrial Union, which is on the brink of a legal strike at the firm's Boksburg plant in a bid to gain full recognition by the company

In a statement issued yesterday, Fosatu said the firm's refusal to grant the union full negotiating rights at plant level was a flagrant example of a foreign-owned company taking advantage of the labour situation in SA

It said it was clear that Colgate had made no genuine attempt to meet the aspirations of the majority of its black workers and added

"Accordingly, Fosatu calls on all unions and the community as a whole to boycott Colgate products"

Earlier this week, official conciliation board hearings aimed at settling the dispute at Colgate, ended in deadlock and opened the way to a strike ballot by the union

If workers do eventually go on strike, it will be the first legal strike by a black union since the introduction of the Government's new labour dispensation and only the second by black workers in SA's labour history

The union declared a formal dispute with the firm earlier this year in a bid to gain full recognition, including the right to bargain at plant level on wages and working conditions

The company has been willing to recognise the union but will only negotiate on wages and working conditions at industrial council level

A booklet, setting out the union's account of the dispute and listing all Colgate products, was being distributed to foreign and local labour bodies and other organisations likely to support the boycott

A union spokesman said yesterday all Fosatu affiliates had agreed to support the boycott and that the union was going ahead with its preparations for a formal strike ballot

The proposed Colgate boycott is the latest of a growing number of consumer boycotts called by unions in recent years. The SA Allied Workers' Union is also attempting to step up its boycott of Wilson-Rowntree products

LT 23/5/81

# TOP UK UNIONS back strikers

From MARGARET SMITH

LONDON — International trade union support is growing for the black workers of Leyland South Africa and Firestone who have been fired from their jobs.

A message of solidarity has been sent to workers of both companies by the International Confederation of Free Trade Unions (ICFTU), based in Brussels. The ICFTU has also cabled the management of the parent body, British Leyland.

The international trade union body — which represents 71-million members — stated that it was firmly behind the workers, as was the International Labour Organization (ILO) and the British Trades Unions Congress (TUC).

Trade unionists of British Leyland have also taken up the cudgels "on behalf of our colleagues in South Africa."

In its cables to managements here and in South Africa the ICFTU urged Leyland to negotiate with their workers and to reinstate those who had been dismissed. They stressed that they saw the workers' demands as "a clear-cut trade union issue."

## Telegram

Yesterday workers at British Leyland plants, who are members of the Transport and General Workers' Union, also sent a telegram of support to their fellow workers in South Africa.

They have also written to Leyland's chairman, South African-born Sir Michael Edwardes, demanding that he intervene.

A trade union spokesman for the British Leyland workers explained: "We have asked Sir Michael to intervene as a matter of urgency so that meaningful negotiations can take place. We are concerned that suspensions and sackings have taken place arising from what we would consider are justifiable wage claims."

"We believe that the British name for justice as portrayed by the motor car manufacturers will have a reaction on South Africa."

He added that a situation where large numbers of workers were dismissed following a pay claim could not happen in Britain.

In a radio interview yesterday the British union's spokesman was asked if the unions in South Africa were so weak that they could not fight this kind of situation without support from unions internationally.

The spokesman replied that it was only in the last few years that black workers had been organized and this had led to the present conflict taking place.

"They have been repressed in wages and conditions over the years. Now, having got themselves organized, they are reacting quite strongly to the managements."

The spokesman added that although the workers in South Africa were receiving less pay than their British counterparts, Leyland's cars were selling in South Africa for roughly the same prices.

"We expect that British Leyland management may say to us that this is a question for the South African management. But on the other hand the company will be somewhat embarrassed by the conditions and the wages that are being paid in South Africa," he said.

Meanwhile most of the 1,900 workers dismissed from the Leyland plants in Blackheath and Elsie's River on Wednesday were still adamant that they would not seek re-employment with the company till their demands for better pay had been met.

This was said by a spokesman for the National Union of Motor Assembly and Rubber Workers of South Africa after a workers' meeting in Belville South yesterday.

# Thousands of motor men still on strike

By RIAAN DE VILLIERS  
Labour Correspondent

THOUSANDS of black motor industry workers stayed out on strike in Port Elizabeth yesterday, despite renewed talks between trade union leaders and the Firestone Tyre Company focal point of the dispute.

Meanwhile, Levland continued to recruit new workers at its two plants near Cape Town after firing 1 900 strikers earlier this week.

Yesterday's talks in Port Elizabeth came after some Firestone workers joined about 1 800 workers who went on strike at General Motors and Ford earlier this week.

The Ford and GM strikes started when workers refused to handle Firestone tyres in protest at Firestone's dismissal of 160 strikers earlier this year. The strike spread to Firestone on Thursday.

Up to now, no other firms have been affected — but sources in the industry yesterday expressed fears that the unrest may spread further next week.

Mr Peter Morum, Firestone's managing director confirmed that a meeting had taken place with representatives of the Motor Assembly and Component Workers Union, whose members are involved in the strike action, and said another meeting would be held early next week.

However he was cautious about the outcome of the talks, which he described as "exploratory".

"At this stage, it's impossi-

ble to say whether a settlement will be reached. But at least we're talking," he said.

Mr Morum said the union was still demanding mass reinstatement of the 160 workers who were not re-employed after the January strike — which he said was "economically impossible".

Workers on strike at Firestone were "considerably less" than 1 000, as claimed previously, but he would not give an exact figure.

He repeated claims that workers were being victimised. The firm was allowing time for a "cooling off period" and was not yet thinking of firing strikers again.

Commenting on the position of the 160 workers, he said the firm's policy was to give them priority as normal vacancies occurred.

Some workers had in fact refused re-employment as the union demanded mass reinstatement, he said.

The position remained unchanged at Ford and General Motors yesterday. A GM spokesman said there had been talks between the firm and Macwusa, but added "There is no real dispute between us".

A Ford spokesman said the firm was "receptive" to further talks with the union.

Macwusa spokesmen could not be reached for comment.

Meanwhile, Sapa reports that Levland workers were due to meet in Bellville South again yesterday but at the time of going to Press no details were available.

Deadlock,  
EDM 23/5/8  
but both  
doors  
are 'open'

By RIAAN DE VILLIERS  
Labour Correspondent

THE Colgate-Palmolive company said yesterday it was prepared to continue negotiations to avoid strike action by members of the Chemical Workers' Industrial Union at its Boksburg plant.

However, its statement gave no indication that the firm would concede to the union's demands for full recognition at plant level.

The statement followed the formal deadlock reached at conciliation board meetings on the recognition dispute earlier this week — which opens the door to a legal strike by union members.

If the strike goes through, it will be the first legal strike by a black union in the country's labour history.

The firm also faces a boycott of its products called by the Federation of South African Trade Unions (Fosatu), to which the union is affiliated.

In its first public comment after the conciliation board meetings, the firm expressed regrets that the union had called off the negotiations.

The union is demanding the right to negotiate wages and working conditions at plant level, while the firm is only prepared to negotiate on wages at industrial council level.

It said wage negotiations at industry level were the only fair method of ensuring that the company was not placed at a "severe disadvantage" relative to its competitors, which might happen at plant level negotiations.

It said the company's wage levels were the highest in the industry, at a minimum of R401 a month for the lowest grade shift workers and over R700 a month for grade 1 plant operators, including year-end bonuses.

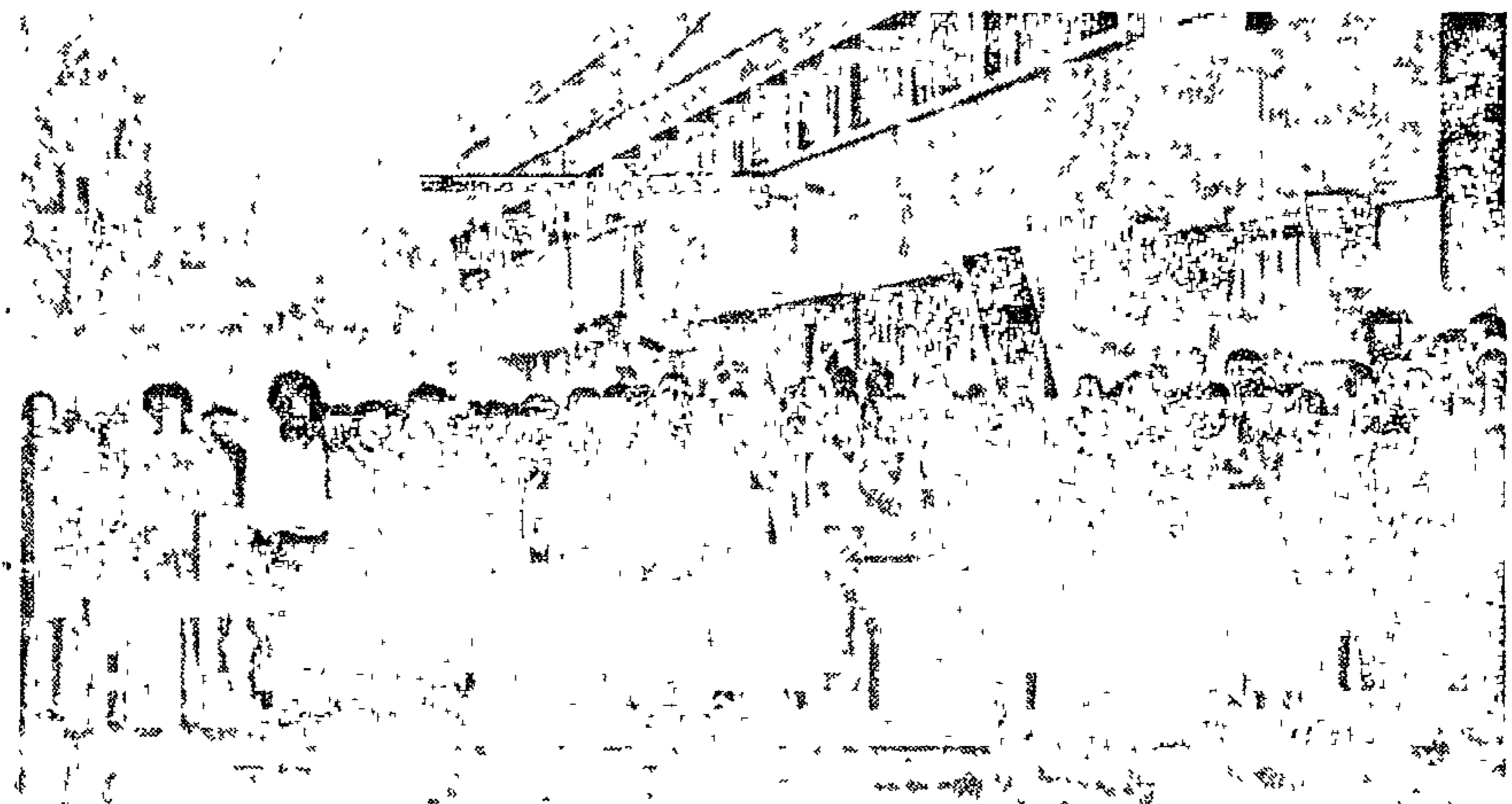
The company was prepared to make major concessions, while the union was not prepared to make any, it said.

It added it was prepared to "keep the door open" on any suggestions to resolve the dispute.

A union spokesman said last night that the union's doors remained open as well.

"But the company's offer means nothing if it is still not prepared to meet our demand."

# Workers defy suspension



C Herald 23/5/81 (152) (192) (140A) (61)

## 'Nine cents not enough' — strikers

THE 2 000 workers on strike at Leyland's Blackheath factory and 400 at the Elsie River factory clocked in as usual on Monday morning in spite of being suspended until Wednesday.

The workers went on strike on Thursday and Friday to demand more pay.

Hundreds of workers at Blackheath were milling around in the factory grounds on Monday while the workers at the Elsie River factory sat inside the building.

While a group of Press

photographers, including a crew from UPI television stood outside the factory gates, the workers shouted 'More money. more money.'

The workers belong to the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), a non-racial registered union affiliated to the Federation of South African Trade Unions (Fosatu).

Minimum wages range from R1,30 to R2,57 an hour. There is supposed to be a general increase of nine cents an hour in terms of an agreement signed last year.

on Wednesday if their demands were met by management.

'The duration of the strike will depend on how stubborn management is. We can eat mealie meal,' a worker said.

Mr A E Pitlo, the public relations officer, refused to confirm or deny that management met with the union on Monday.

● STRIKING workers at Leyland's Blackheath factory mill around in the factory grounds. They have been on strike since last Thursday for more pay, and say they will return to work only when their demands have been met.

### Food winners

THE winners of the Cape Herald/Harveld Food Contest are Mrs I Mehl of Silvertown, who receives six months' supply of Harveld products and Miss J Whitaker of Wynberg, who receives three months' supply of Harveld products.

The winners will shortly be receiving their prizes.

'The workers feel this is not enough.

'Nine cents can't even buy a loaf of bread,' one worker said.

'The bosses eat the profits, they use our sweat and muscle. We will show them that we have muscle. We will carry on striking until they give in,' another worker said.

Workers said they would only return to work

## Middleton may go

SOCCKER BOSS Norman Middleton — who was forced to leave the Labour Party to keep the South African Soccer Federation together — has reaffirmed his decision to consider quitting soccer's hot seat too if that will help matters.

It was reported in Durban last week that Mr Middleton, the Federation president, was thinking of giving up his position as president because it seemed he was the stumbling block to the soccer body's reinstatement with the South African Council on Sport (Sacos).

He has already resigned from the Labour Party, as demanded by his own

Federation unit participation in committees and

Now he is the Federation sources report are urging him.

Mr Middleton's resignation from his leadership was discussed at the Monday.

It has been reported that his resignation is being discussed.

DURBAN. — A blacklist of politicians and entertainers taking part in the Republic Festival is to be sent to the United Nations and the Government of India — while many pupils in Durban are boy-

# 'Festival blacklist'

It will ask the United African Indian Council, the local affairs and man- 'The publication of a sports blacklist by the

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*C. Harold*  
**Boycott  
backed**

*23/5/81 (15)*  
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A SUPPORT committee has been formed in the Western Cape in response to a call to boycott all Wilson Rowntree products after 500 workers were dismissed from the East London sweet factory in February.

The committee was formed at a meeting attended by representatives of 16 organisations, including trade unions, community youth organisations, colleges, universities and schools.

In a statement after the meeting the committee said 'We, as representatives of the above organisations and institutions, demand the immediate unconditional reinstatement of workers who were illegally dismissed at the Wilson-Rowntree factory in East London.

'We pledge our full support for the workers of Wilson-Rowntree under the leadership of the South African Allied Workers' Union (Saawu) and support a boycott of all the firm's products.'

€ Post 23/5/81

# New Union tests its strength in strike

WHEN Ford came up with the slogan "There's a Ford in your Future" years ago it might well have been talking about labour relations. For Ford has a habit of being the first to experience new labour trends

**For the workers, the Port Elizabeth motor strike is intended to demonstrate solidarity. But the employers believe they cannot accede to demands which involve other companies. BILL GARDINER reports on the crucial test of attitudes.**

Less than two years ago workers at Ford's Cortina plant in Port Elizabeth walked out in protest at the dismissal of a prominent community leader, Mr Thozamile Botha, at that time president of the growing Port Elizabeth Black Civic Organisation (Pebco)

They walked out not for higher wages, or better conditions, but primarily because an influential community leader had been asked to choose between his involvement in community politics and his job

This week the Ford Cortina plant workers walked out yet again. Not for higher wages or better conditions, but as a show of solidarity with Firestone workers who lost their jobs during a strike over proposed pension legislation earlier this year

Ford workers have refused to handle Firestone tyres, and are demanding that Ford cut its orders for Firestone tyres until the 160 former Firestone workers are rehired

The Cortina plant has since come to a standstill, with lost production estimated at R2,5 million to date. And the solidarity strike has spread to Ford's engine and truck assembly plants, General Motors and Firestone itself, involving some 3 000 workers

But in the two years between the Ford strikes there has been a fundamental realignment in union membership at Ford which has set a trend in Port Elizabeth. Splits between two rival unions at Ford have reflected growing militancy on the part of Ford workers and their support for a union prepared to challenge long-held management prerogatives

Cortina plant workers have rejected the company-recognised National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), an affiliate of the Federation of SA Trade Unions. For many years this union, like other Fosatu unions, was regarded as dangerously radical by employers and some still see it in that light

But for Ford's growing number of young and politicised workers — among them students of 1976 — the Fosatu union was seen as "pro-management" because of its handling of the strike in 1979. They wanted a union that would concern itself not only with domestic labour issues but with the concerns of workers after they left the assembly line. So workers formed their own Ford Workers' Com-

mittee and affiliated to Pebco. After an abortive bid to take over the local Numarwosa branch committee, the Cortina plant workers decided to launch their own union — the Motor Assembly and Motor Workers Union of South Africa (Macwusa)

At its inaugural congress this year, thousands of township residents packed the Century Hall in New Brighton — venue for numerous mass Pebco rallies in the past — to hear speaker after speaker stress that unity was crucial for workers to "claim their place in the South African economy"

One speaker told the meeting that by their very nature trade unions had to "talk politics in the South African situation". The union adopted the motto "an injury to one is an injury to all"

So when the boycott of Firestone tyres began at Ford this week, the scene was set for deadlock between employer and employee. What workers saw as "solidarity strike" was viewed by Ford as interference in the domestic affairs of a supplier

domestic matter. "We do not permit other companies to involve themselves in our internal affairs and therefore we are not prepared to and cannot be expected to, interfere in other companies," he said

Ford obtains parts and products from more than 300 suppliers, and clearly management fears it would be setting a dangerous precedent if it gave in to Macwusa's demands and stopped buying Firestone tyres

Three months ago the Fosatu motor union, Numarwosa, used the same tactic when members at Ford's truck plant refused to handle parts from Hella Automotive. Lighting because the firm was refusing to recognise the union. But the move was short-lived and did not have the same massive support as the Macwusa action

Ford has since indicated that production will be "reactivated" next month, but would not say whether that pointed to the possibility of a new work force

Striking Ford, Firestone and General Motors workers, and even the catering staff at the Cortina plant will not budge from their stand that Firestone must rehire its former employees

Ford and GM have been equally adamant that they will not stop buying Firestone tyres and will not be drawn into a domestic dispute

According to the Macwusa chairman, Mr Dumile Makhanda, the dispute is not a

hired in their place. Macwusa argue that if GM could reorganise production this week to maintain output without 200 striking workers then Firestone could reorganise production to include another 160 workers

With no end in sight to the deadlock reached this week, the strike has become a crucial test for both management and workers

Labour observers see the strike as an attempt by Macwusa to demonstrate its support and to win workers over from the Fosatu affiliated union. As such it is a key test of their strength and support

And for Ford and GM it has become a new test for their sophisticated industrial relations system built up with such care through the years

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In Port Elizabeth it is a socio-political factor which has triggered a spreading industrial dispute

The trouble began at Firestone in January when workers objected to the Government's new pensions legislation providing for the compulsory transferability of pensions

Having no political channels through which to make their objections felt on this essentially socio-political issue, the workers took what action was open to them, which was to try to pressurise the company into closing their black pension fund

This led to the workers striking — and Firestone firing them because it was an "illegal" strike

Now the trouble has spread to Ford and General Motors, where members of a black union — Macwusa — are striking to try to force their companies to pressurise Firestone into re-engaging the dismissed workers by boycotting Firestone tyres

Macwusa claims it is a "community" issue, and that the employers have responsibilities that go beyond their factories. It is an argument one has heard before, particularly during the Mwasu newspaper strike last year, and is one that will doubtless be heard more and more in the future

What it amounts to is — as we warned — an attempt on the part of blacks to use the only instrument they have, which is their trade union rights, to give vent to community grievances and try to achieve social and political as well as purely economic goals

It is a situation that is appallingly difficult for managements to handle. And it is going to get worse, much worse, until the Government takes the pressure off this overloaded channel by giving blacks the political machinery they so obviously need

RAND  
Daily Mail  
**Strike trouble**

SHORTLY before the General Election this newspaper warned that South Africa was probably heading for a period of worsening strike trouble, which was likely to reach critical proportions next year

We based this on two factors. First, as the boom graph curves down and the inflation graph up, economic distress in the black community is bound to increase — with the second half of next year looking like the critical period

Second, the Government's failure to provide blacks with any access to the country's central political system means all their grievances — social, political and economic — are going to go through the only channel they do have, which is the trade union channel

That is why we warned businessmen that they were going to have to pay the costs of the Government's folly

The current wave of strikes in the motor industry in the Western and Eastern Cape are a disconcerting sign that this pattern of events may be starting sooner than we expected

Though the strikes in the two regions are different in character, both have features relevant to our warning

The first is the effect of the soaring rate of inflation, especially food price inflation

At Leyland in Cape Town the company reached an agreement with the trade union — Numarw — last December, which pre-empted wage increases for 1981

Now the union says its members find they can't live on these wages and it is demanding higher increases

Leyland is standing firm on the agreement, the workers, impatient of the slow official bargaining machinery (another weakness in the Government system), have gone on strike, and Leyland, calling the strike "illegal", has fired the strikers hoping to rehire selectively — but it may have trouble getting enough skilled men back

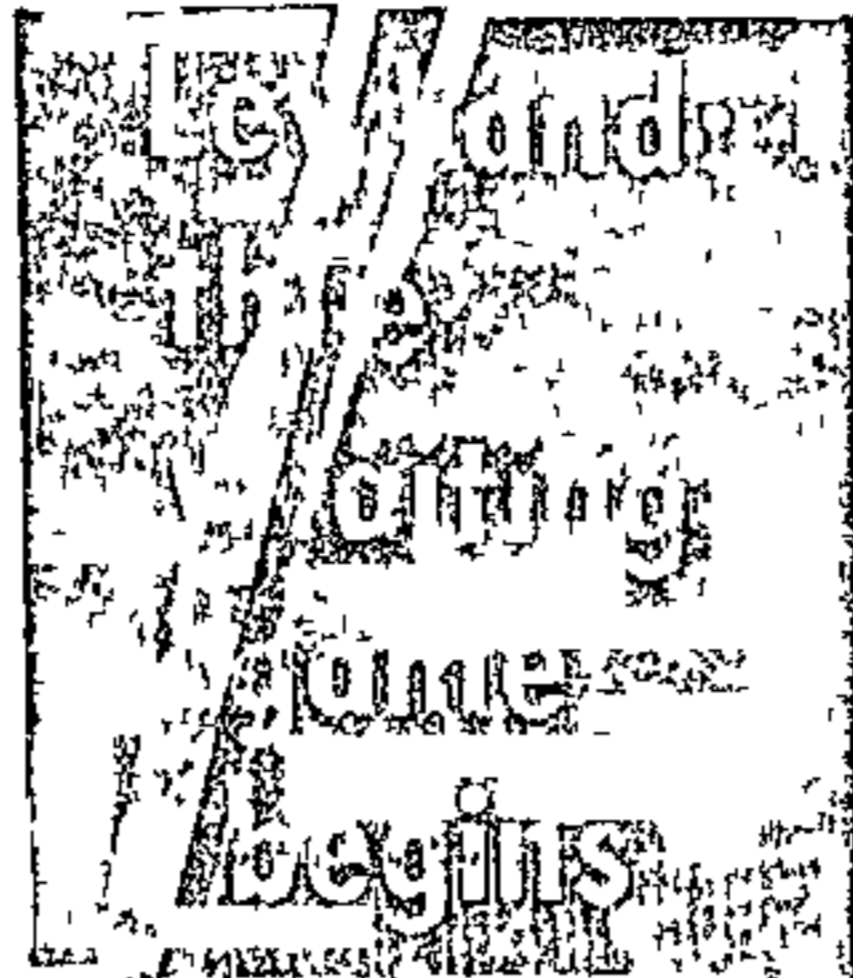
Verdere Toeliggting met 'n Steekproef van Studente.  
18 Van der Horst, Women as an Economic Force in Southern Africa.

Verdere Toeliggting met 'n Steekproef van Studente.  
18 Van der Horst, Women as an Economic Force in Southern Africa.

PLEASE CIRCLE ITEMS REQUIRED

PLEASE CIRCLE ITEMS REQUIRED

153  
23/5/81



By DAVID BLEAZARD

Began in the Leyland labour dispute. Management and the striking workers are digging in and watching for the other side to weaken.

Management told the 2 000 strikers at its Blackheath and Elsie's River plants this week they had dismissed themselves, paid most of them the money owing to them, and promptly tried to re-employ the workers.

Some men went back, but the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) insists the vast majority is still out.

At two meetings on Thursday and Friday, the workers committed themselves to continuing the strike until their demands are met.

They launched a publicity campaign to discourage other workers from taking the assembly line jobs Leyland had advertised.

For the first time, the strikers formulated specific demands. An immediate increase of 25 cents an hour and the opening of negotiations with a view to setting a minimum wage of R2 an hour.

At present, minimum wages vary from R1.30 an hour to R2.57 an hour, depending on the employee's grade.

Workers say some people who have been with the firm 20 years or more are paid as little as R1.35 an hour.

An increase of nine cents an hour across the board is due in July, according to an agreement between Leyland and the union signed last December.

Union representatives warned management early this month that workers saw this as too little, too late. After considering the matter for a week, management decided it

would stick to the agreement.

## Standstill

The next day Thursday, May 14, workers in the engine plant at Blackheath downed tools. By mid-afternoon the whole factory was at a standstill and Elsie's River plant soon followed.

On May 15, management suspended the workers for three days and told them to return to work on Wednesday, May 20. Workers ignored this, turned up at the factories but did not work.

On Wednesday afternoon, termination-of-service notices were issued and the worker's tenure of the factory premises ended. However, they were not given their unemployment insurance fund cards.

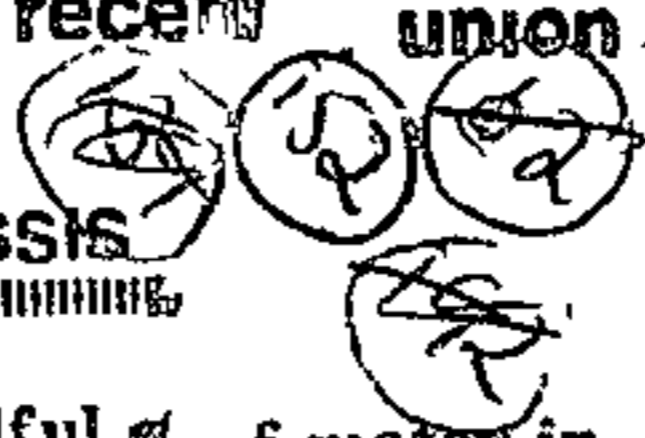
Leyland management has claimed the union is unable to represent its members effectively and should have honoured the agreement it signed last year.

But the workers are the union counters. Mr. Joe Foster, secretary of the Western Cape branch of Numarwosa and newly-appointed acting general secretary of the Federation of South African Trade Unions (Fosatu).

## Dumile Makanda . . . at a recent union meeting

S. Tribune  
24/5/81

BY CASSIE DU PLESSIS



THE downing of tools by a handful of industry workers in Port Elizabeth has become an extensive strike of 3 000 black workers at four factories.

The strike by 1 000 workers at the plant has paralysed the plant since last Monday. There are 400 on strike at the adjacent Ford engine plant, 1 500 at Firestone and 200 at General Motors.

In the strike's driving seat is a small youthful-looking man by name of Dumile Makanda, 30, chairman of the Motor Assembly Component Workers Union.

His rise to prominence is reminiscent of that of the man who in 1979 led a strike at the Ford Cortina plant, Thozamile Botha — who is now in exile after fleeing while under a banning order.

It turns out that Makanda was Botha's righthand man at Ford.

Interviewed at a rally of workers in the Centenary Hall, New Brighton, this week, Makanda said Botha had put him on the road of active black politics and "mobilising" black labour.

### Solidarity

Botha was founder chairman of the Port Elizabeth Black Civic Organisation (Pebco). His role allegedly caused his dismissal from Ford and a subsequent solidarity strike.

Makanda's path and that of Pebco have separated. His union now sees fighting for civic rights as part of its duty.

The union was launched last year as a rival to the National Union of Motor Assembly and Rubber Workers (affiliated to the Federation of South African Trade Unions) in the Ford Cortina plant. It has since gained the support of the full black labour force at the plant as well as many in other Ford plants, and members in at least six other Port Elizabeth factories.

Makanda said in the interview that all 3 000 workers at the meeting had resolved to stay out of work until Firestone reinstated 160 black workers over a pension issue early this year.

The company now maintains that it will have to fire 160 to reinstate them.

Says Makanda: "Firestone created the problem so they must solve it."

He said the strike was a "blessing in disguise" for Firestone when it re-employed people, it had a chance to leave out the elderly and sickly workers.

The interview took place against a background of freedom songs and Black Power salutes.

### Diabetic

Among those present were some of the 160 former Firestone employees.

One of them, George Nzwuza, 49, said he had worked for Firestone for 27 years. When he went with other strikers to seek re-employment, he was left out because he was a diabetic who had to go to hospital for long periods.

Johann Ndima, 61, said he had been with the company for 30 years and he believes he was left out because he was near retirement age.

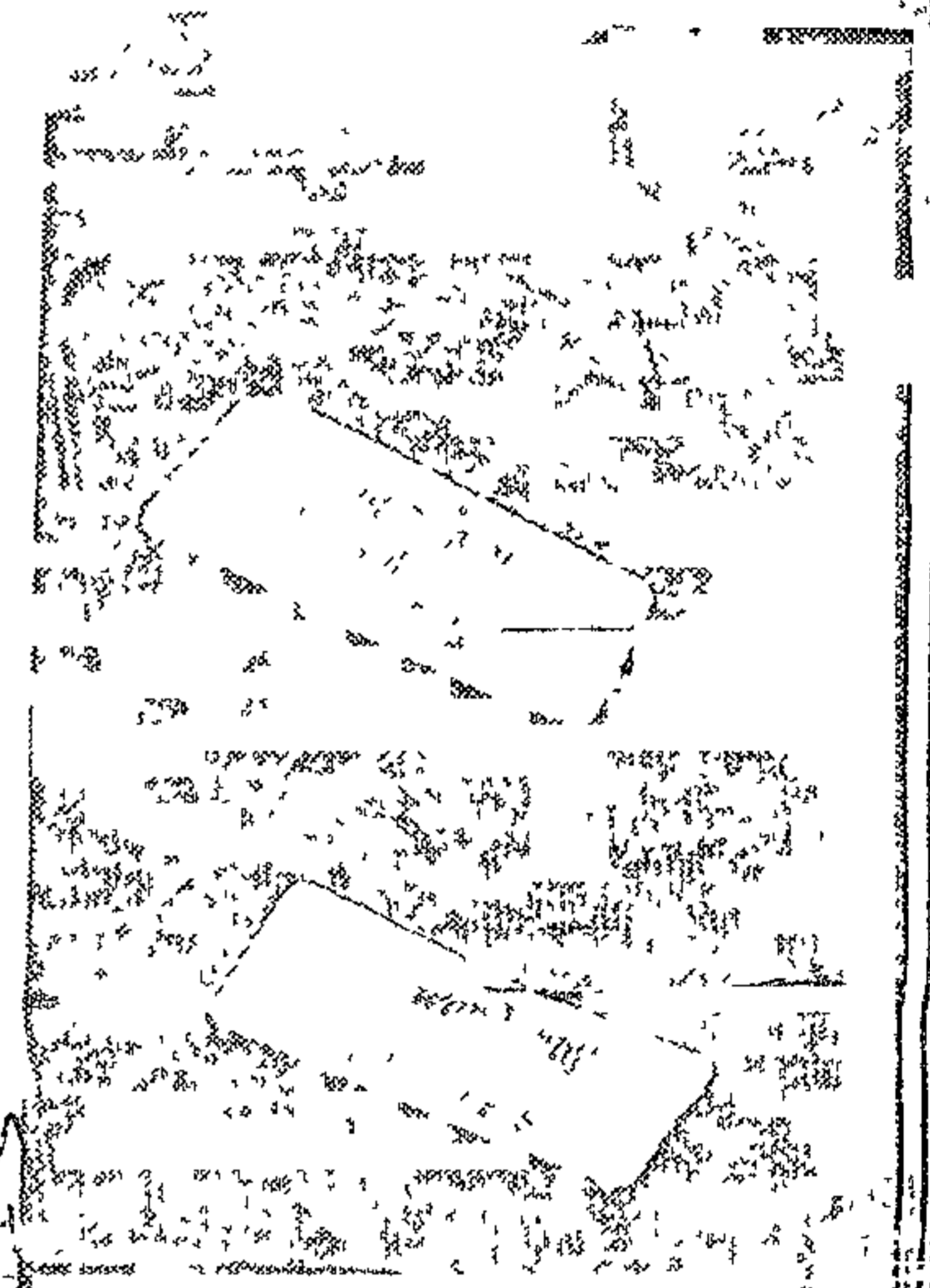
He still has two children at home and manages to come out with the help of friends and some pension money which was paid off.

Several former Firestone workers said they had used up all their savings and pension payout money to make ends meet. Whenever they tried to apply for other jobs, people rebuffed them, branding them as Firestone troublemakers.

Meanwhile, leaders in industry in the area criticised the union. They said the union was merely trying to impress potential members. At the same time the goals of collective bargaining had been thrown overboard.

# SACKED IN EAST LONDON... NOW WORKERS' CAMPAIGN AGAINST WILSON-ROWNTREE'S HAS SPREAD TO DURBAN...

# IT'S A BITTER-SWEET BOYCOTT



LEFT: Boycott stickers on SAAWU president Sisa Ntshela, v. the RIGHT: SAAWU president Sisa Ntshela, v. the

# BOYCOTT

(Conversation Course - March 1981 : 22 marks - 20 minutes)

How could anyone dismiss themselves in an area like East London where workers are unemployed, and there are no jobs to be had? Mr Ntshela argued this week. "The workers were demanding that right to organise, not dismiss themselves."

Since then, Wilson-Rowntree has recruited labour from Midland and East London's sprawling black township

But SAAWU officials claim that because they lack the training and experience of the sacked workers, many had been with Wilson-Rowntree for between 10 and 25 years - producing a turnover is way down.

"Night shift workers were made to work through from Thursday to Good Friday over the Easter weekend, which they had been promised off to try to meet production deadlines." Mr Ntshela told a Johannesburg conference in Johannesburg this week.

Wilson-Rowntree is also under attack from another quarter. Two of Britain's biggest trade unions, Transport and General Workers' Union and the General and Municipal Workers' Union are pressuring the parent company, Rowntree, to dismiss SAAWU members who claim they were dismissed for refusing to work.

THE Wilson Rowntree sweet boycott went national this week.

By David Niddie

Already dubbed the "bitter-sweet struggle" by worker-support groups, the campaign to boycott Wilson-Rowntree's sweets has spread to Durban, Cape Town and Johannesburg.

The campaign follows months of labour discontent at Wilson-Rowntree's East London factory climaxing in February with the sacking of 500 black workers.

Since then Sisa Ntshela, vice president of the SA Allied Workers Union which represents the sacked workers, has been tramping the country to marshal support for a boycott campaign almost identical to the campaign against Fath's and Mohl's products in 1979.

Support groups have been established in East London, Cape Town, Durban and Johannesburg to spread the word on the boycott with pamphlets, posters and stickers.

"We won't buy Wilson-Rowntree's" stickers have appeared on handbags, briefcases, cars and shops in Cape Town and Johannesburg.

And when Mr Ntshela left Cape Town this week, the local support committee had been promised support by 15 organisations, including the Western Cape Traders' Association, which gave support to the Fath's and Mohl's campaign.

Disputes at Wilson-Rowntree's factory began last year. Although many complainants concerned shop-floor working conditions, they almost invariably developed into demands for recognition of the SAAWU-led workers' committee and of SAAWU itself by the factory management.

With more than half the black workforce in the union, SAAWU spent most of the last few months of 1980 negotiating with Wilson-Rowntree for formal recognition.

Union support in the factory was sufficiently strong to force management to call in elected workers' committee officials to resolve any short-term disputes, but management made it clear it was unwilling to deal formally with either the committee or with the sacked workers. The committee refused to repair a broken-down machine, claiming they had no right to do so.

Other workers in the coffee department, where the incident occurred, demanded re-statement for the three workers. After some argument they were sent home for the night.

Workers in other departments downed tools.

After two weeks of repeated work-stoppages in support of the sacked workers, more than 500 had been ordered off the premises. Management said they had "dismissed themselves" by refusing to work.

# PE tense

## after a <sup>S. Times</sup> week of <sup>24/5/81</sup> strikes, <sup>(12)</sup> sabotage <sup>(12/1)</sup>

### Sunday Times Reporter

PORT Elizabeth is on tenterhooks after a week of strikes, sabotage and ANC propaganda

Police are fully mobilised and are "ready to deal with any eventuality"

Journalists have been refused permits to enter townships because the situation is "too tense"

This week

○ About 3 500 Ford, General Motors and Firestone workers went on strike

○ A bomb ripped up a section of a main railway line. A second bomb was found unexploded nearby

○ Hundreds of ANC pamphlets calling for a three-day strike and schools boycott to protest against next week's Republic festivities were distributed

○ Anti-festival slogans were daubed on walls in townships

### Hardest hit

The motor industry workers downed tools in sympathy with 160 Firestone workers who were not rehired after a walkout over proposed pension legislation earlier this year

Officials from the motor companies and members of the Motor Assembly and Component Workers' Union (Macsuwa) have had numerous "cordial meetings" but no agreement has been reached

No end to the strikes is in sight

Ford has been hardest hit with 1 500 workers on strike and its Cortina plant closed down

Mr Dunbar Bucknall, public affairs director, estimated the stoppage had cost R1,8 million so far

Disciplinary action against the strikers had not been considered yet, he said

Workers had been automatically suspended, however, and would not receive pay until they returned to work

This is not the first time Ford has been involved in disputes with its workers. It sacked 700 workers in November 1979 after unrest at its plant

Those strikes were sparked off then by the resignation of a popular black personality, Mr Thomazile Botha, leader of the Port Elizabeth Black Civic Organisation

(Pebco)

Meanwhile, at General Motors, about 200 men have gone on strike. They have listed several grievances, including

○ Unfair employment practices

○ Job reservation

○ A lack of communication between management and workers

○ No scope of promotion for black employees

According to a General Motors spokesman, production was continuing normally, however

No workers had been suspended and they would be allowed to return when they "resolve their differences with Firestone"

Firestone's managing direc-

tor Mr Peter Morum, said he was "very satisfied" with production at his factory

But the firm could not be expected to re-employ all striking employees immediately

He said 1 500 employees walked out in protest against proposed legislation which would freeze pension funds until retirement

The firm later assured them it could be exempted from the legislation and about 1 240 workers were re-employed

Mr Dumile Makanda, chairman of Macsuwa, said Macsuwa rejected Firestone's offers. The strike would only end when all 1 500 were rehired

# Factory workers at Natal firms strike over wages

By Drew Forrest

Dissatisfaction over wages has touched off strikes at two factories in the Natal textile and clothing industries.

At Durban's Isipingo Textile Company (ITC) — part of the Beier group — the 220 strong workforce was sacked after a strike last Thursday.

The workers, who were demanding a R2,50 hourly minimum wage, had refused to use the company's grievance procedure or to elect a committee to negotiate with management, said ITC director Mr Gunther Beier.

They were dismissed and told to collect their pay on Friday, he said.

but "no one had turned up"

But according to Mr Sam Kikinc, general secretary of the South African Allied Workers Union (SAAWU), workers were pressing for management to deal with a committee elected under union auspices.

Meanwhile, at the Bur-

rose hosiery manufacturing company in Estcourt, more than 1000 African, coloured and Indian workers are reported to have struck over wages.

Officials of the Fosatu-affiliated National Union of Textile Workers travelled to the plant today to seek negotiations with management.

~~14/11~~ ~~15/11~~ 15/2



# Motor firm strikes continue

Labour Reporter

THE Leyland strike continued today after last week's decision by workers to hold out until their demands were met.

A spokesman for the National Union of Motor Assembly and Rubber Workers of South Africa (Numawosa) said today that no discussions were scheduled between management and the union.

Strikers at the Blackheath and Elsie's River plants of Leyland began on May 14 over dissatisfaction with wages and a nine cents an hour increase due in July.

## MINIMUM WAGE

Last week, workers demanded a minimum wage increase of 25c an hour and negotiations aimed at setting a minimum wage of R2 an hour. The minimum at present is R1,90 an hour.

There were about 100 new work-seekers at the gates of the Blackheath factory today, most of them women.

The Argus Port Elizabeth Bureau reports that

the strike of 3 000 workers there entered a crucial stage with a meeting between Firestone management and leaders of the Motor Assembly and Company Workers' Union (Macwusa) scheduled for today.

The workers — at Ford and General Motors plants — downed tools last week in sympathy with 160 Firestone workers who were not re-hired after a walk-out earlier this year over a pension dispute.

However, there is 'precious little' chance of a settlement being reached, the managing director of Firestone, Mr Peter Morum, said in an interview.

He said Macwusa leaders would not budge a fraction.

They wanted all 160 former Firestone workers re-hired, including the "drunks and chronic absentees", he said.

He described as 'frub-hish' union allegations that the company had left out many of the 160 former workers, because they were elderly or sickly.

# Union rejects 'smear' pamphlet on car tyres

Own Correspondent

PORT ELIZABETH — The trade union representing thousands of workers at Port Elizabeth's three strike-hit manufacturing giants yesterday reacted angrily to a "smear" pamphlet distributed in the city's black residential areas at the weekend.

The strike entered its second week today.

The "smear" pamphlet, issued in the name of the "Motor Assemblers and Components Workers Union" (Macwusa) says that "from today no black man in Port Elizabeth and Uitenhage must have Firestone tyres on their vehicles".

"You must take the Fire-

stone tyres off your vehicles and bring it to the Macwusa office where we will pay you out so you can buy new tyres. We the Macwusa executive have already destroyed all the Firestone tyres we had."

The union's organizing secretary, Mr Government Zini, said yesterday that Macwusa dissociated itself from the pamphlet.

"This is an attempt to smear our image and incriminate our officials."

More than 3 000 workers at Firestone, Ford and General Motors downed tools a week ago in sympathy with 160 Firestone workers who were not re-hired after a walkout over a pension dispute.

# No let-up in Cape motor strikes

STAR  
25/5/81

## Labour Reporter

The two week-old strikes at Ford in Port Elizabeth and Leyland near Cape Town today showed no signs of letting up as unions adopted non-negotiable stands

At Leyland, where management has started to take on a new work force at the Blackheath and Elsie River plants strikers are sticking to their demand of a R2 an hour wage

The National Union of Motor Assembly and Rubber Workers (Numarw) which represents the strikers, has organised regional meetings in the Cape Peninsula this week and plans a mass meeting on Friday

Numarw's secretary, Mr Joe Foster, said today former Leyland workers would hold to new demands

It was unlikely Leyland would find enough suitable employees for the two plants

Last Friday Leyland had taken on about 500 workers out of the full work force of about 1 900

Leyland has said it will not negotiate with Numarw until production has returned to normal

At Ford in Port Elizabeth about 1 500 workers were still under suspension after their refusal to handle Firestone tyres

## TYRES

The Corina plant is closed but production is continuing at the engine and Neave plants only partially affected by the strike

Motor Assembly and Component Workers' Union chairman Mr Dumile Makanda has said the strikers will return to work provided they do not have to handle Firestone tyres

Firestone's managing director, Mr Peter Morum, said today there was still a partial stayaway from the plant and that management would be meeting with Macwusa to discuss the dispute

Ford's industrial relations officer, Mr Fred Ferreira, told The Star the company was maintaining its position that workers would stay under suspension until they returned to work and handled all suppliers' products

At the Sigma plant near Mamelodi, the scene of a major strike last month, management continues negotiations with Numarw representatives.

# GM shuts PE plant for a week's inventory check

By JIMMY MATYU  
and BILL GARDINER

AS the strike by 3 500 workers at Ford, General Motors and Firestone enters its second week, the GM plant in Kempston Road shut down production today for a week-long inventory check

According to GM's public relations manager, Mr Peter Ray, the closure was not related to the strike called by the Motor Assembly and Component Workers' Union (Macwusa) in solidarity with 160 Firestone workers who lost their jobs during a pensions dispute

"It is part of our annual inventory check, planned weeks ago for this time of the year and is not related to the strike in any way," he said

According to official figures released last week, about 200 GM workers had joined the solidarity strike out of a total workforce of some 1 000

Union sources have claimed at least half the GM workforce had joined the walkout. The plant will reopen on June 2

At a lively meeting today in the Centenary Great Hall, New Brighton, the Macwusa chairman, Mr Dumile Makanda, said a delegation of 11, consisting of five Macwusa executive members and six former Firestone workers, met Firestone management in Firestone's boardroom last Friday

He described the meeting as friendly and said Firestone wanted to be informed of worker grievances

Macwusa meets Firestone management at 3pm today

At today's mass meeting, workers reaffirmed their decision not to return to work until the 160 former Firestone workers were re-hired

Meanwhile, a spokesman for the 50 000-strong Federation of South African Trade Unions (Fosatu) in Port Elizabeth has accused Macwusa of causing "ethnic divisions" between workers

The Fosatu-affiliated National Union of Motor Assembly and Rubber Workers

(Numarw) which has the support of the majority of coloured workers at Ford and GM, held a meeting last week attended by about 700

It strongly criticised Macwusa for not consulting them over the solidarity strike

Macwusa has rejected the allegation and has stressed the union was a non-racial body

Macwusa chairman Mr Dumile Makhanda said today the union had been approached by a Fosatu member, Mr D Khumalo, from Sigma in Pretoria

The firm was recently hit a pay strike. Mr Khumalo said Sigma workers were dissatisfied with the Fosatu union's handling of the strike after the dismissal of about 400 Sigma workers

Macwusa today dissociated itself from smear pamphlets issued under the union's name which called on motorists to bring in their Firestone tyres to the union offices where they would be paid out

Ev. Post 25/5/81

(152) (127)

~~AFOW~~ ~~AFSA~~  
Motor workers meet  
STAR 26/5/81 ~~102~~ ~~110~~  
to decide on action ~~152~~

**Labour Reporter**

The two unions involved in the motor industry strikes in Port Elizabeth and Cape Town are holding meetings this week to decide what course of action to take in the deadlocked disputes.

The Motor Assembly and Component Workers' Union (Macwusa) met striking workers yesterday in New Brighton's Centenary Hall near Port Elizabeth to discuss their solidarity strike.

Macwusa has stated that workers will refuse to handle Firestone tyres in the Ford plants and

workers have been suspended from work.

Firestone's managing director, Mr Peter Morum, met Macwusa representatives yesterday to discuss the union's aims as well as the issue of the dismissal of about 160 workers at Firestone earlier this year.

The Firestone solidarity strike has spread to other Port Elizabeth firms.

In the Cape, the National Union of Motor Assembly and Rubber Workers is conducting meetings in the Peninsula with striking Leyland workers.

# No sign Ev. Post 26/5/81 of an early end to strike

By BILL GARDINER

WITH production losses at Ford's Cortina plant approaching R35 million today, there is little indication of an early settlement to the eight-day strike by more than 3 000 Ford, General Motors and Firestone workers

The workers downed tools last week as a gesture of solidarity with 160 Firestone workers who lost their jobs after a dispute over pensions

Yesterday's talks between Firestone management and officials of the Motor Assembly and Component Workers Union (Macwusa) ended in deadlock with both sides standing firm on the issue of re-employment of the 160 former Firestone workers

Macwusa has rejected management's offer to re-employ the 160 workers as vacancies arise and has demanded that all the workers be rehired. Firestone has insisted that it cannot rehire the 160 workers immediately without dismissing other workers

The union's organising secretary, Mr Government Zini, said he was disappointed about the deadlock

He added that Firestone officials had told Macwusa yesterday that a number of "unproductive workers" would not be considered for re-employment as vacancies arose

Macwusa officials will report back to workers on the talks at a meeting at the Centenary Hall in New Brighton tomorrow

Firestone's managing director, Mr Peter Morum, said that although yesterday's talks had not resolved the current dispute, he was hopeful that an agreement between the two parties would be reached shortly

He said the number of workers that Firestone would not consider re-engaging once vacancies arose was "marginal"

CT 26/5/81 (152) (139) (192)

# Deadlock in PE strike talks

Own Correspondent

PORT ELIZABETH — Two hours of talks between Firestone management and Macwusa, the trade union representing thousands of workers at Port Elizabeth's three strike-hit manufacturing giants, ended in deadlock yesterday afternoon, and a union spokesman said there were no immediate plans for another meeting.

More than 3 000 workers at Ford, Firestone and General Motors downed tools last week in sympathy with 160 Firestone workers who lost their jobs after a pension dispute.

Macwusa's organizing secretary, Mr Government Zini, said last night that the union still rejected Firestone's "farical" offer to re-employ workers as vacancies came up. Firestone management could not be contacted last night.

In another development, the union is reported to have been approached by the former leader of the 4 000 workers who went on strike at the giant Sigma Motor Corporation in Pretoria last month.

Mr Zini said that Mr D Khumalo, who was elected chairman of a committee to represent Sigma workers in a wage dispute, and who was subsequently fired with a number of other strikers, had approached Macwusa to start a branch office in the Pretoria area.

Mr Khumalo and a number of fellow committee members broke away from the Federation of South African Trade Unions last Thursday because of their dissatisfaction with the union's handling of the strike.

A branch on the Reef would be Macwusa's first outside the Port Elizabeth-Uitenhage area.

Earlier yesterday, the Macwusa chairman, Mr Dumile Makanda, said he sneered at a claim by a spokesman for the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers of South Africa that Macwusa was causing "ethnic divisions" between workers.

In a jam-packed report-back meeting at the 9 000-capacity Centenary Hall in New Brighton, Mr Makanda said Numaiwosa's criticism of Macwusa for not consulting them over the solidarity strike was "insincere".

"There has been such a sudden membership surge from them that we have had to order more than 5 000 forms. Fosatu is realizing that it is losing members in great numbers and this is only a last-ditch effort to save face."

© Strike 'new phase in labour relations', page 13

# PE strike 'new phase in labour relations'

CT26/5/81

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## Own Correspondent

PORT ELIZABETH — Port Elizabeth's week-old strike, which has affected production at General Motors and has meant losses of about R3-million to the Ford company, marks South Africa's entry into an important new phase in labour relations, says a Rhodes University sociologist, Dr Marianne Roux

Dr Roux is a co-author of the Ford report on the company's implementation of the Sullivan employment code

She said in an interview yesterday that the strike, in which more than 3 000 workers downed tools at Ford, Firestone and General Motors in sympathy with 160 Firestone workers who lost their jobs after a pension dispute, was "quite an historical event"

"The strike is not concerned only with the workplace, but is a much wider socio-political issue

For the first time workers as a group, rather than employees of a particular factory, are pitting themselves against what they see as management as a group"

The strike was critical for the Motor Assembly and Component Workers' Union, which represented the strikers, because although it had been called specifically to achieve the re-employment of the Firestone workers, it would also be seen by labour observers as a test of strength for the union

It could also prove to be the "making or breaking" of Macwusa Macwusa could not back down without considerable concessions on the part of the managements concerned Anything else would mean a loss of credibility for the union

And while Ford would not want to be seen to be capitulating to the demands of the workers, neither could neither it afford to take a

hard line and fire all the workers

Ford would not want to harm its reputation as one of the companies with the most progressive labour relations in South Africa — a reputation which it deserved

To antagonize Port Elizabeth's highly-politicized workforce by firing all the strikers would increase its problems tenfold

"If any of the three companies should fire strikers, it would be interesting to see how much solidarity there is in the community for Macwusa, and how many people are willing to come forward as scab labour

"Macwusa must have been sure of considerable support to have taken up an issue like this"

Dr Roux suggested that one solution to the dispute would be for all the companies involved in the dispute to offer to take on the former Firestone workers



# 'Unions are the real challenge'

LONDON — Black unions present the South African Government with its most serious challenge, says an article in a major survey on South Africa published by the London Financial Times yesterday.

The black unions constitute a threat both to the working of apartheid and the power of the predominantly white business community.

While the union leaders insist that they are trying their best to avoid involvement in political activities, they have to concede that "the whole context in which we live in South Africa is interwoven with politics", illustrating the degree to which political issues intrude and create the tensions within the country's labour force, which revamped industrial legislation cannot contain.

The article states that the growth of the black union movement highlights the ultimate incompatibility of conceding bargaining rights — albeit painstakingly slowly — while providing no comparable shift in the system of exclusive white political power.

Other aspects of the South African way of life discussed in the comprehensive, 14-page survey include

- The economy and South Africa's inflation problems,

- The homelands policy — and the fact that the government is today rethinking Dr Verwoerd's grand design, mainly because the economic pillar of the separate development policy is tottering,

- South Africa's increasing state of military preparedness. The article states that the armaments industry provides lucrative business throughout the engineering industry, with 600 companies involved in addition to Armscor's own 14 factories in which about 3 000 are employed.

The article adds that the national defence budget has virtually quadrupled in the last decade, now standing at almost R2 000-million, with another estimated R1 000-million hidden in the budget estimates of other government departments.

- The boom in imports,

- The efforts of the 'anti-apartheid' campaigns,

- Coal output, which is expected to double in 10 years,

- The Sasol projects, and the fact that in South Africa anything to do with oil is shrouded in secrecy,

- Gold the economy's vital asset is "good for many years". The article points out that every 10 dollars shift in the price of an ounce of gold alters South Africa's gold revenue by just under R200-million.

On Krugerrands, the article says that more than 30 million coins have been sold by Inter-gold, accounting for up to 27 percent of South Africa's output in recent years.

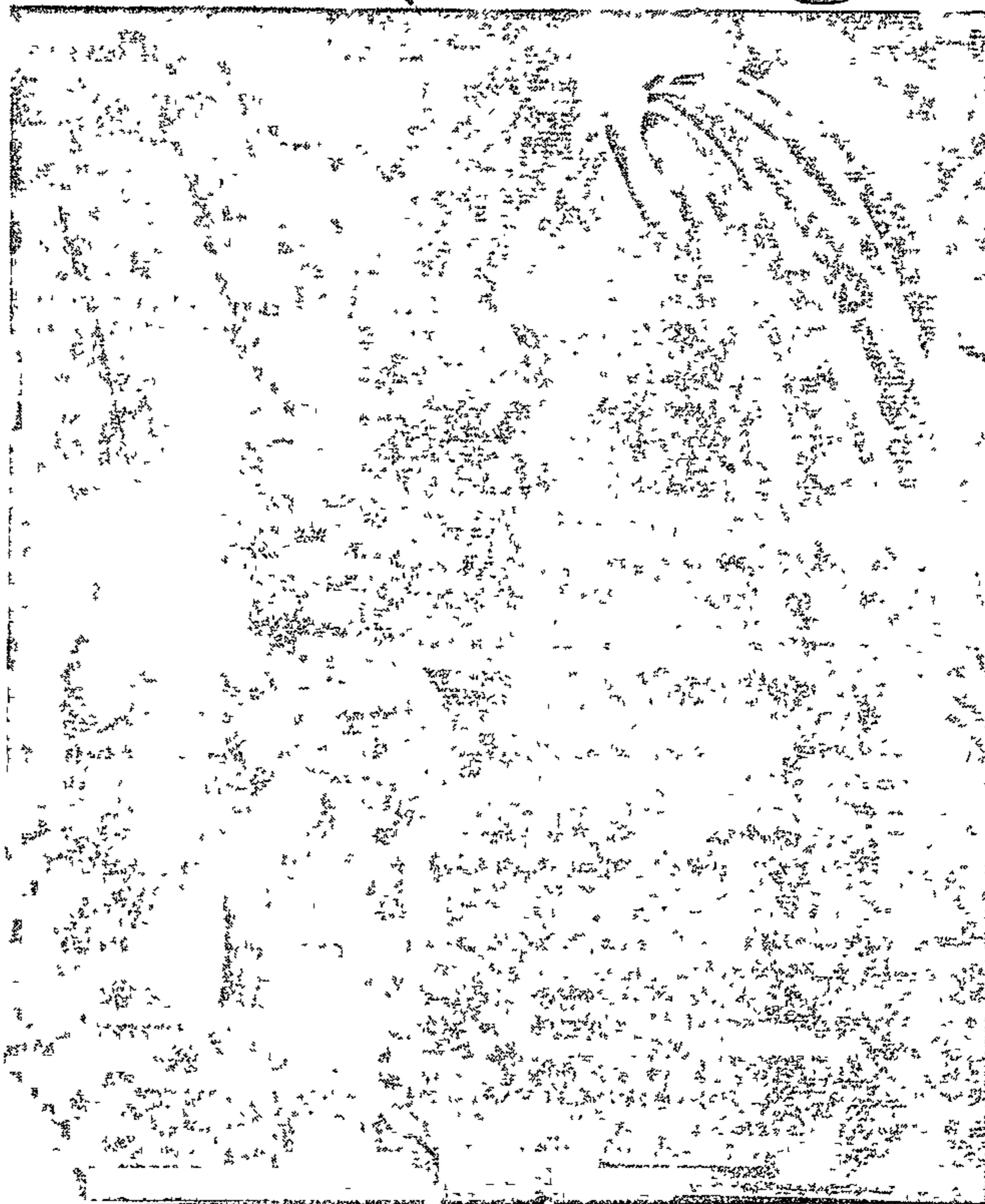
- Platinum and diamonds, and a brief reference to speculation that Russia and South Africa agree on platinum, diamond and gold sales,

- Uranium. According to California-based Nuexco, at a price of 25 dollars a pound of uranium dioxide, South Africa has 412 000 tons — about a quarter of the non-communist world's reasonably assured uranium reserves.

- SWA/Namibia. "It is an abiding irony that one of the most fiercely anti-colonial peoples of Africa, the Afrikaners, who fought bitterly to resist the might of the British Empire, should end up as one of the last occupying powers in Africa".

- The politics of trade. South Africa's exports to Africa rose by 66,6 percent in 1980 — from R73-million the preceding year to R1 102-million. "For officials in Pretoria the politics of trade often reveal more about regional realities than a succession of hostile resolutions passed by the world body," and

- Tourism. Britain remains South Africa's largest source of tourists outside Africa, with more than 120 000 visiting last year, compared with 50 000 Germans and 48 000 Americans. Africa still provides the most visitors — 300 000 last year.



A union member during a recent strike.

## Call for boycott in support of union

By ZB MOLEFE  
THE Federation of South African Trade Unions (Fosatu) has called for a complete boycott of the products of the multinational Colgate Palmolive Company in protest against the company's refusal to recognise their union.

And the bitter dispute at the company's Boksburg plant took another turn at the weekend when management said it was prepared to negotiate further in order to avoid a strike.

This is contained in a management statement which added that "management believes that in the end the company, its factory workers and their families will all suffer."

The statement follows the bitter recognition dispute between the company and the

Chemical Workers Industrial Union (CWIU) which resulted in the union calling off negotiations at a Conciliation Board hearing last Monday and Wednesday.

"The company supported the application for a Conciliation Board because it sincerely believed that formal negotiations would help resolve differences of opinion that existed between itself and the union, the statement added.

"The company was not prepared to jeopardise these negotiations in any way and that is why it did not enter into any form of public debate in the Press, unlike the union," the statement continued.

"However, it has become apparent that the union had no real intentions of negotiating whatsoever. This becomes quite clear when one reads the opening sentence of a booklet issued by the union after the Minister had ap-

proved the establishment of the Board, and prior even to the first meeting of the Board.

"The opening sentence of the booklet states that the booklet was produced in furtherance of a contemplated strike."

The bona fides of the union in applying for the Board must be questioned if they were contemplating strike action, the statement goes on. Also, it would have served the interests of the union members better to have contemplated conciliation.

The statement argued: "It is not surprising that the actual wages paid by the company were not an issue, as the company wage levels are the highest in the industry in which it operates — at a minimum of R401-plus per month for the lowest grade shift worker and over R700-plus per month for a grade one operator."

STAR 26/5/81

# Riot police called to Industria strike

By Drew Forrest

Armed riot police and Industrial Council officials were called to the Ullmann Brothers Transport Company in Industria today after about 300 warehouse workers walked off the job, paralysing the company.

About 100 lorry drivers not on strike are reported to be idle.

Management could not be reached for comment but a worker said the strike centred on demands for a R45 weekly wage.

He said workers were dissatisfied with existing wage differentials, in terms of which lorry drivers' assistants were paid less than their counterparts in the warehouse.

The workers were told by management to start work by noon or "go home". Most had chosen to go home.

A decision had been taken to turn up at the depot, he said, but work would not resume until the wage demand was met.

APR 26 5 181  
Prospects  
of ending  
PE strike  
are slim

Argus Bureau  
PORT ELIZABETH —  
Prospects appeared slim today of the 3000 black workers on strike in Port Elizabeth returning to work before next week at the earliest, after crucial talks between Firestone management and trade union leaders ended in deadlock yesterday afternoon.

The situation is apparently heading for a showdown early next week when, after the Republic Day and Ascension Day holidays and inventory shut-downs factory managements will want to get their plants in full production again.

Ford Motor Company will, by the end of this week, have lost R4-million in production. Its striking workers will have by the end of last week lost R1-million in wages.

Mr Peter Morum, managing director of Firestone, where about 1500 workers are on strike, was not available for comment today.

However, he hinted in an earlier interview that the company would have to start thinking in terms of alternative measures to get into full production again.

If these alternative measures included a return-to-work ultimatum — and this line could be adopted by Ford and General Motors as well — it could end with thousands of people losing their jobs.

**Workers  
who <sup>A Mercury</sup>  
26/5/81  
downed  
tools  
dismissed**

Mercury Reporter

ABOUT 200 workers have been fired from Isipingo Textile Corporation (Pty) Ltd after they downed tools over a labour dispute

The director of ITC, Mr Gunther Beier, said yesterday workers had stopped work last Wednesday because of a proposed amendment to the grading system. They also demanded an increase of R2 50 an hour.

'We asked the employees to adopt the normal grievance procedure but they refused outright. In order to resolve the deadlock we asked them to elect another committee to negotiate with management while they returned to work,' Mr Beier said

**Refused**

He said workers had refused and were given an ultimatum to return to work and elect a liaison committee or be dismissed

'Employees refused further negotiations and were consequently dismissed. They were told to collect their pay on Friday but nobody turned up,' Mr Beier said

The secretary of the Allied Textile Workers' Union, Mr S K B Kikine, said yesterday all 200 workers had arrived at work yesterday morning but management would not reinstate them

'Unless the company takes them back the South African Allied Workers' Union will be forced to take action. We will call on all suppliers of ITC to stop supplying them with materials,' Mr Kikine said

He said the initial dispute had started because management had refused to recognise the union because it was not registered

# Police use gas to disperse Natal strikers

STAR  
27/5/81

#00A 152 #77

By Drew Forrest

Police yesterday used teargas to disperse striking workers who had gathered outside the Burhose hosiery manufacturing company in Estcourt.

The strike, the biggest in Natal this year, was sparked off on Monday when at least 300 black, coloured and Indian workers downed tools in support of a wage demand.

Those who rejected a management order to resume work were dismissed and paid off yesterday afternoon. After workers refused to disperse, police used teargas, reports our Durban correspondent.

The general secretary of Fosatus National Union of Textile Workers, Mr Obed Zuma said talks between the union and management on Monday "had reached no conclusion". The NUTW claims 50 percent membership at the plant and approached the company for recognition some time ago.

Mr Zuma said many workers received the R15 minimum weekly wage

laid down by a wage determination for the hosiery industry, and were demanding a wage of R45 a week. "The company must recognise that they have a genuine grievance," he said.

Mr Ivan Posniak, Burhose managing director, stated that workers had gone on strike "without warning" and "without advising us of their grievances."

# Firestone continues talks with union over sacked 150

STAR  
27/5/81  
152

## Labour Reporter

Firestone in Port Elizabeth will continue to hold talks with the Motor Assembly and Components Workers' Union (Macwusa) over the issue of recognition and the dismissal of about 150 employees earlier this year.

This was said today by Firestone's managing director, Mr Peter Morum. Talks were initially held on Monday with Macwusa, he said.

The Firestone unrest has resulted in the closure of the nearby Ford Cortina plant and the suspension of about 1500 workers. Ford has lost several million rands as a result of production losses, although the company plans to reopen the Cortina plant next week.

Workers had refused to handle Firestone tyres in support of the dis-

missed Firestone workers, and Firestone itself was hit by a partial work stayaway.

Mr Morum has attributed the stay-away to intimidation of his employees and added that workers had even requested protection to come to work.

Macwusa has said workers will not handle Firestone products until the workers there have been reinstated. But Mr Morum has said any employment of former workers would be left up to the company.

And in Cape Town, Leyland has taken on about 1500 workers following the recent dismissals — following a wage dispute — of 1900 staff at plants in Elsies River and Blackheath. At least 40 percent are new applicants.

About 200 men a day are being recruited.

Labour <sup>5/11/81</sup>  
27/5/81  
court case  
may be <sup>202</sup>  
held over <sup>12</sup>

Labour Reporter

The court case against the Union Co-operative Bank and Sugar Company in Natal is likely to be postponed to August

Workers were dismissed last month after a dispute over free rations

Management allegedly removed the workers from the compound after a work stoppage

The Sweet Food and Allied Workers' Union took the company to court

If Mr Justice Booßen decides in favour of reinstatement of the workers it would create a precedent for the rights of migrant workers in urban areas, labour lawyers said

The judge has called for oral evidence from the 186 workers

Union officials now fear the case will be held over until August

Last week a committee of former workers approached management and requested that all the workers be taken on without victimisation and that negotiations with staff be opened

Management rejected the offer and said there were no jobs available, according to a union spokesman

# Back to work at Industria

SAE 27/5/81 (152)

About 200 employees of Ullman Brothers in Industria Johannesburg, returned to work this morning after a dispute at the plant yesterday

In two weeks' time workers will appoint a new workers' committee to meet management and discuss grievances

Workers said they were dissatisfied with the present committee and had various complaints about wages and working conditions



RESULTS

In 1970 the infant mortality rate in the "Little Triangle" was 28. of 27 deaths during the year, only five were due to gastroenteritis, with only one death from the village of Tira being due to gastroenteritis. In 1971 the infant mortality rate fell still further to 24, with only three deaths being due to gastroenteritis. In 1972 the rate fell to 21 and for the first time ever no infant from the village of Tira died from gastroenteritis. This was also true for 1976 and in 1977 infant mortality dropped to 19.6 - the first time ever to fall below 20. A falling of morbidity from the disease was also noted at the clinic in Tira, where the visits due to acute gastro-intestinal diseases fell from 23% of all visits to the clinic in 1967 to 14.5% in 1971.

DISCUSSION

The four hospitals in the central area of Israel, to which almost all Arab children living in the area are admitted, had 9,957 admissions (all races) to the children's wards in 1970. Of these, 1,199 were due to gastroenteritis. Each patient spent approximately 10 days in hospital. Hospitalisation at that time cost an estimated IL.80 a day (R 10), and the total cost for the care of cases of gastroenteritis was in the vicinity of 1 Million IL. (R 125,000).

The budget for the program at Tira was IL50,000. This relatively small investment resulted in a large number of admissions being prevented, and the incidence of the disease being drastically reduced.

Most of the "triangle" infants have in the past few years been admitted to one large hospital in the region. Of 1894 admissions to the children's wards in 1976, 446 were Arab children ie. 22.4% of all admissions. Of these 155 were admitted because of gastroenteritis, but the incidence of severe dehydration and hypernatremia was drastically reduced, as supported by the fact that there was not one death from gastroenteritis in the hospital in 1976, and the average duration of stay was only 6 days.

Of the 1251 Jewish children admitted 196 were admitted because of gastroenteritis ie. 14%.

CONCLUSION

The program succeeded to a large extent because of the energy put into it by the para-medical staff and all the non-medical helpers, as well as the willingness of the mothers to cooperate wholeheartedly in the program. Considered in global terms the problem of infantile diarrhea is so enormous that we cannot conceive of any advance in acute therapy that would have a significant impact on it. THE ULTIMATE GOAL MUST BE PREVENTION. THERE IS MUCH HARD WORK STILL TO BE DONE, (22,23,24,33). A vaccine for infantile gastroenteritis is a realistic possibility. (25.26.27 32). Until such time, we sincerely believe that the best approach to the problem of gastroenteritis is by prevention through health education.

Our thanks are due to Dr. David Yarom of the Department of Health Education, Ministry of Health, Jerusalem,  
Mahmoud Fideil, Sanitarian, Government Health Centre, Tira,

and the several nurses and other helpers who made this project possible.

# Call for boycott



THE Chemical Workers' Industrial Union — an affiliate of Fosatu — has called on the community to boycott Colgate Palmolive products

Pamphlets calling for the boycott were distributed in the East Rand townships yesterday

The call comes after the Conciliation Board failed in its attempt to resolve a dispute between the Colgate Palmolive Company in Boksburg and the Chemical Workers' Industrial Union (CWIU). The CWIU claims a majority membership of the plants and has demanded recognition rights over wages and working conditions

*Jowian 27/10/77*

# Leyland

CT 27/5/81

## recruiting after strike

Staff Reporter

LEYLAND SOUTH AFRICA is going ahead with recruitment after the dismissal last week of about 1900 workers from its plants in Blackheath and Elsie's River

The workers had been on strike for 3½ working days in support of demands for better pay

Their dismissal last Wednesday precipitated calls of solidarity from the International Confederation of Free Trade Unions, which also cabled Leyland South Africa urging it to reinstate the workers and negotiate and from the International Metal Workers' Federation

Leyland South Africa's director of communications and public affairs, Mr Arne Pitlo, disclosed yesterday that 1491 people had been employed since the workers' dismissal and that about 400 were new appointments

He said the strike had cost Leyland the production of about 800 vehicles, but that the Blackheath and Elsie's River plants had now recommenced production in all departments. It was expected that full production would be restored to both plants by early next month

The secretary of the National Union of Motor Assembly and Rubber Workers of South Africa, Mr Joe Foster, said on Monday that the workers, 85 percent of whom are represented by the union, were still adamant that they would not seek re-employment till their wage demands had been met

Meanwhile, in Port Eliza-

both talks between Firestone and the Motor Assembly and Components Workers' Union of South Africa ended in deadlock on Monday and no end to the strike by about 3000 workers at Firestone, Ford and General Motors is in sight

In spite of the failure of Monday's meeting, both sides emphasized yesterday that the "door is still open"

A settlement at Firestone is believed to be the key to ending the strike at Ford and GM as well

The situation at all three companies remained unchanged yesterday, and Macwusa's organizing secretary, Mr Government Zini, said talks with a fourth company, Armstrong Hydraulics, where 40 Macwusa members were dismissed after a strike, were continuing

He said the union would continue talking to Firestone, but added "Their offers to reinstate people remain vague. They also say they will not re-employ all those who were dismissed. Not only 160 workers, but their families as well, are at stake and the workers are determined to continue"

Firestone's managing director, Mr Peter Morum, said "Negotiations have not been broken off and we will continue to seek a solution. We are experiencing the difficulties associated with the growth of a new union movement and there is learning to be done on both sides"

The strikes had been sparked by 'issues which were outside our control and we are convinced that we are not bad employers'



FIRE...Police tell workers to leave the premises.

# 'Sit-in'

NATAL MERCURY  
27/5/81

126 121  
127 152  
129 100

# women fired

## Workers dissatisfied with R16-a-week pay

### Mercury Reporter

SIXTY-TWO workers from Fine Foods (Pty) Ltd in Rosehill, Durban, were fired yesterday when they refused to work until the company had negotiated a wage increase

The women workers claimed they were not 'on strike' but were merely staging a peaceful sit-in until the management of Fine Foods listened to their grievances

The women, who cook in the food processing company, are paid R16 a week and were asking for R50 a week

Mr Mathew Oliphant, general secretary of the National Federation of Workers, said the workers had called his union on Monday and asked them to negotiate between manage-

ment and their workers' committee

'We then tried to approach the manager but he refused to see us and instead asked us to come back next week' he said

'The workers felt this was a delaying tactic as they had been trying to get management to listen to their demands for the past three years'

### Comment

Representatives of the department of Manpower Utilisation were called in. They told the workers the strike was illegal and if they did not go back to work they would be arrested

When the workers did not go back police were called to remove them from the premises

They were then told that

they had been fired and that they should return today to collect their wages

The manager, Mr J P Bello, could not be reached for comment but his wife said 'It's not worth commenting at this stage, not until we see what happens'

Our Pietermaritzburg Bureau reports that most of a 1300-strong Estcourt Burhose factory labour force was dispersed with teargas 'for their own good', police said yesterday

Workers, who downed tools over a pay dispute, had gathered in the road outside the factory and were a hazard to themselves in the pie dawn, according to Capt W Moon

Most of the workers were still out on the second day

of the stoppage yesterday, said Mr I Posniak, managing director of the firm

He said workers were demanding double their present wages in what seemed to be a 'political strike' timed to coincide with Republic Festival celebrations

### Rehiring

There was 'nothing wrong' with workers wanting more money but it would be necessary for them to lodge their grievances through a negotiating committee elected by the workers

Mr Posniak said rehiring would start today

Burhose were not prepared to negotiate with the National Union of Textile Workers, of whom about 900 of their workers were members, until they had negotiated an agreement of recognition with the company

'We're not prepared to negotiate with them over this strike because that would be giving them de facto recognition' said Mr Posniak after accusing the union of 'trying to muscle in on the strike for publicity'

Most of the women workers were earning between R15 and R21 a week, according to Mr John Copelyn, branch secretary of the union

'Our interest is in the workers who are members of the union,' he said

# Meeting CV Post 27/5/81 decides to go on with strike

## Post Reporters

A MEETING of about 3 5000 striking Ford General Motors and Firestone workers at the Centenary Hall in New Brighton today decided not to end the nine-day old strike, and to stay out until the former 160 Firestone employees were re-hired

For the seventh time since the strike started more than a week ago, workers decided not to return to work till their demands were met

The workers downed tools last week in solidarity with the 160 Firestone workers who lost their jobs after a pensions dispute earlier this year

Talks between Firestone management and officials of the Motor Assembly and Component Workers' Union of South Africa (Macwusa) have failed to resolve the dispute. Macwusa has rejected management's offer to re-employ the 160 workers as vacancies arise and has demanded that all the workers be rehired immediately

The union's organising secretary, Mr Government Zini, in his report-back on this week's talks with Firestone he said management had failed to give specific answers to their questions

Macwusa has also informed Ford and GM that workers had reaffirmed their decision not to handle Firestone tyres until the dispute was settled

Mr Zini added he planned to launch a self help community project to provide work for unemployed workers. He appealed to churches to give assistance and be involved in the project

Macwusa's general secretary, Mr Dennis Neer, denied allegations that Firestone workers were being forced to join Macwusa

Mr Neer said the union had been approached by Levland workers in Cape Town and Sigma workers in Pretoria who wished to join

# Leyland running again with new staff

ANNOS 23 5/8 (152)

## Labour Reporter

WITH the labour dispute at its Blackheath and Elsie's River plants unresolved, Leyland South Africa said yesterday it had recruited 1 491 employees and has restarted production in all departments

About 2 000 workers downed tools nearly two weeks ago, demanding an increase in wages higher than the nine cents an hour due in July according to an agreement negotiated in December

Since their dismissal last Wednesday, the striking workers had formulated demands for a 25

cents an hour increase and a minimum wage of R2 an hour within four months

In a statement, the company said it had lost production of about 800 vehicles during the past eight days. But more than 250 vehicles had been built since the dispute started and production was increasing

'Leyland is confident that full production will be restored to both its factories by early next month and with extended overtime, the lost production can be made up within the next two to three months'

The statement, by Leyland's director of communications and public affairs, Mr Arne Pitlo, said 'at least 40 percent of the people being employed by the firm were new appointments.'

## WOMEN

More than 30 percent of the new labour force was made up of women, 'who have been placed in various production positions throughout the two factories'. Women previously made up 10 percent of the workforce

With employees being recruited at a rate of more than 200 a day, the company says, it was 'concerned that several long service employees will lose substantial long service employment benefits if they do not return to work on or before Tuesday June 2'

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# Leyland pleads to senior staff as 1 491 hired

By STEVEN FRIEDMAN  
Labour Reporter

THE Leyland motor company, which fired 2 000 strikers last week, says it has employed or re-employed 1 491 workers and has resumed production.

But a Leyland statement also appears to appeal to senior workers to return to work by next Tuesday and says 'at least 40% of those employed are new workers'.

This appears to indicate the company is concerned that most senior workers who went on strike have not returned to work.

Meanwhile in Port Elizabeth talks between Firestone and the Motor Assembly and Components Workers' Union of SA (Macwusa) ended in deadlock on Monday — and there is no end in sight to the strike by

about 3 000 workers at Firestone Ford and General Motors.

Despite the failure of Monday's meeting both sides stressed yesterday that the "door is still open".

A settlement at Firestone is believed to be the key to ending the strikes at Ford and GM as well.

The situation at all three companies remained unchanged yesterday and Macwusa's organising secretary, Mr Government Zini said talks were continuing with a fourth company, Armstrong Hydraulics, where 40 Macwusa members were dismissed after a strike.

Mr Zini also confirmed Macwusa is likely to expand its power base to the Pretoria area, where Sigma workers fired after the recent strike at

the company are planning a Macwusa branch.

He said the union would continue talking to Firestone but added: "Their offers to restate people remain vague. They also say they will not re-employ all those who've been dismissed. Not only 100 workers, but their families as well are at stake and the workers are determined to continue."

Firestone's managing director Mr Peter Morum said: "Negotiations have not been broken off and we will continue to seek a solution. We are experiencing the difficulties associated with the growth of a new union movement and there is learning to be done on both sides."

Leyland said yesterday that the company had built 250 vehicles since the strike and that it was confident full production would be restored at both its Blackheath and Elsie's River plants by early next month.

The National Union of Motor Assembly and Rubber Workers, however, said strikers are determined not to reapply for jobs and believes Leyland will not be able to replace skilled workers fired during the strike.

PLEASE CIRCLE ITEMS REQUIRED

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day the men were eventually brought to the surface early yesterday

Minor disturbances followed when they they arrived at their hostels and mine property was damaged

Disturbances were also said to have taken place at the mine's east shaft hostel on Monday night. Workers were said to have caused slight damage to property before being dispersed

Earlier yesterday General Mining said the workers had refused to communicate with management and the reason for the disturbance was still unknown

Due to stockpiling of ore the disturbances would not affect production it added

# 1,600 protest miners fired and sent home

By RIAAN DE VILLIERS  
Labour Correspondent

THE giant General Mining Corporation yesterday fired all 1 600 black mineworkers involved in protest action at its Buffelsfontein gold mine and started sending them back to their homelands

The workers were being taken by bus from the mine outside Stilfontein to special trains late yesterday afternoon while a police force of about 80 men stood by

General Mining said it had decided to fire the men "due to their irregular behaviour, lack of co-operation and the necessity to maintain discipline"

At the same time, police said yesterday that despite minor incidents the workers had been "well-behaved" throughout the

dispute

The unrest at the mine started on Monday afternoon when 1 600 black workers at the Orangia shaft who had started their shift at 3 am refused to come to the surface at 2 pm

Initially it was thought the men were protesting against long working hours

But a police spokesman said yesterday it was believed they were protesting against delays in bringing them to the surface after their shift

This is a common grievance which has often featured in previous mine disturbances

The workers stayed underground for most of the night in spite of attempts by management representatives to negotiate with them

General Mining said yesterday

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PLEASE CIRCLE ITEMS REQUIRED

**Labour Reporter**

THE unregistered South African Allied Workers Union says it is considering legal action against a Jotal textile company which sacked about 50 workers after a stoppage this week.

Workers at the company stopped work in support of wage demands last week.

The company has said workers refused to use the company's negotiating channels or choose representatives to bargain with management.

# Burhose strikers <sup>STAR</sup> all return to work <sup>29/5/81</sup> <sup>152</sup>

MARITZBURG — All the workers who went on strike at the Burhose factory at Estcourt on Monday have returned. Mr Pat Chapman, the manager, said today that all his workers reported today and that they had all been re-engaged after having dismissed themselves on Tuesday. "When they were still out on Tuesday they were told to start work or consider that they had dismissed themselves and to collect their outstanding wages the same day."

"Nobody claimed their wages and I was informed yesterday that they were prepared to start work today. "They have lost three days' pay — Monday, Tuesday, Wednesday — but as yesterday was a holiday and they were prepared to start today, we have decided to pay them wages for yesterday also," he said.

FM 29/5/81  
MOTOR INDUSTRY STRIKES

## Employers stand fast

(152) (134) (192)  
Motor industry managements in Port Elizabeth who face the thorny problem of sympathy strikes have decided to stonewall. As the boycott of Firestone products called by the Motor and Components Workers Union of SA (Macwusa) drags on, they are making it clear that they are not backing down to union demands.

The present dispute has its roots in a strike by Firestone workers in January over the government's planned pensions freeze. Firestone management insists that the 160 workers who lost their jobs in that strike effectively dismissed themselves when they refused to return to work. Macwusa has now taken up their case and has been negotiating with Firestone for their reinstatement. When Firestone refused to reinstate the workers, Macwusa called for a boycott of Firestone products. At Ford and General Motors, plant workers refused last week to handle Firestone products. They were suspended and told they could return when the matter had been settled.

At the time the *FM* went to press, 1 400 of Ford's black workers were not at work

The Cortina plant had come to a standstill, but production was continuing at the engine and Neave plants. The Macwusa call was also heeded by a significant number of workers at GM but that company has closed down its operations for more than a week for stock-taking and so at this stage production is not immediately affected.

Firestone managing director Peter Morum declines to reveal how many Firestone workers are on strike, saying that he does not want to disclose anything because "of a high incidence of intimidation." Production at Firestone is continuing, he says.

He does not know when the issue will be resolved. "We are doing our level best to get some logic into the situation," he says, emphasising that Firestone cannot afford to immediately rehire the workers who lost their jobs in January. If the company were to rehire them it would have to get rid of about 160 other workers at its plant and this it is not prepared to do. Firestone is willing to re-employ the workers when vacancies occur through

attrition and will give them priority. However, the company reserves the right to employ only people who meet its "normal employment criteria."

The company is willing to negotiate with Macwusa, provided the union can provide proof that it has the support of more than 50% of the Firestone workforce. So far, Macwusa has been unable to furnish this proof. "We believe our position is a fair and reasonable one," he says.

Ford management has made it clear that it will not heed the Macwusa call. "We have had discussions with Macwusa and have stated that we are not going to get involved in a sympathy strike," says Fred Ferreira, Ford's industrial relations manager.

Some observers believe that Macwusa has made the mistake of tackling employers on an issue on which they cannot afford to back down. They oppose solidarity strikes as a matter of principle. "We've got to the situation now where neither side can back down without losing face," says one observer. The question now is whether Macwusa has the support and the resources to become involved in a protracted dispute with the industry.

MOTOR STRIKES FM 29/5/81  
Cape motor workers' strikes enter  
their third week at Ford General Mo-  
tors Leyland and the Firestone Tyre  
Company. The strikers are out in sym-  
pathy with 160 Firestone workers who  
were not re-hired after a walkout

152

TRADE TUMBLERS

<sup>Ev Post 29/5/81</sup>  
Makanda

statement

clarified

IN a report in the Evening Post on May 22, Mr Dumile Makanda, chairman of the Motor Assembly and Component Workers Union, was quoted as saying workers should not return to work until 160 former Firestone workers were rehired

Mr Makanda has asked us to point out that what he said was that workers should not handle Firestone products until the 160 former Firestone workers were re-employed

**Back  
at work**

NM 30/5/81

152

Pietermaritzburg Bureau

THE bulk of 1 300 Estcourt  
Burhose workers who  
downed tools on Monday  
over wage demands were  
back at work yesterday, ac-  
cording to the manager of  
the factory, Mr P Chapman

Management did not bow  
to the demands of workers,  
who were said to have de-  
manded double the R15 to  
R21 they earn at present  
They would probably nego-  
tiate at a later stage, said  
Mr Chapman

'There's a lot of work to  
do at the moment, so the  
workers will probably  
elect a negotiations com-  
mittee next week,' he said

20 pc hike

for food

workers

30/5/81

Nm

132

124

**Mercury Reporter**  
NEGOTIATIONS between the workers' committee and the Fine Foods management has resulted in a 20 percent wage increase and the reinstatement of 62 women who were dismissed on Tuesday, according to trade union sources

The workers, who were employed by a food-processing firm in Rosehill, Durban, were fired after a sit-in demand for higher wages

They claimed that their R16-a-week wage was insufficient to support their families or to cover essentials such as rent and transport costs from their homes to work

Mr Mathew Oliphant, general secretary of the National Federation of Workers, said yesterday 'Although the management refused to deal with the

union, they did, however, agree to negotiate with the workers' committee

The management offered to re-employ the workers and to increase their wages by 20 percent when the firm reopens on Tuesday,' he said

Mr Oliphant also said he would be taking legal advice on a statement allegedly made by Mrs M Bello, wife of the manager of Fine Foods, saying that 'the National Federation of Workers had told the women to stop work'

An earlier statement by Mrs Bello said her husband was insisting that workers who wanted to come back would have to reapply for employment

Mr J P Bello could not be contacted yesterday to confirm whether workers would be reemployed with a 20 percent wage increase

C. Herald 20/5/81  
**Fresh call for boycott**

(152) (192) (175A) (175B)  
TRADE UNIONS, community, youth, sport and student organisations have called for a total boycott of Wilson-Rowntree sweets, gums and chocolates in support of 500 workers dismissed from the East London factory.

More than 20 organisations at a meeting on Sunday expressed their support for the boycott.

In a statement released after the meeting they said the Wilson-Rowntree workers were sacked illegally and the firm's management had 'consistently and deliberately refused to come to an agreement with the workers.'

Instead they had thrown 500 more workers on to the unemployment market,' the statement said.

The statement condemned the intransigence of the London headquarters of Wilson-Rowntree in the dispute.



# Police firm in aim to ban meeting

Ev Post  
30/5/81 Weekend Post Reporter

THE chief of the Security Police in the Eastern Cape, Colonel Gerrit Erasmus, stands firm by his decision to apply for the banning of a workers' report-back meeting scheduled for Monday despite recent developments which could bring about an end to the 12-day strike by more than 3 000 Ford General Motors and Firestone workers

Col Erasmus, in an interview, said he would definitely go ahead with his plans to have the mass meeting banned. Asked if this would not aggravate the strike situation in the midst of a possible solving of the dispute, he said 'I can make no comment on that. But there is no indication that the strike is going to be called off anyway.'

In an interview today, the organising secretary of the Motor Assembly and Component Workers' Union (Macwusa), Mr Government Zini, said the strike could be called off on Monday if a proposal, during a meeting with Firestone management this week, was supported by Ford and General Motors.

At the meeting, Macwusa officials suggested that each of the

three strike-hit firms agree to employ a quota of the 160 former Firestone workers who lost their jobs during a strike over pensions earlier this year.

Firestone's refusal to re-employ all the workers immediately led to workers at Ford and General Motors refusing to handle Firestone tyres in solidarity with the Firestone workers.

Mr Zini said the talks had for the first time been conducted in a "spirit of goodwill" and Firestone officials at the meeting appeared to be 'encouraged' by the proposal.

A similar proposal that all three strike-hit firms agree to employ the 160 workers has been made by a Rhodes sociologist and one of the authors of the Ford audit report, Dr Marianne Roux.

According to Mr Zini, Firestone told the Macwusa officials that GM and Ford would be approached about the suggestion during the weekend.

Asked for comment today, Ford's industrial relations director, Mr Fred Ferreira, said he was not aware of the proposals at this stage.

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**Strike situation unchanged**

PORT ELIZABETH - The strike situation at Ford, Firestone and General Motors in Port Elizabeth remained unchanged yesterday after another round of talks between union representatives and Firestone officials.

The strikes at the three motor companies started 12 days ago when about 1 500 workers

walked out of the Ford plant after refusing to handle Firestone products in sympathy with 150 workers who had been fired earlier by the tyre company.

About 200 workers at General Motors followed suit, and a few days later the majority of Firestone's black workforce went on strike.

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# Forget about the big stick!

31/5/81

BY MAUREEN GRIFFIN

152/122  
122

THE refusal of South African managements to acknowledge the growing collective strength of workers is seen by labour experts and unionists as being responsible for much of the present industrial unrest.

While the Government and chambers of commerce and industry throughout the country call for enlightened industrial relations, at factory floor level employers too often still prefer to wield the big stick rather than negotiate with worker-elected representatives.

David Ginsburg, industrial sociology lecturer at the University of Natal in Durban said "Today's working force have acquired a new consciousness of their position as workers. They are in-

creasingly using their democratically organised collective strength to better their conditions of employment and to improve the general condition of their lives

"If we are to have peaceful labour relations in the factories, management must acknowledge the growing strength of workers and begin to bargain with the people workers put forward as their representatives

"If they don't, they are going to cut their throats in the sense that continued and expensive labour unrest will mark South Africa as a bad investment prospect"

This refusal to deal with a democratically elected

and representative factory floor committee was a major issue in the dispute at Dalton near Pietermaritzburg, when over 400 workers were fired from the Union Co operative Bank and Sugar Company after they downed tools when food rations were discontinued

At a Press conference in Pietermaritzburg this week, the "dismissed workers reiterated their rejection of what they saw as a management-elected liaison committee and company union.

They claimed the dispute would have resolved quickly had management agreed to negotiate with a factory floor committee elected by workers

They also questioned the effectiveness of the industrial council system in resolving disputes quickly

A worker spokesman said "The industrial council is far removed from the factory floor and access to it is limited. An industrial council is unable to deal quickly and efficiently with a dispute"

Mr Ginsburg agreed. He told the Sunday Tribune: "Centralised bargaining through an industrial council isn't adequate to the needs of all workers. There is definitely a necessity to move to direct bargaining through the workers' union with their particular management at the point of production

"Some disputes must be settled quickly, but if you have to go through an industrial council, by the time things are handled

the dispute has often festered into something far more serious and people are fired"

Arthur Grobelaar, general secretary of the Trade Union Council of South Africa, said although he felt industrial councils were fundamentally necessary in the handling of disputes, some needed streamlining

He agreed that in many cases management was living in "a bygone era".

Roland Freakes, executive director of the Natal Chamber of Industries, said although it was necessary to review wages and conditions of service of employees, particularly those in lower-paid categories, he did not entirely agree that protests and some strikes were exclusively attributable to these factors

By Jan de Beer

INDUSTRIAL strikes by black workers are costing South Africa an astronomical sum

In 1979, at least 68 individual production years were lost because of work stoppages by blacks and the total this year promises to rise to the highest level yet recorded

Industrial-relations experts voiced strong concern this week that the proximity of the June 16 anniversary of the Soweto riots to the current Republic Festival period could result in the present strikes continuing for at least another two weeks

And they predicted there is the likelihood of more strikes to follow during this period

It is seen as an ideal time for more militant trade unions to compete for membership of the seven out of 10 blacks who do not belong to trade unions

Meanwhile the bill to industry is growing to alarming proportions Ford's Cortina plant where 1 500 workers have been on strike for over a week is losing at least R25-million a week in production

Naturally there are other aspects such as loss of potential sales through inability to supply

# More strikes predicted as production losses grow

## Work stoppages are costing a fortune

An authoritative survey of the South African black-strike scenario completed recently shows that in 1978 10 588 man days were lost because of work stoppages by blacks. This figure included all stoppages — not only strikes

In 1979 however taking only strikes as such into consideration the loss of man days involving blacks reached 16 515 — a dramatic rise to more than 68 individual production years

The figure for last year is not yet available but the authors expect it to be much higher

In all 14 160 workers of all races went on strike in 1978. A year later as the white mine strikes took place the total reached 22 803

The situation is extremely complex. Factors such as wage demands (67), unfair dismissals and dissatisfaction regarding disciplinary measures (21) were quoted as the main reasons for the 134 strikes by black workers last year

Some industrial-relations experts now, however see the power struggle among new and unregistered trade unions as a much more important reason than it was in 1980

Said an Eastern Cape car industry spokesman "There is a strong feeling that the relatively new Motor Assembly and Components Workers Union (Macwusa) is trying to flex its muscles through the present strikes in Port Elizabeth

"If it is considered that 70% or more of the black work force are still not members of trade unions we can expect many other new and more militant trade unions to appear on the scene in future. It's a frightening prospect"

He said that some of the current instances of sabotage could be linked to strike action. "Railway lines are being blown up to prevent workers from attending work"

Dick Sutton group industrial relations adviser for SA Breweries, agreed that a multiplication of trade unions was about to hit South Africa. "Wildcat strikes are the trademarks of trade unions trying to gain support from the workers"

Mr Sutton feels that the industrial-council system perhaps requires modification. "It's too bureaucratic and remote from the shop floor"

Alternative mechanisms to settle labour disputes would have to be sought — perhaps forced arbitration he suggested

By DAVID NIDRIE

MORE than 15 000 pamphlets calling for a boycott of Colgate-Palmolive products have been distributed on the Reef in support of what may become the first legal strike by black workers under the country's new labour dispensation.

The boycott call has been put out by the Chemical Workers' Industrial Union, a Government-registered affiliate of Fosatu (Federation of South African Trade Unions), which has been locked in a recognition dispute with the local management of the multinational Colgate-Palmolive company for more than a year.

It is being extended to a national campaign with the support of all other member unions under the Fosatu umbrella. It comes within days of a call by the South African Allied Workers' Union for a boycott of all Wilson-Rowntree sweets.

The decision to call a Colgate boycott follows the deadlock last week of a Labour Department conciliation board hearing between the union and Colgate.

Colgate Palmolive is a signatory to the Sullivan Code which commits US companies to removing discrimination in their South African factories. It has in the past been seen as a model employer by other US companies operating in this country.

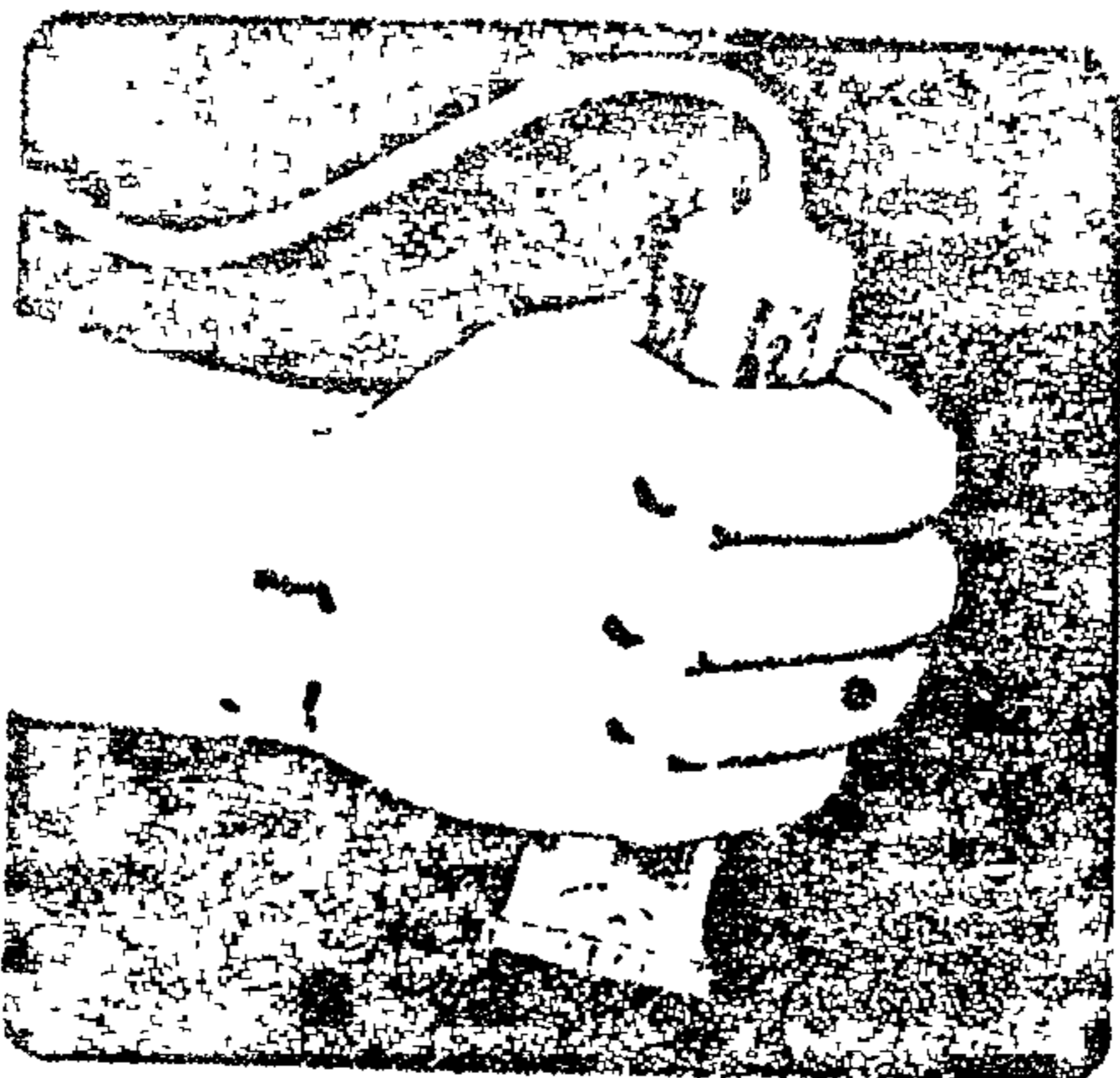
If the deadlock is not broken, according to a union representative, CWTU will hold a strike ballot within the next two weeks among Colgate's 240 black workers.

# Union puts on the squeeze

S Tribune 31/5/81

(52) (187) (187) (187) (187)

Colgate  
boycott call



grant recognition to the union which claims to represent more than two thirds of the Colgate workforce.

A petition signed by 189 black workers was presented to Colgate soon afterwards, asking for a management-union meeting to discuss recognition.

By October, Colgate had agreed to recognise the union but only to represent the black workforce in "matters relating to shop floor grievances." This would have excluded wage and general working condition negotiation rights for the union — both negotiating rights included in CWTU's original demand for recognition.

The wrangling continued until the union declared a formal dispute earlier this year. In an attempt to resolve it, both sides went to arbitration by a Department of Labour conciliation board.

But hearings ended in deadlock last week. By law, the union must wait 31 days after a breakdown in negotiations before calling a strike — a wait that will end in three weeks. Although both sides still

maintain they are willing to negotiate, Fosatu has announced that Colgate had made "no genuine attempt to meet the aspirations of the majority of workers."

As a result, Fosatu said, it was calling for a nationwide boycott. Colgate has responded by issuing pamphlets to its workforce rejecting the dispute and the boycott call as "the work of outsiders not interested in the genuine welfare of the workers."

Trade unions have in recent years recognised consumer boycotts as powerful weapons with which to fight employers. The last two years have seen boycotts called against Fattis and Monis Pasta products, red meat, as a result of disputes in the Cape Meat industry, and more recently, of Wilson-Rowntree sweets, following the sacking of 500 workers at Rowntree's East London factory.

Although Fosatu has not formally discussed the sweet boycott, a spokesman said this week Fosatu and its membership "would want to support anything that would get workers back to work on their terms."

Depending on the outcome, a strike could begin in mid-June — about three weeks from now. It will be the first legal black strike under the Government's new labour laws introduced last year.

In preparation, the union has distributed to local and foreign labour bodies a booklet outlining the

month-old dispute with Colgate. In black townships it is distributing a pamphlet calling for support for the boycott and naming 18 Colgate products.

The Colgate union dispute began in February last year with a refusal by management at the Boksburg plant to meet union representatives or to

# 600 milk men return to work

Staff Reporter

THE strike by 600 workers at the National Co-operative Dairies in Boksburg is over

All workers returned yesterday after a weekend strike which disrupted East Rand milk deliveries

The strike began on Friday in support of an employee who was dismissed after being found guilty of an assault

We are satisfied that the worker was fairly dismissed, a spokesman for the Fosatu-affiliated Sweet Food and Allied Workers Union said

... But what tools are available to ourselves? Can anything of the priority, to be given to the groups, whether to allocate funds or care of the aged? ... and these have to be pressed on our guards these actual questions. It is not only to reserve resources, but to relate the various objectives to each other.

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

## 4.1 Programme Budgeting

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

... at the alternative ... additional costs ... interest on loans ... are normally ... for any given project

So far we have discussed methods of classifying projects to ... But what tools are available to ourselves?

Can anything of the priority, to be given to the groups, whether to allocate funds or care of the aged?

and these have to be pressed on our guards these actual questions. It is not only to reserve resources, but to relate the various objectives to each other.

This is necessary a) to know the cost of pursuing each objective,

b) to group together activities with the same objectives which can be compared by cost-effectiveness analysis,

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

Financial statistics are not traditionally arranged on this basis but in categories such as 'salaries', 'transport', 'medicines', etc. A separation, e.g. between expenditure on different disease groups or age groups cannot be made.

The grouping of expenditure into programmes is an art. Pole, an economist in the I.P. Department of Health, writes.

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

# Ex-Sigma men petition Minister

By MONK NKOMO

THE 18 former Sigma Motor Corporation employees in Pretoria have petitioned Mr SP Botha, Minister of Manpower Utilisation to establish a conciliatory board to investigate and determine reasons for their dismissals.

The former employees, who were committee members and acted as intermediaries during the strike, submitted that Sigma's refusal to reinstate them was an unjust discrimination.

"This is presumably because we served on the committee and performed the functions of negotiating the proposed wage increases with management after the workers had expressed their dissatisfaction on the progress made by the liaison committee."

The application added "It is further submitted that we as members of the

committee at no time resigned our employment or intended to resign our employment. Although the pamphlet of April 14 as issued by the employer stated that we would be deemed to have terminated our employment unless we returned to work. This is a unilateral deeming not justified by acts.

"It is not justified by the facts and as such it is a change in terms and conditions of our employment arbitrarily imposed without any consideration having been given to the role that we played in representing the workers."

They further alleged that it was unfair labour practice to be refused reinstatement, whereas the majority of workers who did not serve on the committee have been reinstated. There is a probability that if we are not reinstated, labour unrest may be created or promoted.

# Unions back strike at Levland

*Argus 4/16/51*  
*124*  
*152*

## Labour Reporter

A NUMBER of Cape Town trade unions have expressed support for Levland workers who have now been on strike for three weeks demanding an increase in wages.

In a statement after a meeting this week the unions deplored the action of Levland South Africa's management in dismissing workers pursuing their legitimate demands.

They supported the Lev-

land workers' demand for unconditional reinstatement and called on other workers not to seek employment at Levland's Blackheath and Elsie's River factories.

The unions are the Food and Canning Workers' Union, the Cape Town Municipal Workers' Union, the National Union of Commercial Catering and Allied Workers, the Commercial Catering and Allied Workers Union of

South Africa and the General Workers' Union.

About 2000 workers at Levland's two factories downed tools three weeks ago. They were dismissed after being suspended by management for three days and refusing to return to work.

They have demanded an increase of 25c an hour, rather than the 9c an hour due in July according to an agreement signed in December.

Mr. Joe Foster, the local secretary of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), said yesterday only about 300 workers at the Blackheath factory had returned to work and production was low.

He said Levland management had not responded to the workers' demands. The union, however, was willing to talk.



- II. Gill Westcott: "Obstacles to the Development of Transkei Agriculture" S.A.L.D.R.U. Farm Labour Conference 26 September 1976, Paper No.26 p.17.
- I2. Information from Jeff Thomas. EDA Fieldmaker Natal.
- I3. C. Board op. cit. p.43 and p.45.
- I4. G. Westcott op. cit. p.17 and I8.
- I5. IO families have full economic units.  
22 families have half economic units.  
200 have one morgen plots.  
... and more than 300 have no fields at all.
- I6. This is due partly to the exodus from this area to Thornhill.
- I7. Colin Bundy. "The Emergence and Decline of a South African Peasantry". African Affairs, Vol.71, No.285, October 1972, and "The Franskel Peasantry c.1890-1914. "Passing through a period of Stress" in "Roots of Rural Poverty" ed. by R. Palmer and N. Parsons. Heinemann 1977.
- I8. Bundy in African Affairs op. cit. p.387.
- I9. Ibid p.378ff.
- 20. Quoted in Majeke "Role of Missionaries in Conquest" p.134.
- 21. Francis Wilson "Farming" in "Oxford History of South Africa" ed. by M. Wilson and L. Thompson. Oxford University Press 1971. Pg.129.
- 22. Quoted in Merle Lipton. "South Africa: Two Agricultural Cultures?" S.A.L.D.R.U. Farm Labour Conference September 1976 p.17-18.
- 23. Bundy in "Roots of Rural Poverty" p.217.
- 24. Ibid p.217.
- 25. Monica Wilson "The Growth of Peasant Communities" in "Oxford History of South Africa" ed. by M. Wilson and L. Thompson. Oxford University Press. 1971 p.56.
- 26. Bundy in "Roots of Rural Poverty" p.213.
- 27. Edward Brett op. cit. p.8.
- 28. Michael Lipton. "Towards a Theory of Land Reform" in "Agrarian Reform and Agrarian Reformism" ed. by David Lehmann. Faber and Faber 1974 p.302.
- 29. e.g. Tomlinson: Tomlinson Commission. Government of South Africa 1954.  
Merle Lipton: "Two Agricultures. A preliminary comparison of Black farmers and white farmers."  
Neil Alcock: "Thoughts on Kwa-Zulu's Agricultural

Future."

- 30. Interim Report of Select Committee on Land Tenure in KwaZulu 1975 p.26.
- 31. Merle Lipton op. cit. p.29 and 30.
- 32. "Ninety-one per cent of the households and eighty-five per cent of the house Transkei receive an income that is below Datum Line". (Based on surveys in 64 J. Maree & P.J. de Vos p.II.  
Jonann Maree & P.J. de Vos "Under er poverty and migrant labour in the Tr S.A. Institute of Race Relations Ma
- 33. Quoted in Brett p.17: C.B. Lamb "Peasants and agricultural development in Kenya" of Social Science Council, 8th Conference No.39 p.10.

# Leyland strikers decide to stay out

*Correll 22/5/81*

**STRIKING Leyland workers who were dismissed on Wednesday**

day decided at a spirited meeting in Bellville South yesterday that they would stay on strike until their demands were met.

A resolution was passed at the meeting of more than 1 000 workers demanding a minimum wage increase of 25c an hour to match rising living costs

The workers demanded that management immediately hold talks with their union - the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa - with the aim of setting a R2,00 an hour minimum wage to come into effect within the next four months

They demanded no intimidation of workers as a result of the strike

The resolution said a proper dispute still existed, whether Leyland admitted it or not

It said the workers' labour contributed to the profits of Leyland and workers were entitled to a wage which ensured a decent living standard

The resolution said Leyland had taken a hostile attitude by refusing to negotiate reasonable with the union, as well as through the presence of police

In dismissing about 2000 workers at its Blackheath and Elsies River plants, Leyland management issued them with notices saying they could apply for re-employment from yesterday

Workers collecting their pay at the factory gates early this morning said some strikers had gone back to work.

However, the secretary of the Western Cape branch of Numarwosa, Mr Joe Foster, said very few workers had returned

Workers at this morning's meeting were urged not to collect all their pay or to sign any forms issued by management

Mr Foster dismissed as "nonsense" claims by Leyland's management that the union did not have the support of the workers.

- Sapa

43. ~~considered~~ resettlement in Zululand has not reached astronomical proportions. So far the cost of developing one morgen of arable land has varied from R2.62 to R8.36 and the cost of developing an economic unit has varied between R178 and R360. Considering what is involved, these figures are not excessive. In Eastern Nigeria on the other hand, the cost per settler on the farm

152

# World unions slate Leyland

CT 22/5/81

(152) (192) (140A) (139) (62)

Own Correspondent

**LONDON.** — The international trade union movement yesterday condemned Leyland South Africa for dismissing workers who had been out on strike.

## Strike in PE plant spreads

**PORT ELIZABETH** — The stalemate between workers and management of the three strike-bound Port Elizabeth manufacturing giants could be solved only if the 160 former Firestone workers were reinstated, the union chief at the centre of the dispute said yesterday.

Mr Dumile Makanda, chairman of the Motor Assemblies and Component Workers Union of South Africa, yesterday rejected Firestone's offer to employ the workers as the vacancies fell due.

Labour unrest in Port Elizabeth spread yesterday when the majority of black Firestone workers did not report for duty on three shifts.

Firestone management has blamed yesterday's stayaway on alleged intimidation of workers at bus termini in the townships. This has been denied by union officials.

The managing director of Firestone, Mr Peter Morum, said about 40 black workers had approached management yesterday to be allowed to go home for fear of reprisals from other workers. Permis-

sion had been granted. Police yesterday confirmed reports of intimidation of workers in the townships and patrols of bus stops and the affected motor plants were stepped up.

Mr Morum dismissed allegations that job reservation was practised in the appointment of staff to supervisory positions and a claim by Mucwusa that most of the workers who were not re-employed were elderly with long service records.

Referring to the striking Ford and GM workers, Mr Makanda said if management gave its undertaking not to force workers to handle Firestone products, work would resume immediately.

The Ford director of public affairs, Mr Dunbar Bucknall, said yesterday that the situation at the company's three plants was unchanged.

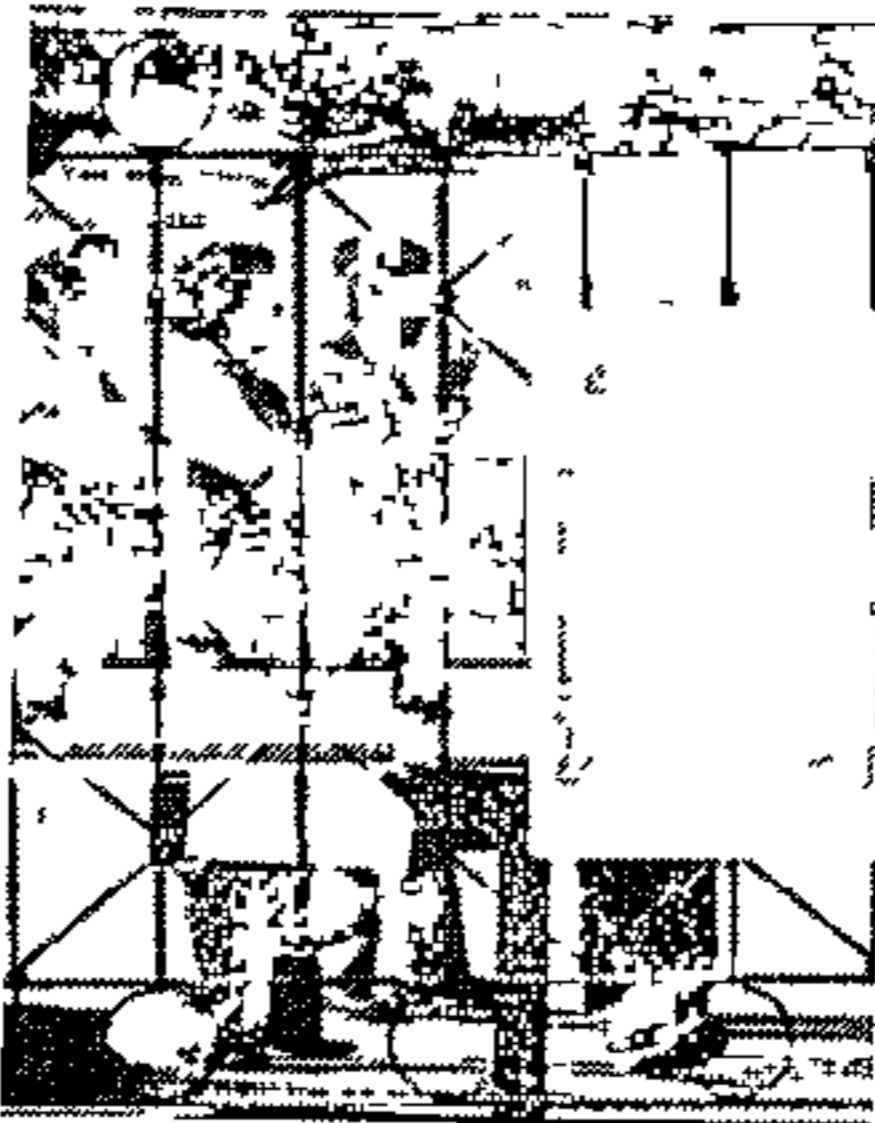
Lost production through the closure of the Cortina plant at Struandale was costing the company R-million a day. By today, the 1 500 striking workers would have forfeited R-million in wages.

International representatives of world trade unionists are backing black workers against multi-national firms which, they claim, fall lamentably behind the European Economic Community's code of conduct.

The International Confederation of Free Trade Unions (ICFTU) — representing 71-million members — said they took current labour disputes in South Africa very seriously.

The ICFTU is sending a cable of "support and solidarity" to the National Motor Workers' Association in South Africa. They have also cabled the Leyland South Africa management urging them to reinstate the workers and to negotiate with them over their demands.

The ICFTU is the representative body for trade unions throughout the "free world".



A pay point set up behind the closed main gate of Leyland's Blackheath plant yesterday. Many of the workers who were sacked on Wednesday returned throughout the day to collect back pay.

— Western Europe, Britain and the United States

In current discussions with them over the situation in South Africa were the International Labour Organization (ILO), as well as the International Metal Workers' Federation — the union representing car workers.

They were also in touch with the British Trades Union Congress (TUC) to see what action could be taken to exert pressure on British Leyland over the actions of its South African subsidiary.

International trade unionists are also approaching the TUC to make representations to the British Government which has a financial stake in British Leyland and which they say is partly to

blame for the South African company's "poor labour record".

They blame the British Government for being lax in ensuring that the EEC code of conduct governing subsidiaries in South Africa is adhered to.

● The secretary of the National Union of Rubber Workers of South Africa (Numarwosa), Mr Joe Foster, told the Cape Times yesterday that there was nothing in the Industrial Conciliation Act which covered the situation in which members of the union who had been dismissed from Leyland plants in Blackheath and Elsie's River on Wednesday, now found themselves

### Industrial council

There was no industrial council in the Western Cape which catered for the motor assembly industry, he said, and Numarwosa had been left with little alternative but to allow the dispute to develop along unofficial lines.

"We could appeal to the minister for the establishment of a conciliation board but then Leyland could say that the union was no longer representative of the work force because the company had no work force, it had dismissed the work force."

A meeting of workers and union leaders was held in Bellville yesterday and it was unanimously resolved that workers would refuse to seek re-employment with Leyland till a minimum wage increase of 25c an hour, to come into effect immediately, had been agreed upon.

The workers also demanded that immediate negotiations be held between management and Numarwosa with the aim of setting a R2 an hour minimum wage to come into effect within the next four months.

### Meeting

Speakers at the meeting, which was attended by about 800 of the approximately 1 900 workers sacked on Wednesday after beginning a strike for better wages on Thursday last week, emphasized the importance of the workers sticking together in their resolve not to return to work at Leyland till their demands had been met.

Leyland's director of communications and public affairs, Mr A E Pitlo, said yesterday more than 500 people, including workers who had been sacked on Wednesday had been recruited and production had recommenced at most of the affected plants.

# School support for workers

THE representative committee of Western Cape pupils and students has called for the reinstatement of striking Leyland workers in a statement issued at the weekend

The statement appeared after the committee's decision to call off the week-long school boycott last week

'We call on all students, workers and parents to support the Leyland workers in their struggle

for unconditional reinstatement

'The decision to terminate the schools' boycott has been taken in the light of victories achieved. We see the opening of Noorder Paarl and Elswood high schools as a victory for students in their struggle against racial education,' the statement said

The statement said the alleged brutality of the police and their actions against students and

parents in Johannesburg were deplored

'We appeal to all principals to reconsider the timing and writing of June examinations, as a true assessment of a student's progress can only be determined in an atmosphere conducive to the writing of an examination

'We call for a united front of students, parents and workers in our struggle for a better education and democracy,' the statement said.